

GENERAL CONFERENCE AGENDA

22-23 APRIL 2018

BOURNEMOUTH INTERNATIONAL CENTRE



TABLE OF CONTENTS

	Page
Instructions to Delegates	2
Statement by Joyce Stevenson	3
Timetable/Programme of Business	4
Branch Voting Strengths	6
Conference Procedures and Agenda Notes	11
Standing Orders	12
Members of National Executive Council, Officers and Standing Orders Committee	18

AGENDA

- Section 1 - Policy**
- Section 2 - Education and Training**
- Section 3 - Finance**
- Section 4 - Organising and Strategy**
- Section 5 - Membership/Legal Services/Comms**
- Section 6 - Equal Opportunities**
- Section 7 - Health, Safety and Environment**
- Section 8 - Political Fund Management**
- Section 9 - National Discipline**
- Section 10 - Rules**
- Section 11 - Motions Not Admitted to the Agenda (Category X)**

OBITUARY LIST

GENERAL CONFERENCE

22nd – 23rd April 2018
Bournemouth International Centre

Instructions to Delegates

ADMISSION TO CONFERENCE

Before leaving home make sure you have your Membership Card 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 9 are drawn to the attention of all delegates:

The use of mobile phones or devices (Smartphones, Tablets and Laptops) must be switched off or set to Silent, while in the confines of the Conference Hall.

During "in Camera debates" recording and or reporting of these debates shall be strictly prohibited.

No documents, posters or banners 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 6.00 pm on the evening of Saturday 21st April 2018.

STATEMENT

Dear Colleagues

On behalf of the General Conference Standing Orders Committee can I welcome delegates and visitors to this year's Annual 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.

In preparing this agenda and timetable, the General Conference Standing Orders Committee has taken account of a request from the General Secretary to provide time within the timetable for a number of significant matters. The CWU are at a vital juncture on the Redesign project and we have accommodated a slot for delegates to be updated by the GS and SDGS on all issues redesign. The slot will also provide for a Q&A session which I hope delegates and visitors will find useful when they come to take the vital decisions ahead. We have also allocated time to show two short films about the work the CWUHA are involved in and also the campaigns the members have undertaken during the past year. As is normal we have allowed time for guest speakers and I am sure conference will give them a warm welcome. We have continued our policy to ensure each section is allocated time proportional to the number of motions submitted.

Speakers in debate have been allocated 3 minutes under standing order 3.h. You will see that we have highlighted exceptional circumstances where a speaker may seek the permission of conference to speak for a longer period within the standing orders. 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 mindful that the debating time is limited.

Due to the Emergency Motion process no longer being covered in the Rules, we have continued with the request made by the President to make provision within the Standing Orders to allow for Emergency Motions.

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
General Conference Standing Orders Committee, Chair

GENERAL CONFERENCE

TIMETABLE/PROGRAMME OF BUSINESS

Sunday 22nd April 2018

09.00	Film "A Year in Review"				
09.05	Conference opens with Presidents Address and Obituary List				
09.15	Adoption of General Conference Standing Orders Committee Report (including reference backs)				
09.25	General Secretary				
09.45	Film – CWUHA "Making a Difference"				
09.50	Section 1A	Policy	Motions	1	- 7
10.50	Section 1B	Policy	Motions	8	- 14
11.50	Section 1C	Policy	Motions	15	- 20
12.45	Guest Speaker				
13.00	Lunch				
14.00	Accounts				
14.15	Section 3	Finance	Motions	21	- 23
14.40	Section 5	Membership/Legal/Comm	Motions	24	- 25
15.00	Guest Speaker				
15.15	Section 1D	Policy	Motions	26	- 30
16.00	Section 1E	Policy	Motions	31	- 35
16.45	Section 1F	Policy	Motions	36	- 41
17.35	Section 7	Health, Safety and Env	Motions	42	- 44
18.00	Conference Adjourns				

TIMETABLE/PROGRAMME OF BUSINESS

Monday 23rd April 2018

09.00	Section 6	Equal Opportunities	Motions	45	-	47
09.25	Redesign Session					
11.25	Section 4A	Organising and Strategy	Motions	48	-	55
12.45	Guest Speaker					
13.00	Lunch					
14.00	Section 4B	Organising and Strategy	Motions	56	-	61
14.55	Section 2	Education and Training	Motions	62	-	66
15.40	Guest Speaker					
16.10	Section 4C	Organising	Motions	67	-	72
17.05	Section 8	Political Fund	Motions	73	-	75
17.30	Section 10	Rules	Motions	76	-	80
17.50	General Secretary					
18.00	Conference Closes					

VOTING STRENGTHS

MEMBERSHIP OF THE TELECOMS AND FINANCIAL SERVICES CONSTITUENCY

REF	BRANCH	GENERAL	P/F
21/819	Central Counties and Thames Valley	2028	1795
21/827	South East Anglia	990	860
21/831	North Anglia	1527	1293
22/032	Midland No.1	2467	2336
22/238	Leicester and Midshires	717	653
22/601	Albus National	1489	523
22/666	Birmingham, Black Country and Worcester	589	544
22/803	East Midlands	1427	1304
22/809	Coventry	639	565
23/404	South Yorkshire	851	785
23/669	Tyne and Wear Clerical	1648	1581
23/727	Bradford and Financial Services	149	100
23/808	North East	1827	1602
23/817	Lincolnshire and South Yorks	1404	1291
23/830	West Yorkshire	2244	2111
24/024	Northern Ireland Telecoms	1617	392
25/274	Manchester Combined	1555	1485
25/646	Mersey	1346	1290
25/664	Manchester Clerical	584	570
25/730	Bootle Financial Services	1563	1512
25/731	Bootle IPSL	141	140
25/732	Northern and National Financial Services	319	184
25/801	Isle of Man	137	65
25/821	Lancs and Cumbria Combined	1854	1684
25/833	Preston Brook and Bury	1002	944
26/156	Glasgow and Motherwell	890	843
26/825	Edinburgh, Dundee and Borders	1706	1576
26/829	Scotland No.1	2543	2383
27/049	South East Central	1173	1008
27/353	Portsmouth, West and Isle of Wight	661	605
27/805	Meridian	806	709
28/459	Somerset, Devon and Cornwall	1958	1643
28/828	Great Western	2557	2165
29/807	Mid Wales, The Marches and N.Staffs	1007	913
29/816	North Wales and Chester Combined	616	569
29/823	South Wales	2293	2127
30/250	AIM Branch	65	25

VOTING STRENGTHS

REF	BRANCH	GENERAL	P/F
30/252	Greater London Combined	3840	3668
30/810	Capital	1932	1748
30/811	London and West	1211	1142
30/834	South London, Surrey and North Hampshire	2106	1941
45/001	Greater Mersey and South West Lancs	899	838
	TOTAL	56,377	49,512

VOTING STRENGTHS

MEMBERSHIP OF THE POSTAL CONSTITUENCY
--

REF	BRANCH	GENERAL	P/F
01/001	Essex Amal	2560	2107
01/002	Colchester and District Amal	655	573
01/003	Eastern No.3	1363	1171
01/004	Eastern No.4	1295	998
01/005	Eastern No.5	1931	1575
01/006	Eastern No.6	1285	1109
01/008	Suffolk Amal	798	678
01/009	South Central Postal	2182	1891
02/001	Birmingham District Amal	2788	2505
02/002	South Midlands Postal	4728	4281
02/003	Leicestershire	1311	915
02/005	Wolverhampton District Amal	2065	1888
02/006	Derbyshire Amal	881	698
02/007	Midland No.7	1096	973
02/008	Nottingham District Amal	2429	1942
03/001	Doncaster and District Amal	1444	1298
03/002	South Yorkshire and District Amal	2652	2407
03/003	Bradford and District Amal	1215	1032
03/005	Leeds No.1 Amal	3035	2739
03/006	York and District Amal	1055	941
03/007	Hull and East Ridings Amal	552	467
03/008	Newcastle Amal	2489	2261
03/009	Darlington Amal	503	459
03/010	Cleveland Amal	875	788
03/011	Durham County	378	344
03/012	North East Coastal Amal	412	394
04/001	Northern Ireland Combined	1379	845
04/002	Northern Ireland East	439	251
04/003	Northern Ireland West	812	458
05/002	Isle of Man	208	186
05/003	Cheshire No.1 Amal	434	346
05/004	North West Central Amal	2049	1868
05/006	Greater Manchester	2819	2567
05/007	North West No.1	1446	1352
05/010	East Lancs Amal	503	460
05/011	North Lancs and Cumbria	2939	2728

REF	BRANCH	GENERAL	P/F
05/012	Darwen Capita	392	382
05/013	Warrington Mail Centre	744	632
06/001	Glasgow District Amal	3860	3492
06/002	Scotland No.2	2973	2580
06/003	Grampian/Shetland Amal	799	745
06/005	Scotland No.5	793	749
06/006	Clyde Valley Amal	468	435
06/007	Orkney	45	40
06/008	Highland Amal	417	377
07/002	Portsmouth and District Postal	1085	957
07/003	Southdowns, Weald and Rother	2312	2003
07/004	Kent Invicta	2442	2050
07/005	South East No.5	5957	4963
08/001	Western Counties	2741	2363
08/002	Plymouth/East Cornwall Amal	1516	1327
08/003	Bournemouth and Dorset Amal	1336	1188
08/004	Wessex South Central	1828	1704
08/005	Bristol and District Amal	2770	2549
08/006	Gloucestershire Amal	955	878
08/007	South West No.7	1468	1319
08/009	Jersey	224	147
08/010	Guernsey	179	-
08/011	Worcester and Hereford Amal	785	711
08/012	Cornwall Amal	570	506
09/001	North Wales and Marches	1684	1552
09/002	Shropshire and Mid Wales	908	818
09/003	South East Wales Amal	1711	1575
09/004	South West Wales Amal	1306	1257
09/005	Gwent Amal	778	683
10/002	Mount Pleasant	1263	1167
10/004	London Phoenix	610	534
10/007	London No.7	287	241
10/009	Northern Home Counties Postal	1384	1213
10/011	London Parcels & Station Amal	550	468
10/012	Northern/North West London	1688	1577
10/013	East London Postal	1051	942
10/015	West London Postal	559	528
10/016	South East London Postal and Counter	1436	1293
10/017	London South West	1308	1164
10/018	Kingston Area	705	501
10/019	Romford Amal	1690	1353

VOTING STRENGTHS

REF	BRANCH	GENERAL	P/F
10/020	Harrow and District	1629	1334
10/021	South and East Thames Amal	1262	1076
10/022	Croydon and Sutton Amal	1280	1056
10/023	South West Middlesex Amal	1377	1254
21/006	South Central MT	116	103
21/819	Central Counties and Thames Valley	81	77
21/827	South East Anglia	22	19
21/831	North Anglia	21	16
22/032	Midland No.1	86	77
22/238	Leicester and Midshires	35	33
22/239	Midlands MT	144	125
22/803	East Midlands	47	39
22/809	Coventry	30	26
23/404	South Yorkshire	51	47
23/808	North East	62	60
23/830	West Yorkshire	126	115
24/024	Northern Ireland Telecom	58	31
25/821	Lancs and Cumbria Combined	42	37
26/156	Glasgow and Motherwell	38	34
26/157	Scotland MT	111	88
26/825	Edinburgh, Dundee and Borders	24	23
27/805	Meridian	64	58
28/053	Western MT	105	88
28/459	Somerset, Devon and Cornwall	38	32
28/828	Great Western	100	89
29/807	Mid Wales, the Marches and North Staffs	4	4
29/823	South Wales	38	36
30/122	London Regional MT	129	124
30/252	Greater London Combined	2	2
30/255	London Postal Engineering	222	202
45/001	Greater Mersey and South West Lancs	1769	1666
	TOTAL	119,695	104,429

GENERAL CONFERENCE PROCEDURES

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 10.4.1 to 10.4.4.

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

1. Motions have been categorised in accordance with Rule 10.6.7

THE GENERAL CONFERENCE SOC SHALL GIVE PRIORITY TO MOTIONS PUBLISHED IN 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 and Transgender Conference
- Retired Members' Conference
- Disability Conference
- Young Workers Conference

GENERAL CONFERENCE 2018 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, 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 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, Young Workers 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), (ii) and (iii).

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 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.

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.

STANDING ORDERS

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.

REMITTANCE p Should there be a request from the NEC to remit a motion. The mover of the motion will be deemed to have the authority to agree to the remittance on behalf of the submitting body. Subject to the agreement of conference.

POINT OF ORDER q **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).

r 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.

s The Standing Orders Committee shall have the right to enter debate on all matters affecting the decisions and role of the Committee.

t 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

b A card vote may be called for either by the Chairperson of the General Conference or when 30 delegates or more 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. Once the Standing Orders Committee have announced the conclusion of the card vote, no further voting cards shall be included in the count.

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. (apart from a motion under the terms of Rule 6.3.3) and subject to SO4D.
- 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 Constituency
 - (ii) the Telecoms & Financial Services Constituency

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 midnight on **Tuesday 10th April 2018**. 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 at conferences@cwu.org 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.
- e The NEC will also be required to follow these procedures.

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 midnight on **Tuesday 10th April 2018**. 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, Young Workers 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 22nd April 2018**.

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. 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. 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.

8. 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 SO8d, 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. The Branch(s) registering opposition to NEC acceptance shall be published in the relevant supplementary report, (Rule 10.6.6.i refers).
- 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 under the terms of this Standing Order shall not take priority over consequential rulings.
- e However, notwithstanding the provisions of 8a–d, Branch(s) do not have the facility to register opposition to acceptance of motions standing in their own name.

9. PROHIBITIONS

Mobile phones or devices (Smartphones, Tablets and Laptops) must be switched off or set to Silent, while in the confines of the Conference Hall.

During “in Camera debates” recording and or reporting of these debates shall be strictly prohibited.

