www.tssa.org.uk

Tel: 020 7387 2101
Fax: 020 7383 0656
Email: enquiries@tssa.org.uk

ANNUAL DELEGATE CONFERENCE

to be held in

Birmingham Conference and Events Centre,
Hill St, Birmingham B5 4EW

and via

Zoom and ChangeLab software

Saturday 18 September to Monday 20 September 2021 (inclusive)

Revised Final Agenda and Order Papers

Saturday, 18 September,
Conference opens

Mick Carney, President
Presiding

ADMISSION TO THE CONFERENCE can be obtained only by arrangement with TSSA at SupportServices@tssa.org.uk. Members other than Delegates may obtain Admission Tickets on application at this address.

(N.B. - Delegates' Credentials and other Conference Papers will be sent direct from Head Office as usual.)

Transport Salaried Staffs' Association

www.tssa.org.uk

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Annual Delegate Conference

to be held via

ChangeLab software

18 to 20 September 2021 (inclusive)

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General Daily Arrangements

All Timings are Provisional

SATURDAY 18 SEPTEMBER	SUNDAY 19 SEPTEMBER	MONDAY 20 SEPTEMBER
11.00 am Online session open for tests etc	*9.30 am Online session open*	*9.30 am Online session open*
12.00 am Conference Opens	*10.00 am Conference Resumes*	*10.00 am Conference Resumes*
1.00 pm Adjournment for Lunch	*12.30 pm Adjournment for Lunch*	*12.30 pm Adjournment for Lunch*
3.00 pm Conference Resumes	*2.30 pm Conference Resumes*	*2.30 pm Conference Resumes*
6.00 pm Adjournment	*5.30 pm Adjournment*	*5.30pm Conference Concludes*

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N.B. – Each session of Conference will be broken with pauses for refreshments etc so there will not be normally more than one hour continuous screen time.

Delegates are particularly requested to be punctual in returning after each break or adjournment.

TSSA Annual Conference 2021
SKELETON PROGRAMME

This programme is subject to alteration and it should be understood that items mentioned may not necessarily be presented to Conference in the order shown. Delegates should be prepared for any change to this programme.

SOC advises that the deadline for further Emergency Motions will be Sunday **5 September** so that they can be processed and circulated in time for debate during Conference.

Breaks of up to 15 minutes in each session will be taken.

SATURDAY 18 SEPTEMBER 2021 - Morning (12.00 – 13.00)		
	Item	
	1	Introduction to Conference
	4	President's Address
		EC Presentation and Q&A: TSSA Strategic Plan (Closed Session)
		(Emergency motion Em1 on this topic will be circulated before the start of Conference. *Amendments to this motion to be submitted to SOC by 14:45 on Saturday)*

SATURDAY 18 SEPTEMBER 2021 - Afternoon (15:00 – 18:00)		
	Item	
	2	Minutes of 2019 Annual Conference
	3	Announcement of Election Results
	5	Remembrance of Deceased Colleagues
	6	Stewards' Report on Attendance
	7	Housing
	8	National Care Service
	9	Scotland
	10	Anti-Racism
	11	Unemployment
	12-13	Banking Services
15:45		Adjournment
16:15		SOC meeting with EC and relevant branches on Em1
17:00		Conference resumes
	Em1	TSSA Strategic Plan (EC Emergency Motion) **(Closed Session)**

TSSA Annual Conference 2021
SKELETON PROGRAMME

This programme is subject to alteration and it should be understood that items mentioned may not necessarily be presented to Conference in the order shown. Delegates should be prepared for any change to this programme.
Breaks of up to 15 minutes in each session will be taken.

SUNDAY 19 SEPTEMBER 2021 – Morning (10.00 – 12.30)	
Item	
	EC Presentation and Q&A: Covid and the Recovery of the Rail Industry and Public Transport
A	Covid and Transport Workers (Composite of items 14, 16 and 17)
15	Covid and Transport Workers
18	Covid and The Travel Trade
19-20	Covid and Women Workers
21, B	Covid and Public Transport (inc Composite of items 22 and 23)
24	Covid and Disabled People
25	Covid and Public Accessibility
26	Covid and Loneliness
Su2	TfL Funding
27	Covid and TfL Resilience
52	EC Report and Motion on TSSA Democracy
28-34	Rule Alterations **(Closed Session)**

SUNDAY 19 SEPTEMBER 2021 – Afternoon (14.30 – 17.30)	
Item	
	Treasurer's Report **(Closed session)**
44	EC Motion on Report & Financial Statements **(Closed Session)**
45	EC Motion on Appointment of Auditors **(Closed Session)**
46	EC Report on Subscriptions and Political Fund Contributions **(Closed Session)**
46A	Rule Alteration (Closed Session)
Em2/3	TSSA Report and Accounts (Composite Emergency Motions) **(Closed Session)**
35-43	Rule Alterations **(Closed Session)**
47-51	TSSA Organisation

TSSA Annual Conference 2021
SKELETON PROGRAMME

This programme is subject to alteration and it should be understood that items mentioned may not necessarily be presented to Conference in the order shown. Delegates should be prepared for any change to this programme.
Breaks of up to 15 minutes in each session will be taken.

MONDAY 20 SEPTEMBER - Morning (10.00 – 12.30)	
Item	
53-55	TSSA Democracy
Su1	TSSA Education
Su3	TSSA Accessibility
56	EC Report and Motion on Conference Elections
57	TSSA Annual Conference
58	TSSA Diary
59	TSSA Credit Union
60	TfL Pension Fund
	EC Presentation and Q&A: Plans for celebration of TSSA 125th Anniversary
61	Maternity Discrimination
62	Apprenticeships
63	Home Working
64–68, EM4	Labour Party

MONDAY 20 SEPTEMBER 2021 – Afternoon (14.30 – 17.30)	
Item	
69	International Relations
70	European Relations
71	Parliamentary Scrutiny of Trade Deals
72	The Economy and Society
73	COP26 and Green New Deal
74	Climate Change and the Railways
75	Transport Policy – Public Ownership
76	Transport Policy – Cross-Border Funding
77	Transport Policy – Rail Freight
78	Rule Alterations
	Conference end

Transport Salaried Staffs' Association

CONFERENCE REGULATIONS AND PROCEDURES
(See also Rules 3 and 10)

Note: These regulations and procedures have been revised to address arrangements for the hybrid online and face-to-face Conference. Revised sections are marked

Basis of Representation - Branches may be represented on the basis of not more than one delegate for each two hundred members or fraction thereof, but no Branch may send more than two delegates. Where a Branch can send two delegates, wherever possible one of those delegates must be a woman, subject to the provisions of Rule 10(d). Wherever possible, Branches should be represented by delegations elected from their own membership. All proper and authorised expenses incurred by delegates attending Annual or Special Conferences shall be borne by the Association's Central Fund.

Ireland will be represented at Conference on the basis of one Delegate for each 400 members or fraction of 400 members in Ireland. At least one member of the delegation must be a woman except that if no woman delegate indicates a willingness to be nominated, all the delegation may be men. Furthermore, they will be allowed one additional Delegate under the age of 26.

(1) **Speaking to Motions. -** Delegates should note that the following standard timings will apply unless varied by Conference directly or via a recommendation of the Standing Orders Committee.

(a) For a branch motion without amendment:

Mover	three minutes
Seconder	one minute
EC	three minutes
Reply by mover	one minute

(b) For a branch motion with amendment(s):

Mover	three minutes
Seconder	one minute

(i) For each amendment:

Mover of amendment	two minutes
Seconder of amendment	one minute
EC speech on amendment	two minutes
Reply to amendment by holder of motion	one minute
Vote on amendment	

(ii) After the vote on the last amendment:

EC speech on motion (possibly as amended)	two minutes
Reply to debate by holder	one minute

(c) For an EC motion without amendment:

Mover (EC)	three minutes
Seconder	one minute
Reply by EC	one minute

(d) For an EC motion with amendment(s):

Mover (EC)	three minutes
Seconder	one minute

(i) For each amendment:

Mover of amendment	two minutes
Seconder of amendment	one minute
EC reply to amendment	two minutes
Vote on amendment	

(ii) After the vote on the last amendment:

Reply to debate by EC	one minute

Proposed timings for EC reserved motions will be shown on the relevant order sheets.