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

NATIONAL EXECUTIVE COUNCIL AND OFFICERS

NATIONAL EXECUTIVE AND OFFICERS

General Secretary	D Ward	
Senior Deputy General Secretary	A Kearns	
Deputy General Secretaries	A Kerr	T Pullinger

National Executive Council

National President	J Loftus
National Vice President	B Shepherd

M Ali	S Banbury	A Bouch	T Cooper
N Darbyshire	T Fussey	S Halliwell	S Jones
M Kavanagh	C Maden	C McGlynn	K Rose
L Simpson	D Tee	J Upton	B Weatherall
D Wilshire			

Officers

D Bowman	M Baulch	S Bridge	N Cotgrove
J East	A Eldred	R Ellis	A Furey
D Joyce	D Jukes	T Lavelle	B O'Brien
D Robertson	L Roy *	T Rupa	B Taylor

Standing Orders Committee

R Alldritt	P Callaghan	J Gaby	P Magill
D Mitchell	T Sneddon	J Stevenson	P Thomas

* **Until February 2018**

Details correct as of February 2018

AGENDA	MOTIONS	Page No.
Section 1	Policy 1A	1 - 7 20
	Policy 1B	8 - 14 24
	Policy 1C	15 - 20 27
	Policy 1D	26 - 30 33
	Policy 1E	31 - 35 35
	Policy 1F	36 - 41 37
Section 2	Education and Training	62 - 66 50
Section 3	Finance	21 - 23 30
Section 4	Organising and Strategy A	48 - 55 43
	Organising and Strategy B	56 - 61 48
	Organising and Strategy C	67 - 72 52
Section 5	Membership and Legal Services	24 - 25 32
Section 6	Equal Opportunities	45 - 47 41
Section 7	Health, Safety and Environment	42 - 44 40
Section 8	Political Fund Management	73 - 75 55
Section 9	National Discipline	-
Section 10	Rules	76 - 80 57
	Motions Not Admitted to the Agenda	81 - 103 61

SECTION 1A : POLICY

Sunday (09.50 – 10.50)

1 CATEGORY A: Conference recognises that “period poverty” has existed for generations across the United Kingdom. In recent newspaper articles, reports have found that girls have been missing school to deal with their period within the confines of their own homes, and women have been using alternative materials, including “newspapers” and “socks” because they simply cannot afford to pay for sanitary products. Not only does this raise questions about the impacts on girl’s education but it also highlights the serious threats to women’s health.

Whilst conference welcomes the Labour parties promise to invest £10m to ending “period poverty” in schools in England, more needs to be done to help vulnerable women and girls on low incomes who sit outside the parameters of the educational system.

Conference notes that in July this year, The Scottish government's pilot project designed to tackle “period poverty” was introduced offering free sanitary provisions to women and girls on low incomes. Conference welcomes this progression and recognises that this may be the first step to help provide sensitive and dignified solutions to make these products easily accessible to those who need them.

Conference agrees that we need to end period poverty and improve access to sanitary products right across the country. Therefore the NEC are instructed to campaign for pilot schemes in other regions of the country and lobby ministers and all relevant bodies for a consultation Member's Bill proposal that will seek to give all women in United Kingdom the right to access these products for free, regardless of their income.

Women’s Conference

2 CATEGORY A: Conference notes with concern the increasing number of reports in the media about the rise of mental health issues in children in the UK. A report by the Association of School and College Leaders' (ASCL) in 2017 found that over the past five years:

- 79% of heads saw an increase in self-harm or suicidal thoughts among students.
- 40% reported a big rise in cyber-bullying
- 53% of those who had referred a pupil to Child and Adolescent Mental Health Services (CAMHS) rated them poor or very poor.
- Overall, 80% of respondents wanted to see CAMHS expanded in their area.

Conference believes that this issue must be addressed as a matter of urgency and the Trade Unions need to lead the fight in improving access to mental health support for children. Conference therefore instructs the NEC to work with other likeminded unions and the DAC to campaign for improved provision for young people’s mental health services.

Disability Conference

3 CATEGORY A: This Conference is concerned that the UK state pension is almost at the bottom in the list of state pensions in European economies despite the fact that the UK economy measured by GDP is the 5th largest in the world.

Conference notes that the National Insurance (NI) Fund, after allocating a fixed proportion for funding of the NHS, provides for the state pension plus a range of unemployment and other benefits and is funded by employers and employees through National Insurance Contributions.

Conference notes that over many years the N I Fund has been in surplus, even after allowing for a prudent margin for unexpected calls on the fund, for example a sudden rapid increase in unemployment. However over the same years governments of all political persuasions have, through the Debt Management Office borrowed the fund surplus to reduce the overall cost of government borrowing.

Conference instructs the NEC to work with the RMAC to campaign for an increase in the state pension to be funded through the surplus in the NI Fund. Conference further instructs the NEC to work with the RMAC to campaign for control of the NI Fund to be taken away from government and Treasury and transferred to independent Commissioners with a statutory duty to utilise the whole of the Fund balances, after setting aside a modest contingency, to fund increases in the NHS, state pensions and other benefits.

Kent Invicta

4 CATEGORY A: Conference notes that as life expectancy increases more couples are likely to grow old together and therefore potentially incur more social and / or health care costs, whilst being supported at home. The changes are in place now, that if support in the home becomes 10% above the cost to go into a nursing / care home then councils are starting to enforce this rule potentially separating a couple.

The NEC is instructed to use the full weight of the Union to explore every avenue possible to prevent this practice from continuing and to ensure dignity and respect for couples in this situation.

North Wales and Marches

5 CATEGORY A: Conference instructs the NEC to lobby the present Government to review the Adoption and Children 2002 Act and other associated legislation. This Act introduced Special Guardianship Orders, which are used as an alternative to adoption.

As Legal Aid in these matters was removed in 2013 potential Special Guardians / Foster Carers are left with little advice regarding which route to go down.

Some Local Authorities are becoming increasingly aggressive in pushing people down the Special Guardianship route. The rationale behind this is that there is a huge long term difference in the support provided by the state in the long term.

SECTION 1A : POLICY

Sunday (09.50 – 10.50)

The review should seek to ensure that there is parity in respect of financial support and advice.

South Midlands Postal

6 CATEGORY A: This conference notes that in August 2017 the United Nations Committee on the Rights of Persons with Disabilities (UN CRPD) found that the UK Government's cuts to social security and other support for deaf and disabled people had caused "a human catastrophe" which was "totally neglecting the vulnerable situation that people with disabilities find themselves in".

This conference notes that austerity has fallen very harshly on disabled people – with a wide range of attacks on their rights and living standards. This has included, but is not restricted to;

- Cuts to disability living allowance
- Cuts to local services for disabled people due to local government funding cuts
- A punitive and unfair benefits sanction system that has punished disabled people

This conference believes that following the General Election in May 2017, the Conservative government are in a very weak position, and have been shown not to have public support for their austerity agenda.

This conference resolves:

- 1) To continue to oppose austerity, including cuts to public services and disabled benefits.
- 2) To support organisations that are resisting austerity, including trade unions and organisations such as Disabled People Against Cuts.
- 3) To support Disabled People Against Cuts with a financial donation.

The NEC is instructed accordingly.

Disability Conference

7 CATEGORY A: This conference notes that around 11% of all households in the UK live in fuel poverty. This amounts to around 2.4 million households and 1.4 million older people in England alone. In addition, almost one in three older people live in homes with inadequate heating or insulation making their homes more difficult to heat and/or keep warm. In total, this therefore accounts for around 3.5 million older people at risk or suffering from fuel poverty.

The Conference agrees the real problem is the lack of an active policy to tackle fuel poverty whilst we facing ever increasing energy costs. In 2016, the average dual fuel bill reached £1,135. Compared to in 2004 when an average home paid £565. This absorbs nearly 14% of the income of a single pensioner dependent on the Pension Credit guarantee.

This is also highlighted by the Office for National Statistics that provides data on the number of excess winter deaths. (Deaths occurring in December to March) minus the average of non-winter deaths (April to July of the current year and August to November of the previous year). In the winter period (December to March) of 2016/17 there were an estimated 34,300 more deaths in England and Wales, compared with the average for the non-winter period. The overall figure represents a 39.5% increase on the previous year's figure and is the second highest in the last five years. It represents a death rate of 285 people a day during the 4-month period in question, or 11 deaths an hour.

Britain also has a significant number of homes which are energy inefficient, and in urgent need of improvement. This could help not only the fuel poor, but the economy as well with the creation of thousands of green jobs, as well as helping meet our climate change commitments.

This conference therefore agrees that the NEC in conjunction with other supportive campaigning bodies to campaign that the government carry out the following urgent programme of action:

- Introduce a national programme to improve the heating and insulation standards of existing homes so that they reach the standards of new homes built today. In particular, the homes of all low income and fuel poor households should be improved to the standard by 2020.
- Legislate to oblige all fuel companies to provide an industry-wide 'social tariff' to low income and fuel poor consumers – that offers a better deal than tariffs offered to more financially secure consumers.
- Ensure that energy companies are obliged to offer payment packages to offline customers that are equal to those available online.
- Many older people assume their loyalty for sticking with their energy provider is rewarded, when in reality those that do not switch are punished for inactivity with higher prices. Competition and choice have clearly failed the poorest customers and it is now time to introduce a real price cap on energy bills that benefits all customers, especially the poorest.
- End the use of pre-payment meters.
- Provide an annual fuel allowance to all vulnerable, older and low income households set initially at £500 which keeps pace with annual increases in average energy bills.

Retired Members Conference

8 CATEGORY A: This Conference has consistently fought against attacks on public services by successive Tory governments, particularly since 2010.

Conference agrees that the return of a Labour government is essential to ensuring we have adequate and fair funding for local government, and in the meantime, Conference instructs the NEC to support the efforts of Labour Administrations throughout the Country, to ensure priority is given to protecting vulnerable people and communities and protecting front-line public services.

Mersey

9 CATEGORY A: Conference condemns the government's misnamed "Universal Credit" schemes as an extension of past Tory/Lib Dem and current Tory policies crafted to shift to the poorest and most vulnerable in our society, the burden of the bank-driven World debt crisis of 2008.

Universal credit will, for people in or out of work, conflate or replace most of the discrete benefits to which they are now entitled. The LGA shows an expectation of average weekly income cuts of £11.18 from the change to Universal Credit but with potentially devastating immediate income gaps of several weeks for the very neediest. These benefits can include those for housing, child care, disability, limited capability for work, caring etc.

Conference is concerned that the government's arrangements are too incompetently orchestrated to avoid severe financial distress amongst the Country's most vulnerable and neediest individuals, families and children.

Conference instructs the NEC to campaign strongly for the government to listen to the people, listen to even some members of the Parliamentary Conservative Party who see their votes slipping away, and abandon its Universal Credit proposals.

North West Regional Committee

10 CATEGORY A: Conference believes that the NHS, which is 70 years old this year, is the single biggest gain for working people and must be defended.

The enormous crisis in the NHS has been created by years of Tory underfunding and privatisation which has resulted in massive staff shortages and resulting in increasing workloads.

PFI is a huge drain on resources but a source of bumper profits for big business - over the next five years, almost £1bn of taxpayer funds will go to PFI companies in the form of pre-tax profits. Conference further believes that the Government's Sustainability and transformation plans (STPs) are a further vicious cuts offensive NHS workers have been part of the public sector pay freeze, while many have been outsourced into private sector profiteers.

Conference salutes last year's struggle of outsourced workers such as those in Barts NHS Trust in East London, working for SERCO.

Conference instructs the NEC to:

- Campaign in the CWU to encourage members to get involved in both national and local campaigns to save the NHS.
- Call on the TUC to demand that the unions call a national Saturday demonstration to fight Tory NHS cuts.
- Calls for a future Labour Government to take outsourced workers back into the NHS, reverse all health cuts with a massive increase in funding and investment, ends and reverses privatisation, including cancelling all PFI contracts and takes the pharmaceutical companies into public ownership.

Coventry

11 CATEGORY A: Conference notes that since the passing of the Health and Social Care Act 2012, the Secretary of State for Health (and now also, SoS of Social Care), no longer has any legal duty to provide a National Health Service.

Amazing as it may seem, Parliament saw fit to remove the essential role of accountability for the NHS from the Secretary of State, and passed that role to the Chief Executive of a Non-Departmental Public Body (a quango) called NHS England. He was selected not elected, and is therefore unaccountable to the electorate.

The only person with responsibility to provide an NHS now, is the current Chief Executive of NHS England, Simon Stevens. Stevens spent the ten years prior to this appointment working for the largest private health insurance provider in the United States of America – UnitedHealth. His most recent role being "President of Global Health".

Conference agrees that a situation where accountability for providing our NHS rests only with an unelected official whom the public cannot remove is untenable and unacceptable.

Conference instructs the NEC to ensure that mechanisms and tools be put in place to mobilise our members and the general public to lobby Parliament demanding the restoration forthwith of the Secretary of State's legal duty to provide us all with an NHS.

Conference further instructs the NEC to ensure that adequate resources are made available, along with a mandate to drive this campaign nationally, regionally and locally.

South London, Surrey and North Hampshire

12 CATEGORY A: This conference congratulates the Irish Congress of Trade Unions on the launch of their "Better Work Better Lives" campaign which is aimed at bringing better work opportunities to the Northern Ireland economy.

SECTION 1B: POLICY

Sunday (10.50 – 11.50)

1. An end to the scourge of low pay and the active promotion of decent work.
2. Better and improved investment in our public services.
3. An end to the 1% public sector pay cap.

The campaign publications have received widespread support across the Northern Ireland communities and the trade union movement including the trades council sector and Congress will continue to spread the publicity in the coming months. The CWU fully support the concept as contained in the campaign material and their ongoing involvement will ensure their campaigns Northern Ireland are line with the ICTU agenda. The National Executive is therefore instructed to ensure the ICTU campaign receives the full support of the CWU.

Northern Ireland Telecom

13 CATEGORY A: Conference notes the alarming rise in the use of food banks since the formation of the Conservative led government in 2010. Over one million three day emergency food supplies were distributed to people in crisis during 2016/17.

In – work poverty is now at a record high affecting 1 in 8 people employed. We disagree that in the worlds 4th richest economy food banks should be necessary.

Conference therefore calls upon the NEC to lead and assist political campaigns highlighting the rapid use of food banks, and to also emphasise that CWU recognised employers have an additional social responsibility to assist with the distribution of food parcels.

Southdowns Weald and Rother

14 CATEGORY A: Conference recognises the massive shortfall of affordable housing. Conference notes the huge impact on young people and families struggling to find long term stable housing at an affordable price.

Conference calls on the NEC to:

- Raise the issue of the need for affordable social housing in the labour Party and TUC.
- Campaign for the Labour Government to include this as a key issue in their manifesto and to begin to implement an affordable social house building programme when elected.

Coventry

15 CATEGORY A: Conference notes the announcement by Justine Greening of a Government consultation on reviewing the Gender Recognition Act.

Conference deplores the discrimination, prejudice, hate crimes and violence many transgendered people face in our society and instructs the NEC to ensure that any CWU submission on this issue will be in line with the following principles:

1. To support a social model of gender reassignment so that trans people are not reliant on a medical diagnosis of illness and a lengthy derogatory process before they are recognised for who they are.
2. To support the right for people to be acknowledged as gender non-binary at work and in wider society.
3. To maintain monitoring at work and in society that can help identify discrimination against women and men.
4. To support the right of all women (including trans women) to continue accessing safe spaces such as domestic violence agencies and rape crisis centres.

LGBT Conference

16 CATEGORY A: This conference is aware of the ongoing inequality forced on mothers and fathers when it comes to childcare. It is unacceptable and discriminating towards some of our members, especially those who are unmarried.

All mothers receive parental responsibility; however, this is still not the case for most fathers. As stated on the gov.uk website there are only 3 ways for a father to gain parental responsibility.

This can be done through means of joint registration at birth, a parental responsibility agreement or a court order.

Fathers are still discriminated against within the workplace when it comes to time off to care for children.

Conference instructs the NEC, with the assistance of the National Young Worker's Committee, to press Government to equalise Parental Leave so that both mothers and fathers are treated equally when it comes to child care and leave.

National Young Workers Conference

17 CATEGORY A: On Monday 10 September 2012 a coach bound for Liverpool carrying 53 people from the Bestival music festival on the Isle of Wight, left the road and crashed into a tree instantly killing Michael Molloy (18), Kerry Ogden (23) and the coach driver, Colin Daulby (63), and left others with life changing injuries. The inquest into the crash found that the front nearside tyre which was actually older than the coach itself, at 19 years, was responsible for the crash. In 2014, Liverpool City Council unanimously agreed a motion in support of Michael's mother Frances, calling for a change in the law requiring

SECTION 1C: POLICY

Sunday (11.50 – 12.45)

a ban on tyres older than six years on commercial vehicles. Despite the wide spread public and political support for this campaign, no change in the law has been made, shamefully leaving others at risk from faulty and dangerous tyres.

Conference notes that Frances Molloy has launched “Tyred” – the official campaign to pressure Government – to change the law to ban the use of tyres older than ten years on commercial vehicles.

Conference wholeheartedly supports “Tyred” and instructs the NEC to write to the Prime Minister and Leader of the Opposition to call together cross-party support for a change in the law.

Conference further instructs the NEC to support the “Tyred” campaign until such a change in the law is achieved.

Mersey

18 CATEGORY A: That this conference and trade union, fully endorse the “Save Grass Roots Football Campaign”. To that end, we urge all CWU Branches to actively participate in lending their support and raising awareness of the campaign. The unified power and effectiveness of social media, should be pro-actively deployed in this regard.

The NEC is instructed accordingly.

Warrington Mail Centre

19 CATEGORY A: Supermarket chain Iceland announced in January it’s going plastic free, to help end the scourge of plastic pollution after it was revealed that UK supermarkets create nearly 1 million tonnes of plastic packaging waste a year. Plastic dumped into the sea can get stuck in sea turtles’ nostrils, lodged in the stomachs of baby seabirds, and end up eaten by fish, spreading dangerous toxic pollutants into our food supply.

This conference instructs the NEC to support Campaigns to combat this, such as Sum Of Us, Greenpeace, 38 Degrees and Surfers Against Sewage by promoting their petitions and websites to our members and encouraging all to reduce their own ‘personal plastic footprint’.

Tyne and Wear Clerical

20 CATEGORY A: Conference notes that the printed press and much of the television media is dominated by a few large corporations.

Conference further notes that the majority of this press does not give a fair hearing to trade unionists, particularly when in dispute. Conference also notes that views sympathetic to trade unions and supportive of trade union policies are not generally given equal footing with establishment views in the mainstream media.

However, during the last General Election, social media appeared as an alternative means of distribution of news which bypassed the traditional media channels. Studies have shown that this contributed to the success of the Labour Party at the last election.

Therefore conference resolves to strengthen the voice of the CWU and the wider trade union movement by supporting initiatives such as The Media Fund, which supports Alternative media like Novara Media, Reel News and unionnews.co.uk. This support should include, but is not limited to, making an ongoing donation to support the work of The Media Fund.

The NEC is instructed accordingly.

Bristol and District Amal

21 CATEGORY A: COMPOSITE MOTION

Conference notes with concern that the 2017 Royal Mail Industrial action ballot conducted under the terms of the 2017 new anti-trade union legislation highlighted a number of discrepancies.

In particular there is a discrepancy concerning the number of part time members in Royal Mail or any other CWU represented grades that have had their hours of employment increased or have been made full time. There is some evidence that the employer is not taking the correct CWU subscription rate, these Members are still paying the part time subscription rate and the CWU is losing revenue.

Conference instructs the NEC to launch a National mandatory Branch Membership audit of all CWU branches regarding Members in each Branch paying the appropriate CWU subscription rate to their current job and hours of employment.

This audit should commence in May 2018 and be concluded within eight weeks.

The NEC is further instructed to ensure that proper notification and publicity to this National Branch membership audit is given to Branches and Members.

East London
London South West
Northern/North West London
West London Postal

22 CATEGORY A: COMPOSITE MOTION

Conference notes that the redesign initiative will put the CWU finances on a more stable footing and be more reflective of the union's current and future size.

Conference further recognises that the CWU membership continues to decline particularly within its core employers companies. This decline also impacts on the long term financial viability of the CWU remaining a stand-alone union. Not only is membership reducing, but we are seeing more and more part time members replacing full time members with the obvious reduction in revenue.

The CWU is seeking to recruit more Members across the whole of the communications sector and consideration will need to be made regarding subscription rates to make joining financially viable.

The NEC is instructed to carry out a full review of all of the subscription rates. The review will be cognisant of the improvements in take home pay and improvements in the hourly rate of part time Members particularly in the core employers companies but must also consider Members and prospective Members ability to pay subscription rates.

The NEC will give updates on the review via LTBs along with the findings and recommendations being brought to Annual Conference 2019 for endorsement.

The NEC is instructed accordingly

West London Postal
London South West
Northern/North West London
South East London Postal and Counters

23 CATEGORY A: Following the carriage of motion 9 at General Conference 2015 and the subsequent rule change the NEC is instructed to publish the information listed below;

1. Confirmation that there is a separate National account that holds the withheld rebates.
2. Regular update on the separate account balance.
3. Has this separate account accrued interest, if so regular update of level of interest accrued.
4. The Rule does not specify who can apply to access money from this account; it merely states 'the money in this account shall be additionally used to grow membership'. Guidelines on how to access these funds to grow membership to be published to Branch's and Regions.

Harrow and District

24 CATEGORY A: Conference acknowledges that the NEC has agreed it is beneficial for the CWU to review the overall performance of Unionline as a business model.

The NEC is instructed to include within the review;

- The ongoing financial performance of Unionline
- Greater transparency of the financial performance
- The number of tribunal panellists
- Timescales for the receipt of cases and the speed of response and advice
- Access to panel solicitors for immediate referral in acute cases such as employment or criminal speciality that Branches and Regions can refer to for urgent matters.
- Support for recruitment in communication companies where CWU does not have recognition
- Level of service provided to Members

The review to include the views of Members, Branches and Regions. The review to be concluded and published by October 2018.

Harrow and District

25 CATEGORY A: This Conference instructs the NEC to recognise the valuable support given to reps and officers of the CWU by their partners, family members or friends who are most likely not members or employees in the industries we represent.

The way this recognition is achieved could be a letter or greetings card, a certificate or bunch of flowers or a badge – just something that says thank you. The nomination of an individual for some form of recognition could come to the branch and be funded at a small cost if guidelines were made available to manage the process.

Highland Amal

26 **CATEGORY A:** Conference notes that 16 year olds can:

- enter into marriage and civil partnerships,
- pay income tax and national insurance,
- obtain social security benefits in their own right,
- become a company director,
- consent to medical treatment,
- join the armed forces, a political party or a trade union;

Conference believes that young people should be given the chance to fulfil their potential and play a full part in society, including through political engagement and participation in democratic decision-making.

Conference notes that the voting age is 16 in Argentina, Austria, Brazil, Cuba, Ecuador, Guernsey, the Isle of Man, Jersey, and Scotland and further notes that the Wales Act 2017 provides the Welsh Assembly with the power to lower the voting age for its elections.

Conference agrees that, as part of the first generation to receive citizenship education, the UK's 1.5 million 16 and 17 year olds are as knowledgeable and competent to vote as other young adults and instructs the NEC to support calls on the Government to give 16 and 17 year olds a say in their long-term future by legislating to reduce the voting age to 16 for all national and local elections and referendums at the earliest possible opportunity.

Tyne and Wear Clerical

27 **CATEGORY A:** Conference recognises the current crisis left over for apprentices who are reeling from the collapse of the construction giant Carillion. The bankrupt outsourcing firm had a £6.5m contract to train apprentice's numbers estimated to be around 1400 who were training with the firm and no longer received any pay from the official receiver after 31st January 2018.

Conference instructs the NEC to work with construction unions and the TUC and Labour Party to ensure that legislation is introduced to ensure that apprentices pay will be Government protected and their training brought back in house, so they can continue their training until new and suitable placements are found (instead of leaving them to be abandoned, without pay, work or continued training).

Newcastle Amal

28 **CATEGORY A:** This conference notes there is a common misunderstanding that a zero-hours contract worker has no statutory rights. This is not true as those workers are entitled to basic rights such as National Minimum Wage, Holiday Pay and Rest Breaks based on hours they are required to work.

Some statutory rights like maternity pay and statutory sick pay depend on those workers earning above the lower earnings limit of £113 per week from one employer.

SECTION 1D : POLICY

Sunday (15.15 – 16.00)

Conference instructs the NEC to work with the TUC and the Labour Party to abolish the lower earnings limit for zero-hours contract workers.

Newcastle Amal

29 CATEGORY A: Conference notes the sense of feeling towards Academy Schools during the debate of motion 60 at Conference 2017 regarding an approach in Educating young people on Trade Unionism in schools.

Conference recognised however, that there is a lack of trade unionism education within our children's curriculum and therefore a danger of fewer activists in the future.

Conference notes the power of social media and particularly its use amongst younger people.

Therefore, conference believes the NEC should start an ongoing campaign to achieve trade unionism to be taught in schools.

To achieve this, the union should:

- utilise its social media avenues where appropriate.
- draw on engagement strategies from our young workers section, particularly on the use of SnapChat.
- to promote trade unionism in the modern day.
- deliver presentation talks in schools.

This list is not exhaustive.

The NEC is instructed accordingly.

Leeds No.1 Amal

30 CATEGORY A: Conference instructs the NEC to lobby all relevant parties, including the TUC, Labour Party and Government, to increase the length of rest breaks within the Working Time Directive.

Newcastle Amal

31 CATEGORY A: This conference notes the TUC report published in September 2017 under the title 'Is Racism Real?' This report, based on extensive polling and stories from BAME workers shows that racism is still alive in UK workplaces.

This conference believes that the CWU can play a vital role in challenging racism in the workplace and campaigning against structural discrimination against BAME workers.

This conference instructs the NEC to take practical action to promote the CWU taking an active role to challenge racism in the workplace. This would include, but is not limited to, working with the RAC to:

- Supporting the Show Racism the Red Card 'Wear Red' day. This takes place in England & Wales on 20 October 2017, but will also be scheduled for 2018 in England, Scotland & Wales.
- Encourage fundraising for Show Racism The Red Card which will be used to facilitate the delivery of anti-racism education for young people & adults throughout England, Scotland & Wales.
- Ensuring that anti-racist material is circulated throughout all CWU represented workplaces, including the TUC Guide to Combatting Racist Abuse In The Workplace.
- Work with the TUC Race Relations Committee and other like-minded organisations to question as to whether Trade unions need collective bargaining on Race issues.

The NEC is instructed accordingly.

Black Workers Conference

32 CATEGORY A: Conference notes that Jeremy Corbyn has launched a new Labour Party campaign to get involved in community campaigns. Conference believes this is a vital initiative which if deployed effectively will ensure the Labour Party, and where appropriate the Trade Union movement, engage with people like never before. CWU NEC must support this and is instructed to actively encourage Branches, Regions and members to participate including through Local CLP's, Trade Councils and community campaign groups etc. Consideration will be given to providing speakers to meetings and workshops and where appropriate working with other trade unions. Our equality and young workers committees should be engaged for their views about how best to be involved. This new initiative, if executed correctly, would encourage members to join the Labour Party and workers in general to join a trade union.

London Postal Engineering

33 CATEGORY A: COMPOSITE MOTION

We welcome the commitment in the 2017 Labour Manifesto to "reverse the privatisation of Royal Mail at the earliest opportunity". We believe that as a Union we should seek an equally important commitment from Labour on public ownership within the telecoms industry. We therefore instruct the NEC to actively promote the case for a new model of public

SECTION 1E : POLICY

Sunday (16.00 – 16.45)

ownership that includes democratic control in the postal and telecoms sectors in the interests of workers and customers, and to advance this policy within the TUC and the Labour Party. Our pro-active campaigning should include alliances with other Unions committed to public ownership of utilities and organisations including We Own It. The NEC is instructed accordingly.