The 'holder' of a motion is initially the mover. If an amendment is carried, the mover of the amendment will become the holder of the amended motion and will have the right of reply to any subsequent amendments and to the debate as a whole. The mover of a successful amendment may choose to return the motion to the previous holder.

CONFERENCE REGULATIONS AND PROCEDURES (continued)
(See also Rules 3 and 10)

If the EC lose control of an EC motion through the carrying of an amendment, the EC will subsequently have rights to speak on amendments and the debate as in (b) above.

During the debate on any motion which has EC support, or on which the EC makes no recommendation, the Chair will permit one speech against of three minutes before the holder's reply to debate. In debates where provision is made for additional speeches, if none of the speeches are against the motion, the Chair will call for a speech against.

(e) *Information Papers:*

EC to introduce	two minutes

(f) Appeals:

Appellant	ten minutes
EC	ten minutes
Reply from appellant	two minutes

Order sheets will be placed before Conference for approval.

The timing of speeches will be indicated on screen and in the Conference Hall.

Delegates upon being called to speak must state their name and Branch represented.

No delegate or delegation may speak twice on any one item, except that holders of motions will be allowed time for reply before the vote is taken.

(2) **Limitation of Discussion** –

(a) No motion or amendment shall be discussed until it has been seconded; and no second amendment shall be voted upon until the first amendment has been disposed of.

(b) Procedural motions such as those that follow may be proposed using the on-screen 'chat' function, which will be monitored by TSSA Staff including the President's Liaison Officer and by members of the Standing Orders Committee.

(c) If, after discussion on any item, it is proposed and seconded 'That the question be now put' that motion must (if accepted by the Chair) be voted upon without any further discussion and, if carried, the particular item in question must be put to the vote after the mover of any motion involved in that item has replied.

(d) In the event of a proposal to take 'the previous question', or 'to proceed to the next business', being moved and seconded, it shall (if accepted by the Chair) be treated as an ordinary amendment to the item under discussion, but the speeches of those sponsoring either of these closure propositions must be directed to showing why 'previous questions' or 'next business' is desired. In either instance, before the vote is taken, the holder of the motion shall be allowed the right to reply to the discussion, as in the case of any other amendment.

(e) 'Previous question' may only be moved when an original motion or a substantive motion is being discussed. 'Next business' may be moved at any time during a debate. If either 'previous question' or 'next business' is carried, the original motion shall be deemed to be disposed of. If 'previous question' is lost, the vote on the original motion shall be taken immediately. If 'next business' is lost, discussion of the original motion shall be resumed.

(3) **Voting Arrangements.** –

(a) Voting will be conducted using the vote facility built into the Conference software. Tellers and voting clerks will therefore not be required.

(b) At the end of each vote, the count will be displayed on screen and the President will announce the outcome.

(c) Each delegate has one vote only. Branches with two delegates will be expected to make their own arrangements to agree the Branch position on votes.

Votes will only be collected or counted from delegates using the appropriate software.

(d) Card votes will not be allowed at this Conference.

CONFERENCE REGULATIONS AND PROCEDURES (continued)
(See also Rules 3 and 10)

(5) **Elections for Offices, Delegations, etc. -** The elections for the various offices and delegations shall be by ballot on voting papers bearing a figure representing the number of votes to which the Branches are entitled at the rate of one for every complete twenty-five members; Branches with less than twenty-five members to be entitled to one vote. In relation to voting for delegates to the Labour Party Annual Conference and similar Labour Party bodies the net voting strength of each Branch will be calculated by excluding members who, under the Rules of the Association, are exempt from payment to the Political Fund. Ballot papers will be circulated to Branches early in April. Votes must be **decided at a Branch meeting and returned by email to reach the Scrutineers and Head Office not later than 21st May.**

(6) **That the Chairperson Leave the Chair** – The procedure by which a delegate may challenge a specific ruling of the Chairperson is by moving the motion 'That the Chairperson leave the Chair'. This motion must be put forward as a procedural motion (see above) and seconded.

The Chairperson will then hand over to the General Secretary or other National Officer who will conduct the vote on that motion without debate.

The motion will require a two-thirds majority of the votes cast to be carried. When the issue in dispute has been resolved, the Chairperson will resume the Chair.

(7) **The Standing Orders Committee** will give special consideration to all matters of urgency and make such recommendations regarding them and for the conduct of business as they may consider necessary. They may advise the suspension or modification of Regulations and Procedures for the working of Conference. They shall examine the credentials (if challenged) of any delegate and report the result to Conference.

(8) **Emergency Motions** – Branches may submit motions on matters that arise too late to have been the subject of a legitimate motion or amendment in the Agenda. There are three criteria which govern the eligibility of emergency motions for acceptance.

(a) Where a matter arises in time, an emergency motion must be discussed at a properly constituted Branch meeting. If carried by that meeting it must be certified and dated by the Chair and Correspondence Secretary at that meeting.

(b) Where a matter arises after the last Branch meeting but before the delegates' departure for Conference, an emergency motion must bear the signature of two Branch Officers who should, wherever possible, be the Chair and Correspondence Secretary.

(c) Where a matter arises after the delegates' departure for Conference, an emergency motion may be submitted bearing the signatures of the Branch delegates. Delegates should bear in mind that such emergency motions should reflect the views of the Branch.

Emergency motions must be submitted to the SOC. In the case of (a) and (b) the motions must be in the hands of the SOC by midday on the Sunday of Conference at the latest. In the case of (c) the motions must be submitted as soon as possible.

(d) SOC has stated that emergency motions should be submitted by Sunday 5th September in order to be debated at Conference. Motions received later will be considered by SOC but will only be debated in exceptional circumstances, Motions not debated will be remitted to the EC.

(9) **Enforced Absence -** Where it is necessary for a delegate to be absent from a particular session of Conference, the delegate is asked to provide the Chair with prior written advice of the reasons for absence and whether the delegate is due to move a motion or amendment which might otherwise fall. This can be done using the Conference 'chat' facility in an earlier session, or by contacting the President's Liaison Officer on jenksr@tssa.org.uk or 07876 590 551.

The Chair may allow the motion or amendment on an Order Sheet agreed by Conference to be moved where he/she is satisfied that the absence is legitimate.

The Chair will also be aware that delegates may have temporary technical difficulties, and will address any issues that arise as a result flexibly and sympathetically. This may involve deferring items until the delegate is able to rejoin the Conference.

(10) **Chair of Conference** – Conference will be chaired by the President of the Association subject to the provisions of Rule 9.3.1.

SUMMARY OF DECISIONS

Item	Item	Item	Item
7.....	27.....	47.....	67.....
8.....	28.....	48.....	68.....
9.....	29.....	49.....	69.....
10.....	30.....	50.....	70.....
11.....	31.....	51.....	71.....
12.....	32.....	52.....	72.....
13.....	33.....	53.....	73.....
14.....	34.....	54.....	74.....
15.....	35.....	55.....	75.....
16.....	36.....	56.....	76.....
17.....	37.....	57.....	77.....
18.....	38.....	58.....	78.....
19.....	39.....	59.....	Su1.....
20.....	40.....	60.....	Su2.....
21.....	41.....	61.....	Su3.....
22.....	42.....	62.....	Em1.....
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26.....	46.....	66.....	