Greater London Combined
London Regional Committee
Coventry

34 CATEGORY A: Conference instructs the National Executive to work with the Political Fund Management Committee (PFMC) to lobby the Parliamentary Labour Party to submit a private members bill for the creation of a National Data Registration Base of Dog Ownership and a legal requirement of a public warning notice / sign to be displayed on any property where a dog or dogs are normally kept by the named legal dog owner.

York and District Amal

35 CATEGORY A: This Conference is concerned and disappointed by the Home Secretary's rejection of an inquiry into the policing of events at Orgreave.

The Independent Police Commission said in their redacted report released in June 2015 that "there was evidence of excessive violence by police officers, and a false narrative from police exaggerating violence by miners, perjury by officers giving evidence to prosecute the arrested men, and an apparent cover up of that perjury by senior officers".

This Conference believes in the light of such statements that the Home Secretary needs to review her decision and ensure that there is a full public inquiry into the events at the Orgreave coking plant on 18th June 1984.

This Conference notes that 95 miners were arrested and charged with offences, but were all later acquitted amid claims that police at the time had fabricated evidence.

Conference agrees to instruct the NEC to campaign within the TUC and other relevant organisations, including the Labour Party, to ask that the Home Secretary and Government accepts that there is widespread public concern about events at Orgreave and calls for a public inquiry into them.

Mersey

36 CATEGORY A: COMPOSITE MOTION

We believe that immigrants are being scapegoated in order to distract from Tory cuts and austerity policies.

Migrants are not to blame for falling wages, insecurity, bad housing and overstretched public services. These are the product of decades of underinvestment, deregulation, privatisation, and the harshest anti-union laws in Europe.

We believe that Labour is the party of all working people – regardless of where we are born. We support continuing rights for the 3million plus EU citizens who live in the UK and for the more than a million UK citizens living in the EU.

We believe a system of free movement is the best way to protect and advance the interests of all workers, by giving everyone the right to work legally, join a union and stand up to their boss without fear of deportation or destitution. Free movement must not be used to undermine workers terms and conditions or lead to exploitation of workers.

Labour must build a society for the many, not the few. We need well-paid, secure jobs for all, with guaranteed hours, collective bargaining and stronger, freer trade unions and we need a policy of massive investment in council housing, public services and infrastructure.

We will campaign for Government legislation to safeguard the rights of workers in the context of free movement. Therefore we agree to support the Labour Campaign for Free Movement.

The NEC is instructed accordingly.

Greater London Combined
London Regional Committee

37 CATEGORY A: COMPOSITE MOTION

Rohingya people in Burma are being ethnically cleansed, according to a UN official, government soldiers have allegedly killed children and raped women in the northern Rakhine state. Despite nature of the allegations, there has been relatively little media coverage of the violence.

On Wednesday 27th September 2017 Myanmar's Vice-President Henry Van Thio told the UN General Assembly that his government was "deeply concerned" about the exodus from Rakhine state, saying Myanmar was investigating "a problem of significant magnitude".

But he repeated the government line that the reason for the upheaval was unclear and that the "great majority" of Muslims (Myanmar's government does not use the term Rohingya) had stayed behind.

This conference registers its disgust of these comments. The world has witnessed, since 25th August 2017, over 700,000 mainly Rohingya Muslim refugees fleeing Myanmar.

SECTION 1F : POLICY

Sunday (16.45 – 17.35)

Conference understands that, although this puts Bangladesh under extreme pressure with their very limited resources, it is still shocking that these refugees are being treated like prisoners by the Bangladeshi government. The international community has a duty to increase its aid to Bangladesh to alleviate the refugees' harsh conditions and minimise their vulnerability to further abuse and exploitation.

The UN recognises the Rohingya's as "the most persecuted of peoples" and Amnesty International has accused the government in Myanmar of committing crimes against humanity.

Conference instructs the NEC, as a matter of urgency, to put pressure on the UK Government to seek with speed a UN resolution that calls for the return of the refugees with full citizenship rights including the safeguarding of their human rights.

Within that perspective, Conference urges the NEC to lobby the UK Government to take a harder political stance by (if not already done by Government) immediately suspending training and supplying the Myanmar army; to deepen UN pressure on Myanmar and to encourage other countries and bodies like the EU and NATO to take similar measures, and put a stop to these atrocities and bring the culprits to justice.

South East Wales Amal
Midland No.1

38 CATEGORY A: This conference recognises the dangers that were inherent in the now abandoned Transatlantic Trade and Investment Partnership deal negotiated between the US and EU, including the anti-democratic Investor State Dispute Settlement process.

The Tory government is now looking to negotiate Trade agreements with countries outside the EU and in the case of the US are doing this in secret. The NEC is instructed to highlight wherever and with whoever appropriate concerns that the worst parts of TTIP could be replicated in new Trade Deals, and campaign for Parliamentary and public scrutiny of the deals to ensure they do not undermine UK democracy, threaten UK industry and jobs, lock in privatisation or weaken health and environmental regulations. CWU should also campaign against the ratification of the CETA, and affiliate to the Trade Justice Movement in order to achieve the greatest impact.

London Postal Engineering

39 CATEGORY A: Conference is concerned at the changes which weaken Domestic Violence Laws in Russia. The changes put women and children at an increased risk of physical violence and injury, if there is no death or hospitalisation, with no or little help available.

The NEC is instructed to lobby the government and other groups to put pressure on Russia to change and protect women and children.

Meridian

40 CATEGORY A: Conference endorses the terms of LTB 044/18 which records decisions taken by the CWU delegation at the Labour Party Conference held in Brighton 2017.

National Executive Council

41 CATEGORY A: Conference endorses the terms of LTB 043/18 which records decisions taken by the CWU delegation at the TUC Congress held in Brighton 2017.

National Executive Council

SECTION 7 : HEALTH, SAFETY AND ENVIRONMENT

Sunday (17.35 – 18.00)

42 CATEGORY A: Conference welcomes the Assaults on Emergency Workers (Offences) Bill 2017-19 which will reach the report stage on Friday 27 April.

So Conference instructs the NEC to work with Health & Safety Dept. & like-minded organisations to include all utilities workers and those where the CWU is recognised in order to get them better protection from employers on the implementation of this Bill.

North East Regional Health and Safety Forum

43 CATEGORY A: Ninety percent of fires in the EU happen in buildings and ninety percent of our time is spent in buildings like our workplaces. Fire Safe Europe is an alliance which aims to raise the profile of fire safety in buildings and it is petitioning the European Institutions to:

- Make changes to ensure that tests to evaluate the performance of facades in a fire are based on real-life situations where fires can be large scale
- Introduce requirements to test the toxic smoke from construction products, and to label those products with their results so that builders and consumers can make informed choices
- Develop a European Fire Safety Strategy: Many EU policies impact fire safety, a focused strategy would enable the EU to have a coordinated approach to fire safety in buildings

Building fires affect people: There are at least 5,000 fire incidents each day in the EU. Each year in Europe, approximately 70,000 people are admitted to hospitals with severe fire-related injuries.

The NEC is instructed to apply for the CWU to become a partner of Fire Safe Europe and campaign for safer homes and workplaces.

North West Regional Health and Safety Forum

44 CATEGORY A: COMPOSITE MOTION

Conference instructs the NEC to campaign with all businesses where we have CWU members, like BT & Royal Mail Group, to see that all Dog legislation comes under one singular law.

As the present 11 pieces of legislation hinder prosecutions or claims for our members, this to be achieved with the assistance of the CWU Safety Dept.

Eastern No.5
Eastern Regional Health and Safety Forum

45 CATEGORY A: Conference notes the continuing issues for Women's officers when it comes to release, and engagement within their local CWU Branch. It also notes the frustration of some Women's Officers in being unable to secure the financial resources to visit workplaces, start campaigns, or visit female members across their branch area. This is also an issue for other Branch Officers whose remit includes dealing with Equality Issues within their CWU Branch.

Conference believes that the development of a yearly "Equality Audit" would clearly show the amount of Equality activity within a CWU Branch, and give the Equality Department clear data to address any non-engagement. This "Equality Audit" would include details of when a claim for an expenses payment has been made by a Branch Officer who has engaged in Equality activity. The Date, Commitment/Meeting Details and Cost of the Equality activity would be added to an additional form, which would then be submitted at the end of the financial year to the Equality Department for scrutiny.

Conference acknowledges that an Equality Audit would indicate if the Equality Department needs to:

- Work with any CWU branch found to be under engaging in equality activity, and produce a plan to address the issues identified by the audit within that branch.
- Use the data from the audit to ensure that allocated funds are being distributed and spent across all Equality strands within the branch structure, with no one strand being advantaged above another.

Therefore, Conference instructs the NEC to work with the Equality Department to develop an "Equality Audit" which will verify the yearly spend of a CWU Branch on Equality Activity.

Gloucestershire Amal

46 CATEGORY A: Conference agrees that members should have the right to be represented by a Women if requested. Some issues are sensitive and a Female member may want to have their case handled by another Woman and may on occasions, specifically request that a Female representative represent them.

To ensure we can accommodate these requests it would be useful if Branches had Women representatives who are IR trained. In the event that a workplace representative was Male the Branch Women's Officer could provide the representation. However, some Women's Officers are not being offered the appropriate training to provide this service. We must ensure that members have access to well trained representatives that meet their requirements.

Therefore Conference instructs the NEC to produce a report to establish what barriers Women's Officers are coming up against in obtaining appropriate training to represent their members, and a plan to rectify this to be produced by October 2018 and presented at CWU Women's Conference.

The NEC is instructed accordingly.

South West Regional Committee

SECTION 6 : EQUAL OPPORTUNITIES

Monday (09.00 – 09.25)

47 CATEGORY A: Conference instructs the NEC to raise awareness of the risks of prostate cancer and the fact that black men have the highest rate of getting the disease in the UK compared to others. Figures state that black, Caribbean and mixed-race men are more likely to die from prostate cancer than any other group of men.

Conference asks the NEC, in conjunction with the RAC to produce a flyer and poster to highlight this issue and run a campaign to raise awareness.

Black Workers Conference

48 CATEGORY A: This Conference recognises that the Redesign Project is fundamental to securing the future of the union and provides the opportunity to make those changes needed to tackle the major challenges facing not just the CWU – but the whole of the trade union movement.

Conference endorses the key aims and objectives of Redesign as follows:

- Achieving financial stability as a stand-alone union, whilst also investing in areas that will strengthen the overall organisation
- Maintaining and enhancing strong workplace trade unionism
- Delivering an improved support package for our representatives
- Bringing through a new generation of representatives
- Achieving our aims on proportionality
- Continuing to improve engagement with our representatives and members by developing further new communication initiatives
- Redesigning our recruitment and organising strategy - enabling the CWU to fully participate in shaping the future world of work and recruit and organise within the gig economy
- Connecting our industrial and political strategies to ensure CWU is at the forefront of reasserting trade union and labour values across society
- To operate more effectively as one union - harnessing the strengths of the organisation for the benefit of all members

Conference agrees the best way to achieve a successful outcome on Redesign is to maximise participation amongst branches, representatives and members and encourage the development of new ideas, with an open mind, to achieve our aims and objectives.

Conference endorses the need for redesign and instructs the NEC to produce a full report, alongside any proposed Rule changes necessary to deliver our objectives, to be placed before a Special General and Special Rules Revision Conferences of the union, targeted for November 2018.

National Executive Council

49 CATEGORY A: COMPOSITE MOTION

This Conference believes that the CWU redesign project is in the long term interest of maintaining a standalone Trade Union in the Communications Industry.

We believe to aid progress on this important issue that before the final document is drafted to put to a Special/ Rules Conference then specific meetings/forums are held to allow Branches to have the opportunity to ask questions and discuss matters to ensure the widest possible consultation amongst CWU activists. Outputs from this consultation to be shared with all views and questionnaires if distributed by HQ, to be published and available to Branches on line.

This consultation process to take place before 31st July 2018.

The NEC is instructed accordingly.

Greater Manchester Amal
North West Regional Committee

50 CATEGORY A: COMPOSITE MOTION

Conference notes that the Redesign initiative is a real opportunity to enhance and improve the CWU recruitment and organising strategies.

There is currently a plethora of recruitment activity within the CWU'S core employers companies as we seek to reduce the level of non Membership. There is some progress being made and this is acknowledged but there are real opportunities to organise in the communications sector as a whole.

However despite best endeavours the CWU organising strategy is not keeping pace with the current changes across the world of work and the CWU does not have a co-ordinated strategy to organise in communication companies particularly in those currently non-unionised. The CWU is the Union that workers should want to join across the communications sector to get meaningful representation, advice and guidance.

The CWU needs an urgent and fresh review in its organising and recruitment strategy in order to ensure that the CWU is the union that workers want to be members of. Other unions like GMB and Unite are breaking new ground in recruitment in traditional areas and companies that the CWU should be representing workers in.

Conference instructs the NEC to draw up a new CWU strategy and plan for utilising resources in the organising and recruitment of new members across the communications sector and with the long term aim of achieving recognition agreements across the communications sector. The NEC must produce the new CWU strategy and plan at the earliest opportunity but by no later than October 2018.

The NEC is instructed accordingly.

Harrow and District
East London
London South West
South East London Postal and Counters

51 CATEGORY A: Conference agrees that the fundamental issue facing the union under the Redesign process is ensuring that members have high quality representation. This is best provided by having Branches that are fit for purpose.

Therefore the NEC is instructed to develop a process in conjunction with Regions and Branches, to review the Branch structure. This will look at the issues of Branch geography with the aim of having a reduced number of CWU Branches. The report will not rule out cross constituency Branch mergers where agreed by the component Branches.

Any process should be conducted with the involvement of all Branches and should be as voluntary as possible, whilst seeking to ensure that Branches are

SECTION 4A : ORGANISING AND STRATEGY

Monday (11.25 – 12.45)

viable, sustainable and able to deliver the best possible representation to the members.