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COP26 and The Green New Deal	73	H2
Covid and Disabled People	24	D3
Covid and Loneliness	26	D4
Covid and Public Accessibility	25	D4
Covid and Public Transport	B, 23	D3
Covid and TSSA Resilience	27	D4
Covid and The Travel Trade	18	D2
Covid and Transport Workers	A, 15	D1
Covid and Women Workers	19, 20	D2
EC Motion on Appointment of Auditors	45	E1
EC Motion on Report and Financial Statements	44	E1
EC Report on Subscription and Political Fund Contributions	46	E2
EC Report on TSSA Democracy	52	D5
European Relations	70	H1
TSSA Strategic Plan	Em1	B2
Homeworking	63	G4
Housing	7	C1
International Relations	69	H1
Labour Party	64-68 Em4	G4
Maternity Discrimination	61	G3
National Care Service	8	C1
Parliamentary Scrutiny of Trade Deals	71	H1
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Rule Alterations	78	K1
Scotland	9	C1
TSSA Funding	Su2	D4
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The Economy and Society	72	H1
Transport Policy – Cross Border Funding	76	H3
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Subject	Item	Order Paper
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TSSA Conference Elections	56	G3
TSSA Credit Union	59	G3
TSSA Diary	58	G3
TSSA Democracy	53-55	G1
TSSA Education	Su1	G2
TSSA Organisation	47-51	F1-2
TSSA Report and Accounts	Em2/3	E3
TSSA Strategic Plan	Em1	B2
Unemployment	11	C2

ORDER PAPER A

1. Introduction to Conference.
2. Minutes of 2019 Annual Conference.

(To be taken as read)

Confirmation

Proposed by.....

Seconded by.....

QUESTIONS

3. Announcement of Election Results.
4. President's Address.
5. Remembrance of Deceased Colleagues.
6. Stewards' Report on Attendance.

TSSA Annual Conference 2021

ORDER PAPER B1

Closed Session – TSSA members and staff only

EC Presentation and Q&A:

TSSA Strategic Plan

TSSA Annual Conference 2021

ORDER PAPER B2

Closed Session – TSSA members and staff only

Motion Em1: TSSA Strategic Plan *(Emergency Motion)*

The EC will be issuing a circular in September 2021 at which time Branches and SOGs will be advised of the terms of the EC motion.

TSSA Annual Conference 2021

ORDER PAPER B3

EC Presentation and Q&A:

Covid and the Recovery of the Rail Industry and Public Transport

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TSSA Annual Conference 2021

ORDER PAPER B4

EC Presentation and Q&A:

TSSA 125
Plans for marking the Association's 125th anniversary in 2022

Time for speeches as detailed in Conference Regulation (2) will apply unless otherwise stated.

During the debate the President will permit one speech "against" of three minutes' duration as detailed in Conference Regulation (2).

7 Housing

That this Conference believes that a secure, safe, affordable home of a suitable size is one of the basic needs to enable people to live a fulfilling life. Market based strategies have failed to provide this for most people and local authority housing provision has been decimated since the days of the Thatcher Government.

Conference supports the housing strategy published in the Labour Party's 2019 election manifesto and instructs the EC to call on the current leadership of the Labour Party to use this as the basis of its plans for the future.

(EC support)

Anglia South General Mover .....

Disability Working Group Seconder .....

Time for speeches as detailed in Conference Regulation (2) will apply unless otherwise stated.

During the debate the President will permit one speech "against" of three minutes' duration as detailed in Conference Regulation (2).

8 National Care Service

That this Conference notes that Sir Keir Starmer, Leader of the Labour Party, has repeatedly said that he wants to see working people have a greater share of wealth and power. The Labour Party set out the means of doing this in its 2019 election manifesto and Conference urges the Party to fulfil these objectives, particularly for retired people.

Conference notes that this manifesto included a commitment to a National Care Service. Conference believes that such a service, working in partnership with the NHS, will ensure that care is for people, not profit. This service should be funded like the NHS through general taxation, free at the point of use and without means testing.

Conference instructs the EC to campaign in support of this policy.

(EC support)

Retired Members' Group Mover .....

Lancs & Cumbria General Seconder .....

Amendments -

A. *To delete all between second* 'that' *in line 1 and first* 'a' *in line 6 and substitute* 'the Labour Party has made'.

(EC support)

Midlands Retired Mover .....

Seconder .....

B. *To insert between* 'testing.' *in line 9 and* 'Conference' *in line 10,* 'In addition, this new service should be entirely in the public sector employing qualified, appropriately supervised, fairly paid and organized staff.'.

(EC support)

Disability Working Group Mover .....

Southeastern Metro Seconder .....

Time for speeches as detailed in Conference Regulation (2) will apply unless otherwise stated.

During the debate the President will permit one speech "against" of three minutes' duration as detailed in Conference Regulation (2).

9 Scotland

That this Conference notes that Scotland is now in the unenviable position of 'drug abuse capital of Europe'. It has disproportionate child poverty and serious urban deprivation. The education system, policing, the NHS and council services have gradually faltered under the SNP's control.

Conference urges the EC to lobby and pressurise the Scottish Parliament to address these ongoing domestic issues as a priority and put a further independence referendum on hold for at least a generation i.e. 20 years.

(EC support)

Scotland Retired

Mover .....

Seconder .....

ORDER PAPER C2

Time for speeches as detailed in Conference Regulation (2) will apply unless otherwise stated.

During the debate the President will permit one speech "against" of three minutes' duration as detailed in Conference Regulation (2).

10 Anti-Racism

That this Conference recognises that the re-election of the Conservative Government in December 2019 has allowed it to continue with its anti-immigrant policies. This election has in many ways given far right groups and individuals' confidence to spout their hateful views.

Conference notes that this Government has continued its hostile environment policy which has contributed to forcing many people into destitution, has helped to foster racism and discrimination, and has erroneously affected people with the legal right to live and work in the UK.

Conference further notes that the Government have merely paid lip service to Wendy Williams's Lessons Learned report on the Windrush scandal.

Conference therefore agrees that racist laws must be challenged by all means possible.

Conference notes the importance of the Black Lives Matter campaign.

Conference agrees that the trade union movement, representing millions of workers as well as having links in communities, must play a leading role in combating racism and fascism locally, nationally and internationally.

Conference instructs the EC to work with other trade unions in exposing racism and fascism whatever their source.

Conference:

(a) agrees that regular material should be placed in union publications, including social media;

(b) agrees that there is a clear need to give union representatives and members the tools and skills to combat racism and fascism;

(c) agrees to work with groups opposing racism and fascism including those who represent people confronted by racist actions, and

(d) agrees that there is a requirement to put forward a socialist alternative to the scapegoating and targeting of people.

Conference calls on the EC to ensure that union representatives have the skills and support to enable them to effectively represent those members who are racially discriminated against in the workplace or as a consequence of their employment.

(EC support)

Euston

Mover .....

Seconder .....

ORDER PAPER C2

Time for speeches as detailed in Conference Regulation (2) will apply unless otherwise stated.

During the debate the President will permit one speech "against" of three minutes' duration as detailed in Conference Regulation (2).

11 Unemployment

That this Conference is concerned about the very high levels of unemployment and under-employment, both worsened by the Covid crisis.

This is the worst reduction in jobs in the UK over a short period since trade unions began. The reaction from the trade union movement should be of a similar scale.

Conference calls on the EC to be proactive in working with other trade unions in fighting to retain jobs under threat and promoting investment strategies that will create real jobs and apprenticeships. Such joint working should include agreements to eliminate competition over recruitment, campaigning for a four day week or less hours and against zero hour contracts and encourage solidarity activity with other trade unionists in dispute.

If trade unions are to win a better future, they will also need to be central in a mass movement of community campaigns and organisations.

Conference therefore calls on the EC to encourage members to get involved in local Trades Councils and campaigns against cuts, job losses and austerity and for investment in a sustainable economy.

(EC remit/oppose)

Network Rail North London Mover .....

Seconder .....

12 Banking services

That this Conference opposes the withdrawal of cash facilities in the UK for normal daily transactions, and supports all reasonable measures to allow both 'card' and cash payments. Conference notes that the increase in the limit for contactless payments announced in the Budget in March 2021 will add to the pressure on shoppers and retailers to move away from cash payments, without any protections against the fraud potential of the increased limit or any recognition of the difficulties cashless payments present for many disadvantaged people.

Conference further states that everyone has the right to access their cash without charge, within reasonable geographic reach during reasonable hours, and seeks the EC's support for this principle and to lend the Association's name to any such campaigning.

Conference calls on the EC to support activity to pursue these objectives and, where appropriate, to work with our Self-Organised Groups and any relevant Branches to ensure cash is an option in financial transactions as much as possible.

(EC support)

LT Retired Mover .....