The NEC is instructed accordingly.

Bristol and District Amal

52 CATEGORY A: Conference recognises the need for restructuring within the CWU and the subsequent Redesign project currently being undertaken. We further acknowledge that all areas of the Union are included within the current revision plans, including the structure of the Equality Department, Advisory Committees and their respective Conferences.

We are concerned that the smaller and less influential Equality strands and their respective Advisory Committees could be lost completely if any potential future plans include the merging or removal of separate Equality Conferences and Advisory Committees. We recognise that Conference is a safe and welcoming environment for members who identify as LGBT, but are not comfortable in disclosing this information within their workplace.

It is important to note that points of view and perspectives of LGBT workers could be diminished if they were to lose their separate Equality strand. We understand that a more collaborative approach between all Advisory Committees would be beneficial as we recognise that there can be a cross over in the work carried out within the separate functions.

Conference instructs the NEC to work with the LGBT Advisory Committee to ensure that all Equalities Conferences remain as separate events and do not become Policy Forums or discussion events.

LGBT Conference

53 CATEGORY A: Conference believes the networking and experience reps gain from residential training courses is invaluable. The Alvescot Education & Training Centre in our opinion is a unique and irreplaceable venue that the union should be proud to have as part of its assets.

Conference therefore agrees it should be policy of the union to retain Alvescot until such time that a suitable alternative venue is located.

We further instruct the NEC any change to this policy must be agreed at annual / special conference.

Gloucestershire Amal

54 CATEGORY A: Conference acknowledges and appreciates Dave Ward General Secretary's verbal assurances and commitments to Tutor led residential training for CWU representatives post Project Re-Design given from the rostrum at the recent National Union Learning Reps event held in Blackpool on the 8th/9th of November 2017.

SECTION 4A : ORGANISING AND STRATEGY

Monday (11.25 – 12.45)

It is understood that the commitment was given with the caveat that where the courses would be delivered is still under consideration. Conference instructs the NEC to work closely with the Education Department to formalise this commitment and embed it into the Project Re-Design proposals.

The NEC is instructed accordingly.

South West Regional Committee

55 CATEGORY A: COMPOSITE MOTION

This conference recognises the financial concerns that face the union at present and that measures need to be taken to ensure we hold a safe position as a standalone trade union body in the future. It is recognised that the union is 'asset rich' and as such there have been opportunities identified that would help to raise financial funds for the union. It has been widely suggested that one of the assets to be sold as part of the redesign project is our education centre Alvescot Lodge.

Conference agrees that to suggest selling this property without first presenting to branches how far any money raised from the project would go, how it would be used and how education of our representatives would be delivered in the future is against our own principles and policies, is short sighted and would be detrimental to the education of our representatives.

This union prides itself on the training of its reps, which is second to none and is envied throughout the trade union movement. The atmosphere and ambiance provided by a residential course, and in particular at Alvescot is part of this training. It takes learners out of their comfort zone into a fully inclusive experience, free from distractions of normal life and enhances the learning experience as well as forming networking opportunities that would not be available with regional learning facilities. It is the wide belief that although the selling of this property would be a short-term gain, it will inevitably be a long-term loss for this union.

Before any decision is made to sell this property the NEC is instructed to show to branches that all considerations around selling the property are for the benefit of this union. Included in this would need to be evidence that scoping exercises have taken place to ensure that increasing revenue streams and expanding the facility itself is not a better option for our union.

This evidence must include but is not limited to options such as:

- **Opening up the facility to other unions to use for accredited education for their representatives.**
- **An expansion of the facilities accommodation, welfare and classroom facilities itself to accommodate more residential courses for other unions and likeminded bodies to use at a cost.**
- **Reviewing the demand of some of the short courses that are regularly cancelled due to limited participation and allowing other unions to use the facilities during these weeks.**
- **Employing staff to deliver unaccredited training.**

SECTION 4A : ORGANISING AND STRATEGY

Monday (11.25 – 12.45)

- **Focusing on using the facility for private hire and social events, in particular around the festive period where venues are highly sought.**
- **Expanding the use of the grounds and seeing how other revenue streams could be generated. This could include new builds, glamping/camping facilities or green energy facilities such as solar panels.**
- **Exploring the sale of part of the land as opposed to the whole property and grounds.**
- **What the projected cost to the union would be to utilise regional training as its standalone avenue for trade union education. This would need to include travel and subsistence, accommodation and release costs.**

Branches will then have the opportunity to feedback on this evidence and decide if it is in the best interest of the union to sell the property based on factual evidence. This will ensure that the disruption of people losing their jobs unnecessarily is avoidable, the union does not lose out on the best financial deal it can achieve for the future and our representatives are not deterred from education because it is time consuming and disruptive to their lives.

The NEC is instructed accordingly.

South Central Postal
Colchester and District

SECTION 4B : ORGANISING AND STRATEGY

Monday (14.00 – 14.55)

56 CATEGORY A: This Conference moves a vote of no confidence in the National Executive Council for the way it has dealt with the Voting Rights of Retired Members and the issues associated with it.

Midland No.1

57 CATEGORY A: That this conference concurs and agrees the urgent need to provide a fair geographical rotational approach in regards to Annual Conference provision.

The NEC is instructed accordingly.

Warrington Mail Centre

58 CATEGORY A: Conference agrees that the timing of the Retired Members Conference being held in the winter months is detrimental to many of our members who need to travel long distance to attend, or who have mobility issues. There are also concerns that the facilities of the venues planned for these conferences do not always take into account members who have mobility issues.

Conference therefore instructs the NEC to work with the RMAC and seek to change the timing of the retired members conference to the Autumn and ensure venue facilities and access to venues are suitable for all.

The NEC is instructed accordingly

South Central Postal

59 CATEGORY A: COMPOSITE MOTION

Conference recognises the importance of making our structures and communications accessible to all members.

Conference resolves to use subtitles on as much of our national online video material as possible, to ensure that videos are accessible to all members, including our deaf members. Guidance should also be supplied to Branches and Regions on how to apply subtitles to any videos they produce.

Conference also resolves to make use of British Sign Language interpreters whenever necessary and practicable. This includes national Conferences and meetings where deaf or hearing impaired members are present. Guidance should also be supplied to Branches and Regions on the use of BSL interpreters in meetings.

The NEC is instructed accordingly.

Bristol and District Amal
Leeds No.1 Amal

60 CATEGORY A:

If Carried 61 Falls

This conference is extremely disappointed at the delay in dealing with Motion 29 from General Conference 2017.

This was a Motion in the name of the NEC that called for a report to Branches by the end of September 2017.

With the issue of LTB 653/17 on the 4th December 2017 the issue is going to drag on until at least February 2018 before the NEC make recommendations to branches.

This is inconsistent with the Conference Motion instructions and this is not acceptable.

The NEC is therefore instructed, as a matter of urgency, to put on hold the additional paragraph to the Model Branch Constitution contained in LTB 664/16 until a report is issued that is acceptable to Branches and their Retired Members' Sections.

Retired Members Conference

61 CATEGORY A: This Conference instructs the NEC to explain why the instructions clearly contained in Motion 35 which was carried at General Conference 2017 have not been complied with.

Midland No.1

SECTION 2 : EDUCATION AND TRAINING

Monday (14.55 – 15.40)

62 CATEGORY A: Conference instructs the NEC, with the assistance of the National Young Worker's Committee, to develop a Young Worker's Training Day around the Young Worker's role.

National Young Workers Conference

63 CATEGORY A: Conference congratulates the CWU Education Department on the introduction of the successful Mental Health Awareness training course for Reps.

There is widespread recognition across the CWU that this training would be of great benefit to all CWU Reps at all levels and should be made available on as wide a basis as possible.

Conference instructs the NEC to work with the Education Department to bring about this training for all. The aspiration should be that the training as far as possible would attract release in line with other CWU Training Courses.

Scotland Regional Committee

64 CATEGORY A: Conference instructs the NEC to work with the Health & Safety Dept that "Mental Health First Aid "Tutors are trained in order to cascade this valuable 2-day course & the half Day Awareness course out in the Regions ", furthermore they are instructed to achieve "release "for this course with the employers where we have recognition, this to be achieved by Conference 2019.

York and District Amal

65 CATEGORY A: Conference welcomes the Legal Services employment law seminars during 2017. Enabling branch officials to gain confidence, to support members with case management orders, pre hearings and schedule of loss.

To expand on this support conference instructs the NEC to work closely with the Legal Services & Education Departments, to develop the appropriate training package, to assist branches advising members on the Early Conciliation, tribunal application and tribunal process.

Portsmouth and District Postal

66 CATEGORY A: Conference feels that a new branch treasurer can sometimes struggle when first elected and is in need of immediate training. Whereas some branch officer roles you can learn 'on the job' the responsibilities taken on by a treasurer have both financial and legal repercussions if done incorrectly.

SECTION 2 : EDUCATION AND TRAINING

Monday (14.55 – 15.40)

Conference therefore instructs the NEC to provide a training pack for new branch treasurers.

Gloucestershire Amal

67 CATEGORY A: This conference instructs the NEC to bestow National Honorary Membership upon:

- Phil Browne - Former NEC & PEC member
- Andy Gibb – Former NEC and T&FS Executive member
- Lawrence Huston – Former Regional Secretary
- Chic McGlynn – NEC and T&FS Executive member
- Jim Reeves – Former NEC member
- Sean Ryan – Former NEC & PEC member
- Laurie Smith – Former TUC LGBT member & T&FS Standing Orders Committee
- Andrea Snowden – Former Administration Manager in GS Office & NEC member
- Ian Ward – Former NEC & PEC member

National Executive Council

68 CATEGORY A: Conference applauds the wider use of social media by the Communications Department and its success in engaging with the membership. Evidence of this is with an unprecedented 73.7% turnout in the Royal Mail Industrial Action Ballot.

Conversely conference notes the election turnout in recent national elections has fallen to low levels.

Therefore, conference believes that in addition to the standard written personal address, a trial of a Video address for future national elections for at least 12 months should commence.

The video will be treated in line with written address guidelines, such as ordered in alphabetical order and will only include the statements contained in the candidates written address.

A report analysing the turnout, feedback from candidates, branches and the wider membership will be produced with the findings and sent to all branches.

The NEC is instructed accordingly.

Leeds No.1 Amal

69 CATEGORY A: COMPOSITE MOTION

This conference believes that the CWU has undertaken some excellent work at branch, regional and national level in relation to raising awareness of mental health and its impact on individuals, the workplace and society in general. This conference notes that the Union:

- **has over a number of years, through annual conference motions, committed to work with an increasing number of charities and organisations**

- has a number of joint initiatives with employers eg. Royal Mail and British Telecom
- has trained a number of people as Mental Health First Aiders and others who have attended awareness courses
- issues a large amount of information to Branches
- has an increasing demand for information, advice, guidance and training

This conference believes that the impact of growing mental health issues on CWU members requires a comprehensive "CWU Mental health Strategy (CWU MHS). The NEC is therefore instructed to work with the Young Workers National Committee and other appropriate Departments, with a vested interest, e.g. Health and Safety and Equality, to assist in developing such a strategy which should consider the following:

- developing a working relationship with a small number of organisations/charities to assist in developing and executing the strategy. This should not prevent working with other organisations/charities particularly where there is a need for specialist expertise
- a joined up training programme
- ensure the most effective methods of communicating with branches, reps and members on issues of building awareness and encouraging openness
- support for Reps who are impacted through dealing with members who have mental health issues
- support for Reps effected by the increasing stress of the job
- put in place measures to ensure that the "strategy" is operating efficiently and effectively.

This list is not exhaustive.

South East No.5
Eastern Regional Committee

70 CATEGORY A: This conference notes with frustration, that the instruction contained within Prop 78 (below) passed at last year's General Conference was not carried out, despite it being a reasonable request and one which Conference mandated.

...78 CATEGORY A: Conference is concerned about Trade Union Membership; a report by the Office for National Statistics in January 2017 put the number of employed people in the United Kingdom at 31.80 Million. There are around 6.5 Million Trade Union Members in the United Kingdom, a further report published annually in May 2015 by the same office reported. Trade union membership in 1995 was 32.4% of the UK workforce. In 2005 it was down to 28.6% and in 2015 it had fallen even further to 24.7% we have to stop the decline. We need to up our game. We need to reach out to all workers. There are too many non-members in Unionised workplaces and far too many non-members in the United Kingdom's Workforce.

The NEC are instructed to take a proposal to the TUC that asks for a marketing campaign to be launched that would include and involve every trade union in the United Kingdom, using all reasonable mainstream media and broadcasting

SECTION 4C : ORGANISING AND STRATEGY

Monday (16.10 - 17.05)

avenues with the specific aim of educating, informing and persuading the whole of the UK working population to join a trade union. The campaign would have the sole purpose of increasing Trade union membership across the whole of the United Kingdom which in turn will empower, protect and secure every worker in our country. Costs should be offset and shared by all trade unions.

Conference respectfully urges the NEC to carry out what was instructed to them in prop 78 at conference last year, and to affirm that the point of Conference is to work together in collaboration to protect and secure the whole trade union movement. Conference believes that the NEC should act in accordance with the rules governing them and not adopt a cherry pick approach with conference motions that have been passed, since these are important matters concerning the union as a whole. It should not be simply keeping its own house in order.

Conference recommends and welcomes ideas from the NEC on their proposal to complete a legitimately mandated instruction and deplores both the lack of action and urgency regarding prop 78. Because of this conference regrettably calls for the NEC to be censured since they have failed to carry out a reasonable request to the NEC and one which should be carried out.

Conference would expect this instruction to be carried out within 3 months following the closure of conference 2018 including a full report on progress for the benefit, protection and security of the CWU and all of our colleagues in all other Trade Unions.

West Yorkshire

71 CATEGORY A: This Conference agrees that the NEC will bring forward a rule change at the next available opportunity that will allow elected lay members of the NEC not necessarily to be members of their respective Industrial Executives.