Retired Members' Group Seconder .....

Time for speeches as detailed in Conference Regulation (2) will apply unless otherwise stated.

During the debate the President will permit one speech "against" of three minutes' duration as detailed in Conference Regulation (2).

13 Banking services

That this Conference notes that Bank Branch closures hit the most vulnerable members of society.

Conference believes that a Minister for Banking should be appointed with the aim of promoting Banks joining together to share resources, establish joint bank outlets in many towns and cities using shared staff and costs.

Conference notes that this would require active support from politicians at Westminster of all political parties and persuasions.

Conference therefore calls on the EC to bring this motion to the attention of the Government, CBI, TUC and the Labour Party.

(EC support)

London & Southern Retired Mover .....

Irish Committee Seconder .....

Supported by **Retired Members' Group**

(Amendment withdrawn)

ORDER PAPER D1

Time for speeches as detailed in Conference Regulation (2) will apply unless otherwise stated.

During the debate the President will permit one speech "against" of three minutes' duration as detailed in Conference Regulation (2).

Composite A - Covid and Transport Workers (Items 14, 16 and 17)

That this Conference believes that the hard work and dedication of railway workers in keeping our country's rail network operating during the current Covid pandemic deserves real recognition alongside those of all the other public sector workers who are maintaining Britain's vital public services.

Rail workers have kept the rail network open to take key workers to their jobs and keep our food and other critical supplies flowing during this unprecedented time. These efforts deserve all our thanks and Conference instructs the EC to express its gratitude to all key workers, to campaign for decent pay rises for them, and to submit evidence to the People's Covid Inquiry.

Conference fully supports the efforts of the General Secretary working with industry leaders during the Covid crisis.

Conference urges the EC to fight any knee-jerk job losses as the country slowly moves into recovery. Our industries will need rebuilding and people will be needed on the ground to do this. Jobs should not be sacrificed in a crisis not of our making and the Government should not see this as an opportunity to slim down the rail industry so it can be more attractively handed back to the privateers.

Conference notes that the Government's review of the rail sector, led by Keith Williams of the privatised Royal Mail and previously British Airways, contains statements about using the present crisis to seek "opportunities for efficiencies" and that "These include the elimination of duplication and workplace reform.", which are clear references to attack transport workers' jobs, pay and pensions. The Department for Transport is now advertising for a newly created position titled "Director, Rail Pensions and Workforce Reform", which is effectively a directorship for confronting the unions, TSSA included.

Conference notes that from the beginning of the Covid crisis the Association and other unions have been essential in protecting the rights of workers. Through our actions the Association has been able to protect pay, jobs and safety where we are best organised. Despite this, the Government's agenda has clearly been to protect the wealth of the wealthiest in society at the expense of the rest of us. It is clear that the gap between rich and poor has widened, the risks to the lowest paid essential workers has been exposed as far greater, the impact of Covid on BAME workers demonstrated as much greater and gains in equality of women in the workplace dramatically reversed.

Conference recognises that the balance of the Tory Government strategy has been to protect the interests of profit for the few rather than investing in the essential workers that have so clearly demonstrated their value through the Covid crisis. Conference notes with alarm that the effect of the drive to reduce costs is being targeted in the rail industry, including Network Rail, to:

(a) attempt to introduce a pay freeze;
(b) reduce the focus on safety which has impacted on workforce fatalities;
(c) establish headcount caps without consultation and in contradiction of consulted organisation;
(d) reduce the infrastructure renewal programme without no apparent justification for the consequence of the safe operation of the infrastructure, and
(e) threaten job security from Government attempts to bail out TOC organisations and potential reorganisation of the rail industry.

(Continued)

Time for speeches as detailed in Conference Regulation (2) will apply unless otherwise stated.

During the debate the President will permit one speech "against" of three minutes' duration as detailed in Conference Regulation (2).

Composite A - Covid and Transport Workers *(continued)*

The EC should remain vigilant to any such attacks on jobs and to act appropriately. The Association must be prepared for a huge and sustained attack from the government and must be ready to work with our sister unions to protect jobs, conditions and safety.

Conference instructs the EC to build the scale of campaign necessary to reverse the trend of workers being subject to cuts whilst profits are still being made by the few.

Conference further instructs the EC that, when it can be established that employers have broken the law in driving through these changes, they shall be held to account accordingly.

Conference notes that the new Labour Party leadership has done little to oppose this assault on working people and instructs the EC to campaign to reverse this trend.

(EC support)

Southeastern Metro Mover .....

London Bus & Rail Operators Seconder .....

Supported by: **Midlands General**
Network Rail Anglia North
Network Rail London South

14 Covid and Transport Workers

(Withdrawn for Composite A)

Time for speeches as detailed in Conference Regulation (2) will apply unless otherwise stated.

During the debate the President will permit one speech "against" of three minutes' duration as detailed in Conference Regulation (2).

15 Covid and Transport Workers

That this Conference notes the lack of willingness by the devolved Governments to vaccinate key transport workers as a priority following the first round of vaccinations to other groups. Transport workers are key to the national infrastructure to get other key workers and staff to their workplaces along with freight and supplies to suppliers and industry.

Conference calls upon the EC to pressure the devolved Governments to vaccinate key workers as a priority group.

(EC remit/oppose)

Scotland North and East General Mover .....

Seconder .....

Amendment -

To delete 'the devolved' *in line 1 and substitute* 'all UK'.

To delete 'the devolved' *in line 6 and substitute* 'all UK'.

(EC oppose)

Midlands Retired Mover .....

Seconder .....

16 Covid and Transport Workers

17 Covid and Job Losses

(Withdrawn for Composite A)

ORDER PAPER D2

Time for speeches as detailed in Conference Regulation (2) will apply unless otherwise stated.

During the debate the President will permit one speech "against" of three minutes' duration as detailed in Conference Regulation (2).

18 Covid and the Travel Trade

That this Conference is aware that the travel trade has been decimated by the pandemic, and that the industry needs a route to recovery. With airlines grounded, travel restrictions imposed and the loss of over a year of income, many travel agents, airlines and tour operators have been forced to lay off staff, close offices and in some cases close their doors permanently.

Conference understands that at least 20 travel companies ceased trading between March and October 2020, and that a return to pre-pandemic levels is not predicted until 2025. Many staff were furloughed for over a year and several have been made redundant.

Conference notes that the rollout of the vaccine against Covid offers hope, and asks the EC to call upon the UK Government and devolved administrations for:

(a) the expansion of sector specific grants to keep businesses buoyant;

(b) the extension of measures such as furlough, business rates relief and the deferral of VAT to mitigate against the lack of revenue for over a year, and

(c) rapid testing at airports in addition to quarantine measures for people arriving in the UK.

Conference believes that only with a raft of measures in place, will the travel trade be able to retain jobs and to trade its way out of this pandemic.

(EC support)

West of Scotland Mover .....

Disability Working Group Seconder .....

Time for speeches as detailed in Conference Regulation (2) will apply unless otherwise stated.

During the debate the President will permit one speech "against" of three minutes' duration as detailed in Conference Regulation (2).

19 Covid and Women Workers

That this Conference believes women workers have borne the brunt of the problems created by the coronavirus pandemic. They are more likely to be in the front line and exposed to the public as they are the majority of key workers in the NHS, in retail and elsewhere. With the stress at work and worry about taking the virus into the family, they also continue to do the majority of child caring and, studies have shown, home schooling.

Despite this, little or no special provision has been made for women in terms of additional payments, time off for childcare and other caring duties.

Conference calls on the EC to ensure that the Association prioritises the needs of women workers in our industry when negotiating with employers around provision for front line workers during the pandemic.

(EC support)

Women in Focus Mover .....

Seconder .....

Amendment -

To insert between 'schooling.' *in line 6 and* 'Despite' *in line 7,* 'These roles often involve shifts and we instruct the EC to work with the employers and BT police to improve the safety environments wherever possible.'.

To delete 'calls on' *in line 9 and substitute* 'instructs'.

To insert 'and after' *between* 'during' *and* 'the' *in line 11.*

(EC oppose)

Lancs & Cumbria General Mover .....

Seconder .....

Time for speeches as detailed in Conference Regulation (2) will apply unless otherwise stated.

During the debate the President will permit one speech "against" of three minutes' duration as detailed in Conference Regulation (2).

20 Covid and Women Workers

That this Conference notes that the pandemic has created a significant change in the working environment for a swathe of the population. Commentators suspect that women may have been disproportionately impacted by these changes for example, home working, balancing family commitments and separating home life from working life.

To make matters worse, Conference is also aware that women are more likely to have lost their jobs during the pandemic, they are twice as likely to have been furloughed (although 70% of women, including in rail industries, who asked for furlough to help with childcare issues were refused) and, while Conference recognises that workers across the board are losing their jobs, redundancies for women have been significantly higher than for men. This is partly due to the concentration of women in low paid work and partly due to their disproportionate representation in the hospitality industry, among other factors. Overall, Conference believes that the effect of the pandemic for women has been to exacerbate the existing inequalities in both the workforce and the home.

Conference asks the EC urgently to establish a working group to investigate and formulate a plan that can be shared, adopted and implemented by reps that will support and help women navigate post Covid working.

(EC support)

North East Operations Mover .....

Women in Focus Seconder .....

ORDER PAPER D3

Time for speeches as detailed in Conference Regulation (2) will apply unless otherwise stated.

During the debate the President will permit one speech "against" of three minutes' duration as detailed in Conference Regulation (2).

Composite B – Covid and Public Transport (Items 21 & 22):

That this Conference recognises that the Covid pandemic has played havoc with public transport. Train and bus operators have seen passenger numbers tumble and services have been either reduced or cancelled. Whether for work, shopping or leisure, numbers are down and past experience tells us that once passengers have been lost, it is extremely difficult to win them back.

Public transport remains a safe and environmentally-friendly way to travel. It is also the primary means of transport for people who do not have access to a car. It is therefore vital to plan now for the end of the pandemic if there is to be a resurgence of public transport. A plan is needed that can immediately be implemented to minimise the chances of a further reduction in services or increases to fares.

Conference instructs the EC to draw up a 'Post Covid Transport Plan', liaising with other transport unions, the TUC and the Labour Party.

(EC support)

Lancs & Cumbria General Mover .....

Crewe & Cheshire General Seconder .....

21 Covid and Public Transport

22 Covid and Public Transport

(Withdrawn for Composite B)

23 Covid and Public Transport

That this Conference is concerned about the effect the Covid pandemic has had on the bus industry. Many areas have noted a substantial fall in the number of people using buses, in part due to the warning to avoid public transport.

Not only will this have a disastrous effect on the viability of some bus routes, it will affect the economy of struggling town centres, the staff who work on providing bus services, and the bus building industry and its supply chains.

Conference is reminded that increased bus travel helps mitigate climate change and aids social mobility and the economy.

Conference instructs the EC to lobby the Department for Transport to provide support for bus services both in London and throughout the UK.

(EC support)

London Bus & Rail Operators Mover .....

Seconder .....

ORDER PAPER D3

Time for speeches as detailed in Conference Regulation (2) will apply unless otherwise stated.

During the debate the President will permit one speech "against" of three minutes' duration as detailed in Conference Regulation (2).

24 Covid and Disabled People

That this Conference notes that disabled people face a disadvantage at work as they are more likely to be vulnerable to Covid. Working from home should be considered as a reasonable adjustment for these staff. The necessity to make reasonable adjustments for those with impairment is well-recognised within employment law. However, the pandemic has added a host of other risk factors and potential avenues for discrimination, which includes the addition of "Do Not Resuscitate" orders on medical records, that were not there before. In recent months, all workers have had to change the way we work in response to the health risk posed by the pandemic.

Conference must not forget the growing evidence of people suffering from Long Covid. It is too soon to say with certainty, but it is looking likely that someone with Long Covid is likely to be covered under the Equality Act. Employers need to be reminded of this as the pandemic progresses, and be prepared to work with the trade unions.

The Association will need to continue to adapt our ways of working whilst ensuring the safety and wellbeing of employees, and making sure that no vulnerable person is forced to return to work.

With this in mind, Conference instructs the EC to highlight the responsibility of the employer to provide reasonable adjustments.

(EC support)

Disability Working Group Mover .....

Lancs & Cumbria General Seconder .....

Time for speeches as detailed in Conference Regulation (2) will apply unless otherwise stated.

During the debate the President will permit one speech "against" of three minutes' duration as detailed in Conference Regulation (2).

25 Covid and Public Accessibility

(Withdrawn)

26 Covid and Loneliness

That this Conference believes that action is required to reduce impact of the Covid Pandemic on mental health.

Workers in all age and socio-economic groups have been affected, but young workers have been disproportionately affected. Often in precarious work, many have found themselves at a loss as a result of the pandemic. With rising unemployment, reduced opportunities for progression, financial worries, health anxiety and the impact of isolation on social lives, young people have been put into turmoil.

There is much to learn from what has happened in recent times. It looks likely that the world of work will be forever changed. With members facing the prospect of spending more time working from home, the Association needs to understand how to offer the necessary support for our members to maintain a healthy balance between work and home lives.

Conference believes that the Association has the power to make a positive difference. Branches, Divisional Councils and SOGs have organised in virtual formats throughout the pandemic. This has sustained the running of the union and offered a chance for social interaction. There is, however, more that can be done in the fight against loneliness and isolation, with special reference to lower income groups who struggle to afford and/or use IT.

This Conference calls on the EC to explore social initiatives to tackle the impact of isolation on our members. In particular, this should involve looking at the possibility of facilitating remote social activities where members across the country can share their experiences of life in the pandemic.

Conference also believes that the Association should take the opportunity to document how our members have functioned throughout the pandemic, to remember these unprecedented times and the impact our union had on life in lockdown.

Conference further calls on the EC to investigate what impact the pandemic has had on the working lives of our members, in order to understand what can be done to aid members seeing a change in their workplaces as a result of the pandemic.

(EC support)

FutureTSSA Mover .....

LT Retired Seconder .....

(Continued)

Time for speeches as detailed in Conference Regulation (2) will apply unless otherwise stated.

During the debate the President will permit one speech "against" of three minutes' duration as detailed in Conference Regulation (2).

26 Covid and Loneliness *(Continued)*

Amendment

A. *To insert between* 'affected' *and* 'Often' *in line 3a,* 'during the pandemic, making worse the already difficult pressures of low pay and high rents.'.

To insert 'their often pressured' *between* 'between' *and* 'work' *in line 10.*

To insert 'Many' *between* 'difference.' *in line 12 and* 'Branches' *in line 13.*

To delete 'organised' *in line 13 and substitute* 'struggled, but did manage to organise'.

To insert between first 'to' *and* 'explore' *in line 17,* 'work with Branches and members to'.

To insert between 'lockdown' *in line 23 and* 'Conference' *in line 24,* 'and in the process to learn lessons for the future.'.

To delete 'seeing a change in their workplaces as a result of' *in line 26 and substitute* 'improving their work environments after'.

(EC support)

Network Rail North London Mover **.....**

Seconder .....

ORDER PAPER D4

Time for speeches as detailed in Conference Regulation (2) will apply unless otherwise stated.

During the debate the President will permit one speech "against" of three minutes' duration as detailed in Conference Regulation (2).

Su2 TfL Funding

That this Conference notes that the Tory Government between 2016 and 2020 had cut central grants to TfL to zero, to punish London for electing a Labour Mayor. This left London's public transport excessively dependent on fares revenue. London entered the Covid pandemic as the only major city in Europe where public transport was expected to operate without funding from general taxation.

This massive dependence on fares revenue meant that the collapse in demand with the Covid lockdowns led rapidly to a crisis in TfL's financial position, requiring bail-outs from the Government. These have taken the form of a succession of short-term settlements, far from the stable and assured financial support necessary for effective maintenance of the transport networks on which London depends.

Conference notes that the latest package of government funding for Transport for London, put forward at the start of June 2021, comes with a number of conditions that pose a threat to services, jobs and terms and conditions, including pensions.