However the total number of seats to remain as at present with the President and Vice-President continuing to automatically sit on the NEC as now.

The NEC is instructed accordingly.

Greater Manchester Amal

72 CATEGORY A: To reflect the democracy throughout the Postal Constituency and to ensure all Assistant Secretaries within the Postal Constituency are of equal democratic status, this Conference agrees once the current incumbent appointed Assistant Secretary relinquishes their current Officer role the position will become an elected position in line with the other Assistant Secretaries within the Constituency.

The National Executive is instructed to bring forward a rule change to national rule 9.6.4.a) once the position becomes vacant to reflect the terms of this motion.

Kent Invicta

73 CATEGORY A: Conference notes the important role played by Momentum in last year's general election. Through training thousands of members in persuasive canvassing techniques, mobilising tens of thousands of activists with the website mynearestmarginal.com and an innovative social media campaign reaching millions of people, it helped Labour achieve its biggest increase in the vote share since 1945.

Since Momentum was launched, growing out of Jeremy Corbyn's first leadership campaign, it has also been central to cementing his leadership and his agenda within the party, which the CWU has strongly supported.

In July 2017 the NEC agreed to affiliate to Momentum subject to ratification by General Conference. Since then we have worked with Momentum on campaigning for Royal Mail re-nationalisation, against Post Office closures, on candidate selections, to promote trade union membership and on The World Transformed festival securing a range of CWU speakers and events.

Conference believes Momentum has established itself as a political force in the UK and that it has an important role to play in securing a Labour government and the CWU's agenda within the party. Conference also believes that there are exciting opportunities for the CWU in working with Momentum and that it is important that the union should be looking to shape and influence the organisation as part of our wider political strategy. Conference therefore agrees to ratify the CWU's affiliation to Momentum.

National Executive Council

74 CATEGORY A: COMPOSITE MOTION

Conference notes the increase in women joining the Labour Party and welcomes women becoming more politically active. Conference also notes existing CWU Women's Conference policy that more CWU women should be encouraged to become politically involved.

Conference believes that trade union women should have a democratic input into Labour Party Women's Conference to ensure the Labour Party in Government delivers on the key issues for working class women such as equal pay, carers rights, job opportunities, flexible working , and sexual harassment.

We note that the current CWU Women's Conference policy calls for separate nominations for the delegation to the women's Labour Party conference in the same way as the Women's TUC and the Women's STUC conference. Therefore we instruct the NEC to draw up a procedure for electing a CWU delegation for Labour Party Women's Conference from Branch nominations along the same lines as other national Union delegations. The NEC is instructed accordingly.

Greater London Combined
London Regional Women's Committee

75 CATEGORY A: Conference feels that Momentum and the wider Labour movement is displaying its inability and ignorance to take the representation of disabled members seriously within the Labour movement. The pages for the recruitment of potential National Executive Committee and National Policy Forum candidates fails to mention anything regarding minimum representation of disabled people. The page for the NEC reps establishes a minimum number of BAME and Female prospective candidates, while no similar minimum is to be imposed for disabled people, who form a larger proportion of society than do BAME.

The NPF states that "This includes ensuring that left-wing representation on the NPF are as representative as possible of the party's membership, including Women, BAME people, people from diverse regions, and from working-class backgrounds". Although this is less proscriptive, it still doesn't mention disabled people, while once again mentioning Women and BAME.

Conference understands that as long as Momentum and the broader Centre-left Grassroots Alliance continues to ignore the needs of disabled people and the fact that disabled members are one of the biggest groups within the movement, then Momentum and the Labour Party generally will fail to engage with disabled people. As CWU are now affiliated to Momentum, and have encouraged members to have a greater involvement with the organization at all levels, our Union is in a position to facilitate change.

Therefore, Conference instructs the NEC to campaign for disabled activists to be given the same minimum representation in the recruitment of potential NEC and NPF candidates within the Labour Party and Momentum as Women and BAME".

The NEC is instructed accordingly.

South West Regional Committee

76 **CATEGORY A: Delete Rule 14 and replace with:**

National Rule 14 Dispute Resolution

1. General

1. Matters of dispute arising from the rules or regulations of the Union affecting Union members shall be dealt with in accordance with this rule.
2. The purpose of this rule is to deal with all matters of potential dispute between members, with the aim of achieving settlements where disputes arise. This rule covers all aspects of union administration.
3. All potential disputes will be administered by the General Secretary's Department. The process will identify the nature of the potential dispute and will be subsequently classified as one of the following, (a) breakdown in relationships (b) breach of national rules. Potential disputes arising from the above will be dealt with the CWU Complaints procedure or National Disputes Committee (NDC)
4. None of the above will be actioned in the event a dispute is being contemplated or in progress either via an internal employer procedure or an external body and has reached a conclusion.

2. CWU Complaints Procedure

1. All matters requiring consideration shall be dealt with by the General Secretary's department in line with the appropriate byelaws.

3. National Dispute Committee (NDC)

1. All matters requiring consideration and/or investigation shall be administered by the General Secretary's department.
2. The committee shall be served by an Officer appointed by the General Secretary. The Committee shall consist of members of the NEC, which will be determined by the byelaws.

4. National Dispute Committee Powers and Procedures

1. All matters requiring consideration under this rule should be referred to the General Secretary's Department. Such matters may be referred by either a member or a Branch.
2. The NEC shall prescribe regulations governing the procedures for the conduct of all cases before the NDC and may amend such regulations from time to time. These amendments shall be subject to endorsement at a subsequent General Conference.
3. The NDC has the power to require the production of written evidence and attendance of witnesses who are members of the Union. In the event of non production of written evidence or non attendance by either of the parties involved, the Committee has the right to take decisions in their absence.

SECTION 10 : RULES

Monday (17.30 – 17.50)

4. The NDC shall consider each dispute in line with the NDC bylaws and conclude whether or not the dispute is appropriate to be dealt with at a full hearing of the NDC.
5. Following the full hearing of the dispute, in the event the NDC conclude that there has been a breach of the National Rules, the NEC may exercise one or more of the following powers
 - a. Censure the member concerned
 - b. Suspend the member from membership or from all or any benefits of membership for such time as may be determined.
 - c. Remove the member from any CWU representative office.
 - d. Disqualify the member from holding office for such a period as the NDC may determine.
 - e. Impose a suspended sentence for so long as the NDC shall consider just and reasonable
 - f. Expel the member from the Union
6. There shall be a right of appeal against decisions of the NDC to an Independent Appeal Panel. In all cases of appeal, the decision appealed against shall be suspended pending the hearing of the appeal. An appeal against a decision of the NDC can only be brought by the charged member.

5. Independent Appeals Panel (IAP)

1. The NEC shall prescribe byelaws governing the procedure for the conduct of all cases before the IAP and may amend such byelaws from time to time.
2. The IAP shall consist of 3 Independent members, one of which shall be the chair.
3. The IAP shall be served by an Officer appointed by the General Secretary.
4. The decision of the IAP shall be final and binding on the appellant and the Union and concludes the internal process.

6. Functions of the General Secretary and the NDC Officer in relation to potential disputes

1. The Officer to the NDC shall be responsible for the documentation of matters requiring consideration by the NDC and for recording the proceedings of the committee.
2. The Officer to the NDC shall notify a member of their rights under the rules of the Union and the consequences of failure to comply with any direction issued, or any penalty imposed by the NDC. The officer will notify the General Secretary of the final decision.

National Executive Council

77 CATEGORY A: Amend Rule 3.2.1

Add at end: All new members who join the CWU must serve a 6 weeks qualifying period, and have no cases pending before they will be entitled to representation.

Glasgow and District Amal

78 CATEGORY A: Delete Rule 10.5 and replace with,

Voting at the General Conference shall normally be by a show of hands.

A card vote may be called for either by the Chair of the General Conference or when thirty delegates make an indication 'calling for such a vote.

When a card vote is taken it shall be based on the General Conference Branch Membership count excluding retired members.

A proposition shall be treated as carried if it obtains a simple majority of the votes cast.

Gloucestershire Amal

79 CATEGORY A: Amend Rule 10.

Insert new paragraph, after 10.6.5

National Officers, National Executive Members, Industrial Executive Members, and National Negotiating Team Members, should not be eligible to stand for Standing Orders Committees.

Greater London Combined

80 CATEGORY A: COMPOSITE AMENDMENT

Delete rule 10.6.7 and replace with:

- 7. The Standing Orders Committee will give priority to motions in the following order:-**
- a) Category A - Motions that have been selected at the Equality Conferences for General and Industrial Conferences.**
 - b) Category B - Those motions which in the view of the SOC require a decision by Conference;**
 - c) Category C - Motions whose general point is to reverse policy decided at the previous year's conference;**
 - d) Category D - Those motions which in the view of the SOC seek only to confirm existing policy;**
 - e) Category E - Those motions which in the opinion of the SOC could be dealt with in correspondence;**

SECTION 10 : RULES

Monday (17.30 – 17.50)

- f) **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.**

South Central Postal
Colchester and District

81 CATEGORY X: This motion instructs conference to consider moving general conference and other conferences such as H&S, Learning and Women's etc to other destinations but more specifically Northern Ireland.

The CWU Conference could potentially attract up to 2000 delegates to the city and would be worth over £4 million in economic impact. In addition, it would provide an opportunity for us and our local colleagues to showcase our work and the companies where we have members, the vast majority who have never attended conference to gain an understanding of the Benefits and the positive aspects of the CWU, develop our careers, and learn from UK colleagues.

Visit Belfast is a not-for-profit organisation tasked with promoting the city as a destination, and as such offers free support to bring conferences here, including potential funding and bid preparations. There is the potential to reduce costs to the CWU and highlight in the local media and news, the impact that unions have in society and an event such as General Conference could have a massive impact for our members and the potential to achieve bargaining status and decent terms and conditions for workers in Northern Ireland.

Northern Ireland Telecom

82 CATEGORY X: Conference congratulates the health and safety department on raising the awareness of mental health in workplaces. Conferences also recognises with concern the increasing use of terms used by businesses like mental health resilience or wellness instead of finding ways to reduce stress at work.

Therefore the NEC is instructed to campaign for an investigation similar to that of an accident investigation into the workplace connection to any member who has to take time off due to stress, anxiety or other mental illness and that any cause connected to the workplace is subjected to the remove, reduce, control approach.

South West Regional Health and Safety Forum

83 CATEGORY X: Conference notes that there has been a large campaign around single use plastics and the need to recycle plastic but little has been reported around the amount of plastic that goes through the recycling process but cannot be re-used as two different plastics have been fused to make the end result unusable. One of the main causes of this is bottle tops left on bottles. Therefore, the NEC is instructed to seek alliances with other organisations to promote and campaign to ensure that bottle tops are made from plastics that are compatible with the bottle when recycled.

South West Regional Health and Safety Forum

84 CATEGORY X: Conference notes with concern the continuing rise of air pollution in the UK with more and more cities exceeding the world health organisation's safe level. This type of pollution is known to exacerbate heart conditions and those suffering with asthma and in some studies, being linked to Alzimers and other dementia illnesses. The NEC is instructed to look at ways that the CWU and businesses where it represents members can reduce any negative impact on air quality whilst protecting members jobs and terms and conditions.

South West Regional Health and Safety Forum

85 CATEGORY X: Conference believes the Constitution for the Telefonica National Team has been interpreted incorrectly by the TFSE so restricting members and branches in who can be nominated for the Telefonica NT Retail position.

The wording of Section 2.1 "...1 member representing Retail Outlets to be elected by and taken from branches with O2 Retail Outlet members." should be interpreted to mean that the member nominated need not be employed in O2 Retail but must come from a Branch with Retail members. It should be noted that the words DO NOT say 'by and from O2 Retail Outlet Members' and therefore to specify that any member nominated must also be a Retail employee is incorrect.

In order to ensure the meaning is clear going forward the wording of this paragraph will be rewritten to state:

. " Depending on which part of Telefonica the T&FSE member is elected from, 1 member representing O2 Retail Outlets to be elected by and taken from branches with O2 Retail Outlet members. The member must be employed by Telefonica UK O2 but need not be employed in O2 Retail. Each branch will cast their vote based on their respective O2 Retail Outlet membership supplied by Head Office. "

The NEC is instructed to make the above amendments.

West Yorkshire

86 CATEGORY X: Supermarket chain Iceland announced in January it's going plastic free, to help end the scourge of plastic pollution after it was revealed that UK supermarkets create nearly 1 million tonnes of plastic packaging waste a year. Plastic dumped into the sea can get stuck in sea turtles' nostrils, lodged in the stomachs of baby seabirds, and end up eaten by fish -- spreading dangerous toxic pollutants into our food supply.

Conference instructs the NEC with the help & assistance of the Health & Safety Dept. to support Campaigns to combat this, such as Sum Of Us, Greenpeace, 38 Degrees and Surfers Against Sewage by promoting their petitions and websites to our members and encouraging all to reduce their own 'personal plastic footprint'.

North East Regional Health and Safety Forum

87 CATEGORY X: The NEC instructs the CWU Health & Safety Dept to meet & discuss with all likeminded organisations on becoming affiliate (s) of Fire Safe Europe and to campaign for safer homes and workplaces because Ninety percent of fires in the EU happen in buildings and ninety percent of our time is spent in buildings like our workplaces so Fire Safe Europe is an alliance which aims to raise the profile of fire safety in buildings and it is petitioning the European Institutions to:

1. Make changes to ensure that tests to evaluate the performance of facades in a fire are based on real-life situations where fires can be large scale.
2. Introduce requirements to test the toxic smoke from construction products, and to label those products with their results so that builders and consumers can make informed choices.
3. Develop a European Fire Safety Strategy: Many EU policies impact fire safety, a focussed strategy would enable the EU to have a coordinated approach to fire safety in buildings.

Building fires affect people: There are at least 5,000 fire incidents each day in the EU. Each year in Europe, approximately 70,000 people are admitted to hospitals with severe fire-related injuries.

This to be achieved ASAP in order to protect Workers and householders in this country.