Conference also notes with incredulity the government's fixation on driverless trains - an undesirable development that seems as far away from becoming a reality as it always has.

Conference also notes that business leaders in London also back a longer term financial settlement, so that a sustainable long-term approach can be made for London's public transport needs

Conference instructs the Executive Committee to support reps and activists in delivering a public-facing campaign to resist cuts to services, jobs and terms and conditions, and to bring pressure on the Mayor of London, Department for Transport and TfL leadership to abandon these plans, and instead to agree a long term, stable funding package for London's public transport network.

Conference further notes the PFI contract to build a road tunnel across the Thames at Silvertown, with an estimated cost of about £2 billion. Conference believes that this project, under which TfL will depend on toll revenue to meet the PFI payments, presents an unacceptable financial risk for TfL. The main thrust of TfL's transport policies is and must be to reduce traffic levels.

In addition:

- experience of road schemes is that, far from reducing congestion, such 'improvements' lead to traffic growth;
- the pollution from traffic through the tunnel will exacerbate air quality problems around the tunnel approach routes, and
- such expansion of road capacity conflicts with the need to eliminate carbon emissions in London and the South East.

For these reasons, Conference instructs the EC to call on the Mayor to cancel this project and similar road schemes.

TfL Central Mover .....

Underground No. 1 Seconder .....

Supported by **London Bus & Rail Operators**

ORDER PAPER D4

Time for speeches as detailed in Conference Regulation (2) will apply unless otherwise stated.

During the debate the President will permit one speech "against" of three minutes' duration as detailed in Conference Regulation (2).

27 Covid and TfL Resilience

That this Conference congratulates Transport for London (TfL) on its efforts to ensure public and staff safety were placed ahead of the dire financial situation imposed by the present Government's politically-motivated actions, and by the pandemic which followed.

Conference instructs the EC to continue to ensure that staff and passenger safety remains paramount as services and resources adjust to deal with the ongoing health crisis, and that no lessening of staff welfare nor wellbeing is imposed.

Conference however deplores some of TfL's adjustments to the new financial situation, through imposing worsened workplace and reward practices, through unreasonable workforce reductions, and in particular imposing 'hot-desking' and similar practices, especially for staff with special needs who have sometimes been obliged to find suitable and sufficient workstations away from their usual workplaces. Conference therefore calls for an end to these practices and the restoration of conventional work practices. This includes honouring staff's needs for access to work and reasonable adjustments.

Conference instructs the EC to work with the Labour Party and other relevant bodies for a future Labour administration to:

(a) write-off the debt burden caused by the imposed loans placed on TfL, by conversion into a grant;

(b) implement a statutory funding structure for London's passenger transport which cannot be easily overturned by any future change of Government;

(c) ensure that comparable funding and resource protection is in place for all UK authorities charged with resourcing public passenger transport at any time now or in the future for their residents, workers, contractors and visitors, and

(d) comply with the Equality Act for reasonable adjustments.

(EC oppose)

LT Retired Mover .....

Disability Working Group Seconder .....

Time for speeches as detailed in Conference Regulation (2) will apply unless otherwise stated.

During the debate the President will permit one speech "against" of three minutes' duration as detailed in Conference Regulation (2).

52 EC Report on TSSA Democracy

1 That this Conference endorses the EC report, subject to the following amendments to the report: 1

- To insert between "Conference," and "as" in line 37 (of report) "as well as upgrading MyTSSA in a way that facilitates the operation of branches and SOGs,", and
- To insert between "levels." in line 38 and "APPENDIX" in line 39 (of report) "The primary aim of this IT development will be to enhance TSSA democracy in its branches and conferences.".

Conference recognises the importance of increasing the use of MyTSSA, as highlighted in the Working Party's 2020 report (lines 100-101 of the EC Report) and wishes to ensure that the IT developments referred to in the EC's proposal (lines 36-38) should be extended to enhance the functionality and ease of use of MyTSSA for members, reps, branch officers and other activists.

(EC support)

Executive Committee Mover .....

Seconder .....

Supported by: **Network Rail North London**
North East General
TfL Central

Amendment -

To add at end (new paragraphs):

"Conference notes the disappointing number of responses to the consultation and in doing so takes the view that there is a democratic deficit within our branches that has to be addressed.

Conference agrees that the documents used for nominations and motions for Annual Conference should include the number of members that attended the branch meeting and the venue, as was standard practice.

Conference instructs Divisional Councils to ascertain what progress branches have made to engage members since the Working Party issued its first report. Their findings should then be passed to the EC in order for a strategy to be set out to encourage members to identify and participate in union affairs to a greater extent than at present.

To assist the EC to arrive at its position Conference instructs Divisional Councils to send a questionnaire to their branches and return the responses, along with any recommendations to the EC, so that a report can be passed to members for debate at the 2022 Annual Conference along with any relevant rule changes or guidance notes.

SOGs should distribute their own questionnaire, based on the Divisional Council questions below, as appropriate. Where there is no Divisional Council, branches should respond directly to the EC.

(Continued)

Time for speeches as detailed in Conference Regulation (2) will apply unless otherwise stated.

During the debate the President will permit one speech "against" of three minutes' duration as detailed in Conference Regulation (2).

52 EC Report on TSSA Democracy *(continued)*

Amendment *(continued)* -

The final details of the questionnaire to be determined by the Divisional Council but it shall include the following:

a) Name of branch / SOG and number of members.
b) How many meetings have been held since January 2021 to June 2021 (inclusive)?
c) What was the average attendance?
d) Since January 2019 have there been guest speakers, and do they encourage greater attendance?
e) What is the estimate of the percentage of members than can conveniently attend a meeting?
f) How many reps give written/verbal reports on a regular basis?
g) Has the Branch/SOG inserted into its Standing Orders the EC's instruction that digital meetings will be organised on a platform which allows all members to participate with reasonable costs being charged to Association funds?
h) Have the Standing Orders been approved by the EC?
i) How is the above new Standing Order being implemented?
j) Is MyTSSA used?
k) Does the Branch/Divisional Council have a website and/or Facebook page?
l) How are members engaged in the Annual Conference nomination process, formulating motions and EC consultation requests?
m) Does the Branch/SOG send out a printed newsletter/email newsletter, and how often?
n) How does the Branch/SOG contact is members about meetings?
o) How many CLPs is the branch affiliated to, and does it send delegates?
p) How many Trades Councils is the branch affiliated to, and does it send delegates?
q) What suggestions do you have to improve TSSA Democracy?".

(EC oppose)

Anglia South General Mover .....

Seconder .....

ORDER PAPER R1

Closed Session – TSSA members and staff only

Time for speeches as detailed in Conference Regulation (2) will apply unless otherwise stated.

During the debate the President will permit one speech "against" of three minutes' duration as detailed in Conference Regulation (2).

28 Rule Alteration

Preface: To permit the use of digital technology for communication purposes for non-statutory matters contained within the rule book and guidance notes.

Rule 3 RULES
New Rule 3.4

To insert new Rule*:*

'3.4 TSSA Communications

References to written and postal communications contained within the Rule Book and Guidance Notes shall also include electronic forms of communication as agreed by the EC for the purpose in question unless prohibited by statute. Whenever using electronic communications, the EC will take account of members who have difficulties with these means of communication and provide alternatives on request, by making physical copies or accessible electronic versions available or by other appropriate means.'.

(EC support)

Executive Committee Mover .....

TfL Central Seconder .....

Supported by **Midlands Retired**

29 Rule Alteration

Preface: To create a new category of membership for those working from home.

Rule 4 MEMBERS
4.1 Qualifications for membership
New Clause (g)

To insert new Clause:

'(g) Anyone working in the transport and travel Industry who is required to work from home.'

(EC oppose)

London & Southern Retired Mover .....

Seconder .....

ORDER PAPER R1

Closed Session – TSSA members and staff only

Time for speeches as detailed in Conference Regulation (2) will apply unless otherwise stated.

During the debate the President will permit one speech "against" of three minutes' duration as detailed in Conference Regulation (2).

30 Rule Alteration

Preface: to introduce a category of Life membership, whereby a Retired Member can pay a one-off subscription fee to remain a member for life

Rule 4 MEMBERS
4.3 Subscriptions
4.3.1 Subscription rates
Clause (c)

To insert '(other than Life Members)' between 'members' and 'shall' in line 1.

New Clause (e)
To insert new Clause:

'(e) Life Members shall pay a one-off subscription of £500 (€600 for Life Members resident in the Republic of Ireland), adjusted where appropriate under sub clause (j) of this Rule 4.3.1.'.

To re-letter subsequent clauses.

Guidance Note A: MEMBERSHIP
Section 1 Types of Members

To insert between 'members' in line 5 and 'Honorary' in line 6 (new line):
'Life members'

New Clause 1.4
To insert new Clause:
'1.4 Life Members

Life Members are Retired Members who have paid the one-off subscription specified in Rule 4.3.1.

They have the same rights and benefits as Retired Members, as set out in Sections 1.2 and 1.3 of this Guidance Note A, except that they are not entitled to Retirement Benefit.'.

To renumber subsequent clauses.

(EC oppose)

LT Retired Mover .....

Seconder .....

Amendment -

To delete "£500 (€600" *in line 10 (of motion) and substitute* "£250 (€300".

(EC oppose)

London & Southern Retired Mover .....

Seconder .....

ORDER PAPER R2

Closed Session – TSSA members and staff only

Time for speeches as detailed in Conference Regulation (2) will apply unless otherwise stated.

During the debate the President will permit one speech "against" of three minutes' duration as detailed in Conference Regulation (2).

31 Rule Alteration

Preface: To oblige the EC to provide members with representation or assistance in appropriate circumstances.

Rule 4 MEMBERS
4.4 Members' Entitlements
4.4.1 Legal Proceedings and Legal Assistance to Members
Sub clause (c)

To add at end 'The EC shall provide any member with representation and/or legal assistance for any valid claim that the member lodges to an Employment Tribunal within the relevant deadline, if the member requests such assistance.'

(EC oppose)

Retired Members' Group Mover .....

Seconder .....

ORDER PAPER R2

Closed Session – TSSA members and staff only

Time for speeches as detailed in Conference Regulation (2) will apply unless otherwise stated.

During the debate the President will permit one speech "against" of three minutes' duration as detailed in Conference Regulation (2).

32 Rule Alteration

Preface: To re-designate Divisional Councils as Branches and abolish the latter in their present form.

Rule 6 BRANCHES
To delete all between 'Committee' in line 2 and 'Additional' in line 3.

Rule 7 DIVISIONAL COUNCILS
To delete entire Rule.

Rule 10 ANNUAL AND SPECIAL DELEGATE CONFERENCES
Representation at Conference, Clause (c)
To delete 'two' in line 2 and substitute 'twelve'.

Gender Balance in Representation, Clause (d)
To delete entire Clause and substitute:

'Branch delegates should, if possible, be composed of an equal gender balance.'.

Representation by Divisional Councils, Clause (g)
To delete entire Clause and re-letter subsequent Clauses accordingly.

Rule 12.2 ELECTION OF GENERAL SECRETARY

Clause (c)
To delete *'5'* in line 2 of Clause and substitute *'3'*.

To delete all between first *'nominations'* in line 2 and *'A'* in line 3.

GUIDANCE NOTE C: BRANCHES, DIVISIONAL COUNCILS AND SOGS.
To delete ', Divisional Councils' from Heading.

Clause 1 Branches
1.1 Branch Management
Branch Officers and Committee, Clause (a)
To delete all between 'Vice Chair' in line 1 and 'a Financial Secretary' in line 2.

Clause 2 Divisional Councils
To delete entire Clause and renumber succeeding Clause.

(EC oppose)

Anglia South General *Mover* .....

Seconder .....

ORDER PAPER R3

Closed Session – TSSA members and staff only

Time for speeches as detailed in Conference Regulation (2) will apply unless otherwise stated.

During the debate the President will permit one speech "against" of three minutes' duration as detailed in Conference Regulation (2).

33 Rule Alteration

Preface: To reduce the representation of small Branches at Divisional Council.

Rule 7 DIVISIONAL COUNCILS
Clause (b)

To delete 'Up to' in line 3 and substitute:
'Up to 100 members – 2 delegates
101 to'.

(EC oppose)

West of Scotland General Mover .....

Midlands Retired Seconder .....

Amendment -

To delete all after "members" *in line 4 (of motion) and substitute:*
"- 1 delegate
101 to 200 members - 2 delegates
201 to 300 members – 3 delegates
301 to".

(EC oppose)

London Bus & Rail Operators Mover .....

Seconder .....

ORDER PAPER R3

Closed Session – TSSA members and staff only

Time for speeches as detailed in Conference Regulation (2) will apply unless otherwise stated.

During the debate the President will permit one speech "against" of three minutes' duration as detailed in Conference Regulation (2).

34 Rule Alteration

Preface: To allow the EC to propose amendments to motions at TSSA Annual Conference, to improve the quality of Conference decisions and reduce or remove the need for the EC to ask branches to remit items.

Rule 9 THE EXECUTIVE COMMITTEE
9.1 EC MEETINGS AND POWERS
Conference, Clause (h)

To insert 'and amendments' between 'motions' and 'at' in line 1.

(EC oppose)

TfL Central Mover .....

Seconder .....

Amendment -

To delete all after "(h)" *in line 6 (of motion) and substitute (new paragraph)*:
"To insert between 'Conference.' and 'It' in line 2, ''The EC may propose amendments to address technicalities and minor inconsistencies but not matters of substance.' ".

(EC oppose)

Network Rail North London Mover .....

Women in Focus Seconder .....

ORDER PAPER R4

Closed Session – TSSA members and staff only

Time for speeches as detailed in Conference Regulation (2) will apply unless otherwise stated.

During the debate the President will permit one speech "against" of three minutes' duration as detailed in Conference Regulation (2).

35 Rule Alteration

Preface: To give members of equalities groups guaranteed representation on the Executive Committee

Rule 9 THE EXECUTIVE COMMITTEE
9.2 ELECTION OF PRESIDENT, TREASURER AND EXECUTIVE COMMITTEE
Clause (a)
To insert between 'purpose' and ', and' in line 2, 'or by members of the relevant SOG,'.

New Clause (c)
To insert new Clause:
'**Nominations for SOG Positions**
(c) SOG members may nominate one candidate from their membership for their respective protected Executive Committee seat.

The candidate for the Executive Committee must meet the requirements for membership of that SOG.'

To re-letter subsequent clauses.

Existing Clause (g)
To insert new paragraph at end:
'Each member of a SOG shall have one additional vote for the respective Executive Committee position.'.

Electoral Districts, existing Clause (i)
To insert 'and one member from each SOG' between 'districts' and 'shown' in line 2.

To delete existing table and substitute:

Election in 2022 only for:	Retired Members' Group; FutureTSSA; Disability Working Group; LGBT+.
Election in 2022 and every third year thereafter for:	Scotland; London North West; North West; Women in Focus; BAME.
Election in 2023 and every third year thereafter for:	Ireland; London Transport; North East; London South; FutureTSSA; Disability Working Group.
Election in 2024 and every third year thereafter for:	Midlands; Wales & Western; Anglia & London North East; LGBT+; Retired Members' Group

Existing Clause (k)
To insert ', SOGs' between 'Branches' and 'or' in line 1.

Casual Vacancies – Elections, existing Clause (l)
To insert 'or SOG' between 'district' and 'concerned' in line 3.

(EC oppose)

FutureTSSA Mover .....

Wales No. 1 Seconder .....

ORDER PAPER R4

Closed Session – TSSA members and staff only

Time for speeches as detailed in Conference Regulation (2) will apply unless otherwise stated.

During the debate the President will permit one speech "against" of three minutes' duration as detailed in Conference Regulation (2).

36 Rule Alteration

Preface: to give all EC members equality in the number of years they can serve on the Executive.

Rule 9 THE EXECUTIVE COMMITTEE
9.2 ELECTION OF PRESIDENT, TREASURER AND EXECUTIVE COMMITTEE
Clause (a)

To insert 'to a maximum of six years' between 'nominated' and '. Their' in line 5.