North East Regional Health and Safety Forum

88 CATEGORY X: Conference instructs the NEC & WAC & the TUC & other women's organisations to get all Police forces to adopt the policy of the Nottinghamshire & North Yorkshire police that "MISOGYNY is a hate crime, this to be achieved by Conference 2019.

York and District Amal

89 CATEGORY X: Conference instructs the National Executive to work with the Political Fund Management Committee (PFMC) to lobby the Parliamentary Labour Party to submit a private members bill for the creation of a National Data Registration Base of Dog Ownership and a legal requirement of a public warning notice / sign to be displayed on any property where a dog or dogs are normally kept by the named legal dog owner.

Midland Regional Health and Safety Forum

90 CATEGORY X: Conference recognises that Air Pollution in the UK is amongst the worst in the world and that our members who live and work in the streets of the UK are having their health and life span affected by this pollution.

Conference therefore instructs the NEC, with the support of the Health, Safety and Environment Department, to set out a policy and strategy and use the influence of the CWU to campaign to push the UK Government to remove the main causes of this pollution so as to ensure that steps are taken to lower and eventually get rid of Air Pollution in the UK.

This strategy should include working with any appropriate campaign or group that shares the CWU vision on a better environment.

London Regional Health and Safety Forum

91 CATEGORY X: This Conference recognises the efforts made previously by the CWU Health and Safety department to improve accident/incident reporting and the investigating processes across all businesses in which we have CWU members and recognition.

However, conference is concerned that our members may be put under pressure not to report accidents or incidents and/or may not be in a position to report promptly, as the current processes are not always as transparent or as readily accessible as they should be considering the benefits in modern technology which offer to enhance the process.

The National Executive Council working with the CWU Health & Safety Department is instructed to review their current systems with all employers where we have recognition, to ensure that processes are robust, fit for purpose and easy to access by the person making the report. Any improvements should include a direct self-reporting system where possible which includes an automatic notification to the injured person, the relevant health and safety representative and correct line manager so an investigation can be undertaken.

The National Executive is instructed accordingly.

South Central Postal

92 CATEGORY X: Conference instructs the NEC to seek the views of the Industrial Departments where we have employers who pay into the apprenticeship levy, in order that we can develop appropriate apprenticeships for new and existing staff who wish to re-skill themselves, and to use the unions influence within the labour movement to seek to change the way apprenticeships are run and funded to provide a better deal for workers taking up apprenticeships, via appropriate changes to regulations and current legislation.

Greater Manchester Amal

93 CATEGORY X: The NEC is instructed to work with the Health & Safety and other interested Departments to formulate and design a workplace questionnaire for working members of staff across all business we have recognition in that are over the age of 60. This would be delivered in a similar way to the night workers questionnaire.

Over the next decade, the changing age profile of the workforce will be the most significant development in the UK labour market, as a third of workers will be over 50 by 2020.

Given that employers will be expected to respond to this demographic shift by making work more attractive and feasible and also given that the European agency for safety and health at work have identified the 'ageing workforce' as an emerging risk it is hoped that the questionnaire may be the launchpad for identifying people who may qualify for protection under the Equality Act and be entitled to reasonable adjustments thus enabling individuals to stay in work longer once over the age of 60 years.

North West Regional Health and Safety Forum

94 CATEGORY X: Conference instructs the NEC to work with the Health & Safety Department and other CWU departments, as required, to provide the necessary facilities for trained tutors to deliver the 'Mental Health First Aid' two day course and the half day Mental Health Awareness course out in the regions. The NEC is further instructed to ensure that attendance on this course is in accordance with current agreements for attending safety related courses, in those businesses where we have such agreements. The two courses will be made available to safety representatives and all other representatives that wish to attend these valuable courses.

North West Regional Health and Safety Forum

95 CATEGORY X: This Conference instructs the National Executive Council to establish a central account for travel expenses, paid into by all branches at a percentage of rebate. It would be possible to examine a range of travel expenses for a cross-section of branches to understand costs incurred. This would create a less iniquitous playing field than currently exists where distant branches pay disproportionately for the cost of transport to training, briefings and events such as Annual Conference.

Alternatively, if this motion fails Conference instructs the NEC to give consideration to holding events such as Annual Conference biennially from Bournemouth at varied locations around the UK, including the Shetland Isles, Orkneys, Skye, North East and North West England, Northern Ireland and Wales. An examination of the cost impact would be desirable for clarity.

Highland Amal

96 CATEGORY X: Conference recognises the requirement for digital conferencing to be made available at **all** CWU events. The purpose of this motion is to maximise participation wherever possible by eliminating the problems that can often come with travel. The aim is not to eliminate face to face meetings as conference recognises the requirement for these types of meetings. The aim is to offer a combination of telephone and video conferencing so that all of our comrades, no matter how far away they are, or their state of health, are able to attend.

Conference is therefore instructed to make this available to all branches.

Central Counties and Thames Valley

97 CATEGORY X: This Conference recognises the efforts made previously by the CWU Health and Safety department to improve accident/incident reporting and the investigating processes across all businesses in which we have CWU members.

However, we are concerned that our members may be put under pressure not to report accidents or incidents and may not be in a position to report promptly as the current processes are not always as transparent or as readily accessible as they should be, considering the benefits in modern technology which offer to enhance the process.

The National Executive Council is instructed, working with the Health & Safety department, to review the current systems in place to ensure that they are robust, fit for purpose and easy to access by the person making the report. Any improvements should include a direct self-reporting system where possible which includes an automatic notification to the injured person, the relevant health and safety representative and correct line manager so an investigation can be undertaken.

Eastern No.5

98 CATEGORY X: The NEC instructs the CWU Health & Safety dept. to become affiliated with Fire Safe Europe and to campaign for safer homes and workplaces

Fire Safe Europe is an alliance which aims to raise the profile of fire safety in buildings and it is petitioning the European Institutions to:

Make changes to ensure that tests to evaluate the performance of facades in a fire are based on real-life situations where fires can be large scale.

Introduce requirements to test the toxic smoke from construction products, and to label those products with their results so that builders and consumers can make informed choices.

Develop a European Fire Safety Strategy: Many EU policies impact fire safety, a focussed strategy would enable the EU to have a coordinated approach to fire safety in buildings.

Building fires affect people: There are at least 5,000 fire incidents each day in the EU. Each year in Europe, approximately 70,000 people are admitted to hospitals with severe fire-related injuries

Eastern No.5

99 CATEGORY X: This Conference believes that young people are worst hit when unemployment runs rampant. Vacant jobs remain concentrated in low skilled, low paying sectors and unpaid internships are becoming the single point of entry into many professions. Competition for decent apprenticeships and university places is intensified with supply lagging well behind demand. The Government's sparse package of support for young workers is of insufficient scale to make a significant impact on endemic youth unemployment.

Conference worries that the Government's enthusiasm for internships and work experience as potential solutions will irreparably damage young workers' rights. Without guarantees of decent minimum standards, young workers in low and unpaid work will remain open to exploitation, while many internships leading to higher paid roles remain the reserve of those from wealthy backgrounds.

Conference believes that to combat this injustice, we must make our union attractive and inclusive for young people and develop future activists. It's therefore essential that the CWU develops our younger members and empowers them with a voice within their own union. We must be champions for young people in the workplace in order to prove that becoming a trade union member is not some relic of a bygone industrial age, but the best way to guarantee decency, safety, security and dignity in work.

Conference instructs the NEC to start:

1. A campaign of lobbying Government and Companies where the CWU have recognition to demand:
 - a) Job creation targeted specifically at school, college and university leavers with the aim to provide sustainable pathways into employment,
 - b) Fully paid internship and work experience initiatives that are rewarding and effective,
 - c) High quality apprenticeships paid at or above the National Minimum Wage be made available to all young people.
2. A commitment from the CWU to develop union rep "buddies" for young members, equipped to mentor and support young apprentices, work experience placements and other new entrants.
3. A back-to-basics review of the CWU organisation as it relates to young workers, and a recruitment campaign specifically targeting young workers.

South London, Surrey and North Hampshire

100 **CATEGORY X:** This Conference recognises the efforts made previously by the CWU Health and Safety department to improve accident/incident reporting and the investigating processes across all businesses in which we have CWU members.

However, we are concerned that our members may be put under pressure not to report accidents or incidents and may not be in a position to report promptly as the current processes are not always as transparent or as readily accessible as they should be, considering the benefits in modern technology which offer to enhance the process.

The National Executive Council is instructed, working with the Health & Safety department, to review the current systems in place to ensure that they are robust, fit for purpose and easy to access by the person making the report. Any improvements should include a direct self-reporting system where possible which includes an automatic notification to the injured person, the relevant health and safety representative and correct line manager so an investigation can be undertaken.

Eastern Regional Health and Safety Forum

101 **CATEGORY X:** The NEC instructs the CWU Health & Safety dept. to become affiliated with Fire Safe Europe and to campaign for safer homes and workplaces

Fire Safe Europe is an alliance which aims to raise the profile of fire safety in buildings and it is petitioning the European Institutions to:

Make changes to ensure that tests to evaluate the performance of facades in a fire are based on real-life situations where fires can be large scale.

Introduce requirements to test the toxic smoke from construction products, and to label those products with their results so that builders and consumers can make informed choices.

Develop a European Fire Safety Strategy: Many EU policies impact fire safety, a focussed strategy would enable the EU to have a coordinated approach to fire safety in buildings

Building fires affect people: There are at least 5,000 fire incidents each day in the EU. Each year in Europe, approximately 70,000 people are admitted to hospitals with severe fire-related injuries

Eastern Regional Health and Safety Forum

102 **CATEGORY X:** This Conference instructs the National Executive Conference to by means of the Rules Revision to edit the Model Branch Constitution with regards to the Scottish Division with a view to recognise the political realities and differences that exist in Scotland. That is that many of the Scottish left are members of other political parties or non-party political groupings. This would be in line with promises of greater recognition of the Scottish Political Peculiarities that were made during the Scottish Referendum and remove the difficulty of recruiting socialists to the campaigning role of political Officer.

Thus the NEC would be instructed to remove the mandatory obligation of Political Officer to be a member of the labour party and pay a political levy to the labour party. This would be keeping with the exceptions that exist with regards to Northern Ireland.

Highland Amal

103 **CATEGORY X: Amendment to National Rule 3.1. a**
Membership

Branches shall when applicable establish a Retired Members' Section which shall be entitled to elect a Section Committee to deal with Retired Members' problems. The branch shall appoint an Officer or Committee member of the branch to service the Retire Members' Section.

Add the following at the end of National Rule 3.1 a Membership.

A representative from the Retired Members' Committee shall be entitled to a position on the Branch Committee to represent their views/concerns.

Northern Ireland Telecom

OBITUARY LIST

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:

S A BROWN	BOURNEMOUTH AND DORSET AMAL	J CHANDLER	GREATER LONDON COMBINED
B J WAREHAM	BOURNEMOUTH AND DORSET AMAL	S COLE	GREATER LONDON COMBINED
R CASELEY	BRISTOL AND DISTRICT AMAL	S DAS	GREATER LONDON COMBINED
D GARSTANG	BRISTOL AND DISTRICT AMAL	T GLYDE	GREATER LONDON COMBINED
M KNOWLSON	BRISTOL AND DISTRICT AMAL	A GOODEN	GREATER LONDON COMBINED
A REED	BRISTOL AND DISTRICT AMAL	H HENDY	GREATER LONDON COMBINED
D SADHU	BRISTOL AND DISTRICT AMAL	G HOPKINS	GREATER LONDON COMBINED
C SHORE	BRISTOL AND DISTRICT AMAL	J KARUNADASA	GREATER LONDON COMBINED
P WEARE	BRISTOL AND DISTRICT AMAL	R LIDDON	GREATER LONDON COMBINED
R AUSTIN	CAPITAL	M MANDERSON	GREATER LONDON COMBINED
R BRUCE	CAPITAL	R MASON	GREATER LONDON COMBINED
W CARMAN	CAPITAL	L MOY	GREATER LONDON COMBINED
A FERNANDES	CAPITAL	G PHILLIPS	GREATER LONDON COMBINED
J GERMAN	CAPITAL	R POWELL	GREATER LONDON COMBINED
L GORDON	CAPITAL	W RUSSELL	GREATER LONDON COMBINED
R HALEY	CAPITAL	M RYAN	GREATER LONDON COMBINED
M HEFFERNAN	CAPITAL	S SMITH	GREATER LONDON COMBINED
J LANCOMA	CAPITAL	M STONE	GREATER LONDON COMBINED
S LAND	CAPITAL	R TAPPING	GREATER LONDON COMBINED
N MCKENZIE	CAPITAL	J TIMON	GREATER LONDON COMBINED
H NEWSON	CAPITAL	J WARD	GREATER LONDON COMBINED
R PARMAR	CAPITAL	N ARMSTRONG	GREATER MERSEY AND SW LANCS
D PECKHAM	CAPITAL	P T EBORALL	GREATER MERSEY AND SW LANCS
R PETERS	CAPITAL	E EVANS	GREATER MERSEY AND SW LANCS
B PURTILL	CAPITAL	N GREGORY	GREATER MERSEY AND SW LANCS
D SANCHO	CAPITAL	A HUNTER	GREATER MERSEY AND SW LANCS
H SAWTELL	CAPITAL	T LAWLESS	GREATER MERSEY AND SW LANCS
J P SOLANKI	CAPITAL	R MCDONALD	GREATER MERSEY AND SW LANCS
N SPARKES	CAPITAL	J D MOUNTAIN	GREATER MERSEY AND SW LANCS
L SPELLER	CAPITAL	W OWENS	GREATER MERSEY AND SW LANCS
P TERAOKA	CAPITAL	W PLATT	GREATER MERSEY AND SW LANCS
M WILLIAMS	CAPITAL	R TROAKE	GREATER MERSEY AND SW LANCS
M WRIGHT	CAPITAL	W H WESTBURY	GREATER MERSEY AND SW LANCS
F SIMPSON *	CAPITAL	P J ALLEN	LEICESTER AND MIDSHIRES
D ALLAM	CENTRAL COUNTIES AND THAMES VALLEY	J GREEN	LEICESTER AND MIDSHIRES
S BEWLEY	CENTRAL COUNTIES AND THAMES VALLEY	S KADIR	LEICESTER AND MIDSHIRES
D GRANTHAM	CENTRAL COUNTIES AND THAMES VALLEY	K POWELL	LEICESTER AND MIDSHIRES
E GREEVES	CENTRAL COUNTIES AND THAMES VALLEY	S HEALEY	LONDON AND WEST
J HUNT	CENTRAL COUNTIES AND THAMES VALLEY	D PEDDER	LONDON AND WEST
G MCARDLE	CENTRAL COUNTIES AND THAMES VALLEY	L RUSSELL	LONDON AND WEST
B REESE	CENTRAL COUNTIES AND THAMES VALLEY	T ADDINALL	LONDON PARCELS STATIONS AMAL
J SHEEHAM	CENTRAL COUNTIES AND THAMES VALLEY	A J BARRY	LONDON PARCELS STATIONS AMAL
C STAFFORD	CENTRAL COUNTIES AND THAMES VALLEY	S COLE	LONDON PARCELS STATIONS AMAL
W J A SCASE	COLCHESTER AND DISTRICT	J DIXSON	LONDON PARCELS STATIONS AMAL
A CONNICK	CROYDON AND SUTTON AMAL	R JACOBS	LONDON PARCELS STATIONS AMAL
R SCHENK	CROYDON AND SUTTON AMAL	W LEWIS	LONDON PARCELS STATIONS AMAL
G SPACKMAN	CROYDON AND SUTTON AMAL	J O'DONNELL	LONDON PARCELS STATIONS AMAL
C ALLKINS	DERBYSHIRE AMAL	A PEART	LONDON PARCELS STATIONS AMAL
J M BRYAN	DERBYSHIRE AMAL	L HIGHAM	MERIDIAN
R MILES	DERBYSHIRE AMAL	R MARSH	MERIDIAN
P SMITH	DERBYSHIRE AMAL	M OWEN	MERIDIAN
J SPENCER	DERBYSHIRE AMAL	A PEETT	MERIDIAN
L CARTER	EASTERN NO. 4	E RALPH	MERIDIAN
M LUYA	EASTERN NO. 4	W SEWELL	MERIDIAN
P STOCKLEY	EASTERN NO. 4	R WAKEFIELD	MERIDIAN
J BIRCH	EASTERN NO.5	D WILLIAMS	MERIDIAN
D BRIDGES	EASTERN NO.5	A YOUNG	MERIDIAN
R FROUDE	EASTERN NO.5	M R LANGSHAW	MERSEY
L A LAMBERT	EASTERN NO.5	J DAVIES	MID WALES, THE MARCHES & N.STAFFS
T NAPPER	EASTERN NO.5	R GRIFFITHS	MID WALES, THE MARCHES & N.STAFFS
H PATEL	EASTERN NO.5	R PARRY	MID WALES, THE MARCHES & N.STAFFS
E E ROSS	EASTERN NO.5	H PETERS	MID WALES, THE MARCHES & N.STAFFS
S SHELTON	EASTERN NO.5	A WATKINS	MID WALES, THE MARCHES & N.STAFFS
J STANYON	EASTERN NO.5	A WHITTAKER	MID WALES, THE MARCHES & N.STAFFS
T SWINDELL	EASTERN NO.5	B ANDREWS	MIDLAND NO.1
D THORPE	EASTERN NO.5	J ASHFORD	MIDLAND NO.1
F TURNER	EASTERN NO.5	W BERRINGTON	MIDLAND NO.1
K WEST	EASTERN NO.5	T BERRY	MIDLAND NO.1
R BARTLETT	GRAMPIAN AND SHETLAND AMAL	E COULSON	MIDLAND NO.1
R F M GERRIE	GRAMPIAN AND SHETLAND AMAL	E GRAINGER	MIDLAND NO.1
R BLACKWOOD	GREATER LONDON COMBINED	D HALFPENNY	MIDLAND NO.1
L BOYLETT	GREATER LONDON COMBINED	T HARPER	MIDLAND NO.1
R BURFORD	GREATER LONDON COMBINED	A HOBDAV	MIDLAND NO.1
T CARRINGTON	GREATER LONDON COMBINED	L LARGE	MIDLAND NO.1
H CARROLL	GREATER LONDON COMBINED	D W MCCOY	MIDLAND NO.1

V MCDERMOTT	MIDLAND NO.1	T HARMER	SOUTH EAST NO.5
S MORRIS	MIDLAND NO.1	S LANCASTER	SOUTH EAST NO.5
V W OWEN	MIDLAND NO.1	J MCGRADY	SOUTH EAST NO.5
S PHILLIPS	MIDLAND NO.1	C MCHUGH	SOUTH EAST NO.5
R PHILLIPS	MIDLAND NO.1	C MOORE	SOUTH EAST NO.5
M PUGH	MIDLAND NO.1	B PRIEST	SOUTH EAST NO.5
E PURKIS	MIDLAND NO.1	P QUILTER	SOUTH EAST NO.5
R RENNICKS	MIDLAND NO.1	A ROAKE	SOUTH EAST NO.5
S SIDEBOTHAM	MIDLAND NO.1	G SELSBY	SOUTH EAST NO.5
D SPEARS	MIDLAND NO.1	A SHEPPARD	SOUTH EAST NO.5
T WHEATLEY	MIDLAND NO.1	I SMITH	SOUTH EAST NO.5
R WOOD	MIDLAND NO.1	A STURTON	SOUTH EAST NO.5
M R CRAPPER *	NATIONAL HONORARY MEMBER	A THOMPSON	SOUTH EAST NO.5
R A DURKIN	NATIONAL HONORARY MEMBER	J L COOK	SOUTH EAST WALES AMAL
R RODWELL	NATIONAL HONORARY MEMBER	G EDMONDS	SOUTH EAST WALES AMAL
D F ROEBUCK	NATIONAL HONORARY MEMBER	J B H ISAAC	SOUTH EAST WALES AMAL
F SIMPSON *	NATIONAL HONORARY MEMBER	N S ATWAL	SOUTH MIDLANDS POSTAL
A D TUFFIN	NATIONAL HONORARY MEMBER	I DAVIES	SOUTH MIDLANDS POSTAL
G COLEBROOKE	NORTH ANGLIA	J HORNE	SOUTH MIDLANDS POSTAL
B HARRISON	NORTH ANGLIA	A HOWARD	SOUTH MIDLANDS POSTAL
J HOXLEY	NORTH ANGLIA	B JACOBS	SOUTH MIDLANDS POSTAL
G R KITTINGHAM	NORTH ANGLIA	I JAKEMAN	SOUTH MIDLANDS POSTAL
R TOZER	NORTH ANGLIA	C MCQUEEN	SOUTH MIDLANDS POSTAL
T S BURKETT	NORTH/NORTH WEST LONDON	S G PRIOR	SOUTH MIDLANDS POSTAL
T GIBSON	NORTH/NORTH WEST LONDON	P SALAVUDEEN	SOUTH MIDLANDS POSTAL
W BROWN	NORTHERN IRELAND TELECOMS	J SMITH	SOUTH MIDLANDS POSTAL
P HOYLAND	NORTHERN IRELAND TELECOMS	W D THURLAND	SOUTH MIDLANDS POSTAL
D MCDOWELL	NORTHERN IRELAND TELECOMS	D J WARMINGTON	SOUTH MIDLANDS POSTAL
K POWELL	NORTHERN IRELAND TELECOMS	D E WILKES	SOUTH MIDLANDS POSTAL
B RICE	NORTHERN IRELAND TELECOMS	J J WOJCIK	SOUTH MIDLANDS POSTAL
S WENBORN	NORTHERN IRELAND TELECOMS	M R CRAPPER *	SOUTH YORKSHIRE
J PROCTOR	PORTSMOUTH AND DISTRICT	P ALLEN	STH LDN, SURREY AND N.HAMPS
B THOMPSON	PORTSMOUTH AND DISTRICT	P ALLMAN	STH LDN, SURREY AND N.HAMPS
R WEST	PORTSMOUTH AND DISTRICT	G ANSELL	STH LDN, SURREY AND N.HAMPS
D BURNETT	SCOTLAND NO.1	A AUSTIN	STH LDN, SURREY AND N.HAMPS
M CHILD	SCOTLAND NO.1	J CHARLTON	STH LDN, SURREY AND N.HAMPS
A V COUTTS	SCOTLAND NO.1	I COLLIS	STH LDN, SURREY AND N.HAMPS
D CUTHBERT	SCOTLAND NO.1	K DENYER	STH LDN, SURREY AND N.HAMPS
S DONALDSON	SCOTLAND NO.1	B DURNSFORD	STH LDN, SURREY AND N.HAMPS
A GREN	SCOTLAND NO.1	A ELIAS	STH LDN, SURREY AND N.HAMPS
G HAINING	SCOTLAND NO.1	J EMUSS	STH LDN, SURREY AND N.HAMPS
M KIRKWOOD	SCOTLAND NO.1	N EVANS	STH LDN, SURREY AND N.HAMPS
W G LEONARD	SCOTLAND NO.1	B GAFF	STH LDN, SURREY AND N.HAMPS
H W LIVINGSTONE	SCOTLAND NO.1	W GRIFFITHS	STH LDN, SURREY AND N.HAMPS
W MACDONALD	SCOTLAND NO.1	B GUESS	STH LDN, SURREY AND N.HAMPS
L J MCARTHUR	SCOTLAND NO.1	K R MARSHALL	STH LDN, SURREY AND N.HAMPS
K MOIR	SCOTLAND NO.1	W MARSHMAN	STH LDN, SURREY AND N.HAMPS
M MORGAN	SCOTLAND NO.1	G RICH	STH LDN, SURREY AND N.HAMPS
S J MURRAY	SCOTLAND NO.1	M TADD	STH LDN, SURREY AND N.HAMPS
J NOLAN	SCOTLAND NO.1	E J WILKINSON	STH LDN, SURREY AND N.HAMPS
M STEVENSON	SCOTLAND NO.1	T GRIMWOOD	SUFFOLK AMAL
T ADDELSEE	SOMERSET, DEVON AND CORNWALL	P KUSIONOWICZ	SUFFOLK AMAL
A COMER	SOMERSET, DEVON AND CORNWALL	C HOY	TYNE AND WEAR CLERICAL
W H DAVEY	SOMERSET, DEVON AND CORNWALL	B JORDAN	TYNE AND WEAR CLERICAL
G DEANE	SOMERSET, DEVON AND CORNWALL	C CANTELLO	WESSEX SOUTH CENTRAL
V R DEW	SOMERSET, DEVON AND CORNWALL	B FUTCHER	WESSEX SOUTH CENTRAL
G W ENGLISH	SOMERSET, DEVON AND CORNWALL	P VICKERS	WESSEX SOUTH CENTRAL
A GURR	SOMERSET, DEVON AND CORNWALL	M W ALPIN	WESTERN COUNTIES
S KNIGHT	SOMERSET, DEVON AND CORNWALL	R L BAKER	WESTERN COUNTIES
D RENDLE	SOMERSET, DEVON AND CORNWALL	W S BODDY	WESTERN COUNTIES
D G WICKES	SOMERSET, DEVON AND CORNWALL	W BRYANT	WESTERN COUNTIES
D G WOODCOCK	SOMERSET, DEVON AND CORNWALL	D C CLARK	WESTERN COUNTIES
J ALLMAN	SOUTH CENTRAL POSTAL	N F CROSS	WESTERN COUNTIES
L BURKETT	SOUTH CENTRAL POSTAL	R GOFFIN	WESTERN COUNTIES
L FURSE	SOUTH CENTRAL POSTAL	V GUY	WESTERN COUNTIES
M HOPCRAFT	SOUTH CENTRAL POSTAL	A H HAWKINS	WESTERN COUNTIES
V MARKS	SOUTH CENTRAL POSTAL	H W HOLMES	WESTERN COUNTIES
D SEARLE	SOUTH CENTRAL POSTAL	T J JACKSON	WESTERN COUNTIES
S SUMNER	SOUTH CENTRAL POSTAL	D JOHNSTON	WESTERN COUNTIES
D TAYLOR	SOUTH CENTRAL POSTAL	J M LENTELL	WESTERN COUNTIES
N BURR	SOUTH EAST CENTRAL	L J MILLS	WESTERN COUNTIES
P CHEAL	SOUTH EAST CENTRAL	T C MONKTON	WESTERN COUNTIES
J JENNER	SOUTH EAST CENTRAL	R PAYNE	WESTERN COUNTIES
K KIRBAS	SOUTH EAST CENTRAL	V PEARCE	WESTERN COUNTIES
P TROWELL	SOUTH EAST CENTRAL	A REDWOOD	WESTERN COUNTIES
K ABDI	SOUTH EAST NO.5	I ROWLEY	WESTERN COUNTIES
D APPLEFORD	SOUTH EAST NO.5	M F SCOBLE	WESTERN COUNTIES
G BAKER	SOUTH EAST NO.5	D G WILKINSON	WESTERN COUNTIES
K BENNETT	SOUTH EAST NO.5	M J T WILLIAMS	WESTERN COUNTIES
L BROWN	SOUTH EAST NO.5	B T WOMBWELL	WESTERN COUNTIES
R ELLIOT	SOUTH EAST NO.5		
R ELSOM	SOUTH EAST NO.5		
K FALCONER	SOUTH EAST NO.5		
C GASKILL	SOUTH EAST NO.5		



The communications union

 **@DaveWardGS**  **The Communications Union**    **@CWUNews** **#TheCWU**

CWU 150 The Broadway, Wimbledon, London, SW19 1RX
email: info@cwu.org Tel: 020 8971 7200 Fax: 020 8971 7300 *General Secretary: Dave Ward*
05553/18 Published by The Communication Workers Union 2018