To delete all between 'Committee' and 'whose' in line 15.

To delete all between 'Committee' in line 16 and 'for' in line 17.

(EC oppose)

Wales No. 1 Mover .....

Seconder .....

37 Rule Alteration

Preface: To increase the number of elected members of SOC from four to five.

Rule 10 ANNUAL AND SPECIAL DELEGATE CONFERENCES
10.1 ANNUAL DELEGATE CONFERENCE
Standing Orders Committee, Clause (m)

To delete 'four' in line 1 and substitute 'five'.

(EC oppose)

Women in Focus Mover .....

Seconder .....

ORDER PAPER R4

Closed Session – TSSA members and staff only

Time for speeches as detailed in Conference Regulation (2) will apply unless otherwise stated.

During the debate the President will permit one speech "against" of three minutes' duration as detailed in Conference Regulation (2).

38 Rule Alteration

Preface: To allow more time for Branches and SOGs to consider the EC Report and Accounts, while ensuring that the EC have adequate time to prepare the Report.

Rule 10 ANNUAL AND SPECIAL DELEGATE CONFERENCES
10.1 ANNUAL DELEGATE CONFERENCE
Executive Committee's Report and Accounts, Clause (n)

To delete '4' in line 1 and substitute '16 April or 6'.

To insert 'whichever is the later.' between 'Conference' in line 2 and 'Questions' in line 3.

(EC oppose)

Retired Members' Group Mover .....

Seconder .....

39 Rule Alteration

Preface: To ensure that the Report and Accounts are sent to Branches and SOGs in a timely manner even if Conference is postponed or cancelled for any reason.

Rule 10 ANNUAL AND SPECIAL DELEGATE CONFERENCES
10.1 ANNUAL DELEGATE CONFERENCE
Executive Committee's Report and Accounts, Clause (n)

To add after 'Annual Conference.' in line 6 new paragraph:

'In the event of postponement or cancellation of Conference then the original date of commencement of Conference shall apply. The Report and Accounts shall be sent to Branches and SOGs, and the Executive Committee's replies to questions (together with the questions themselves) shall be circulated to all Branches and SOGs within 7 days of the original date for commencement of Conference.'.

(EC support)

North East General Mover .....

Seconder .....

ORDER PAPER R5

Closed Session – TSSA members and staff only

Time for speeches as detailed in Conference Regulation (2) will apply unless otherwise stated.

During the debate the President will permit one speech "against" of three minutes' duration as detailed in Conference Regulation (2).

40 Rule Alteration

Preface: To restore to the Association's elected Scrutineers full responsibility for the duties as outlined in this Rule.

Rule 11 ELECTIONS, DELEGATIONS, ETC
11.1 TSSA SCRUTINEERS
Duties of Scrutineers, Clause (c)
Sub-Clause (1)

To insert 'and determine the validity of' between 'examine' and 'all' in line 1.

(EC oppose)

North East General Mover .....

Seconder .....

41 Rule Alteration

Preface: to synchronise the publication of the voting papers for Conference elections with that of the Conference Preliminary Agenda.

Rule 11 ELECTIONS, DELEGATIONS, ETC
11.4 CONFERENCE ELECTIONS

Clause (c)
To delete 'February' in last line and substitute 'the preceding December'.

Clause (e)
To delete '2' in line 1 and substitute '3'.

(EC support)

TfL Central Mover .....

Seconder .....

ORDER PAPER R5

Closed Session – TSSA members and staff only

Time for speeches as detailed in Conference Regulation (2) will apply unless otherwise stated.

During the debate the President will permit one speech "against" of three minutes' duration as detailed in Conference Regulation (2).

42 Rule Alteration

Preface: to ensure that authorised industrial action is not terminated prematurely.

Rule 13 INDUSTRIAL ACTION
New Clause 13.3

To insert new Clause:

'13.3 Termination of Industrial Action
Authorised industrial action may not be terminated ahead of a declared end-date or time, unless the objective(s) of the action have been definitively achieved, except by vote of the Executive Committee at a quorate meeting, whether face-to-face or electronic, where not less than 75% of those present vote to support a cessation.'.

(EC oppose)

LT Retired Mover .....

Seconder .....

43 Rule Alteration

Preface: to assist the Irish committee to fill all delegate seats at Annual Conference and to enable participation at Annual Conference by a wide age group of the Irish membership.

Rule 15 IRELAND
15.1 IRISH COMMITTEE
Annual Conference Delegation Candidates for Ireland, Clause (e)
To delete '26' in last line and substitute '35'.

(EC support)

Irish Committee Mover .....

Seconder .....

ORDER PAPER E1

Closed Session – TSSA members and staff only

Time for speeches as detailed in Conference Regulation (2) will apply unless otherwise stated.

During the debate the President will permit one speech "against" of three minutes' duration as detailed in Conference Regulation (2).

	44 EC Motion on Report and Financial Statements ***To be taken at 14.30 hrs on Sunday 19 September 2021*** 1 That this Conference adopts the Report and Financial Statements for 2020. *(EC support)* **Executive Committee** Mover ..... Seconder ..... ***Amendments -*** **A.** *To delete* 'Report' *in line 1 and substitute* 'Reports'. *To insert* '2019 and' *between* 'for' *and* '2020.' *in line 1.* *(EC oppose)* **North East General** Mover .... Seconder ..... **B.** *To insert* '2019 and' *between* 'for' *and* '2020.' *in line 1.* *(EC oppose)* **London & Southern Retired** Mover ..... Seconder	1
	Report and Financial Statements – Question and Answer session	
1 2	**45 EC Motion on Appointment of Auditors** That this Conference endorses the EC's recommendation for the appointment of Auditors. *(EC support)* **Executive Committee** Mover ..... Seconder	1 2

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ORDER PAPER E2

Closed Session – TSSA members and staff only

Time for speeches as detailed in Conference Regulation (2) will apply unless otherwise stated.

During the debate the President will permit one speech "against" of three minutes' duration as detailed in Conference Regulation (2).

46 EC Report on Subscription Bands and Political Fund Contributions

That this Conference notes the EC report and agrees to:

- a campaign to update salary information, and
- a campaign to encourage political fund opt-ins.

Conference urges the EC to work together with other trade unions on the campaign encouraging opt-ins to the political fund, as this is an issue common to all unions with political funds and there is potential to build a campaign across the labour movement. Conference further urges that this campaign, and related activity within the Labour Party, should draw attention to the contrast between the transparent and accountable nature of TU contributions to Labour and the secretive nature of individual and corporate donations which are the main source of Conservative Party funds.

(EC support)

Executive Committee Mover .....

TfL Central Seconder .....

Amendment -

To add at end "subject to the following amendment to the report:
"To delete all between table in lines 21-24 and 'Network' in line 33 (of report).".

(EC oppose)

London Bus & Rail Operators Mover .....

Seconder .....

ORDER PAPER E2

Closed Session – TSSA members and staff only

Time for speeches as detailed in Conference Regulation (2) will apply unless otherwise stated.

During the debate the President will permit one speech "against" of three minutes' duration as detailed in Conference Regulation (2).

46A Rule Alteration

Rule 4.3.1 Subscription rates
Clause (c)

To delete '2018' in line 1 and substitute '2022'.

Clause (d)

To delete '£20,000' in line 4 and substitute '£24,000'.
To delete '£20,001' in line 5 and substitute '£24,001'.
To delete '€25,000' in line 9 and substitute '€29,000'.
To delete '€25,000' in line 10 and substitute '€29,001'.

(EC support)

Executive Committee Mover .....

Seconder .....

Amendment –

To delete all between "rates" *in line 1 (of motion) and* "To" *in line 5 (of motion) and substitute:*

"Clause (b)
To delete entire clause and re-letter subsequent clauses accordingly.

Existing Clause (c)
To delete entire clause and re-letter subsequent clauses accordingly.

Existing Clause (d)
"To delete first 'The' in line 1 and substitute 'From January 2022 the' ".

To add at end (of motion – new paragraphs):

"Clause (i)
To delete entire clause and re-letter subsequent clauses accordingly.".

(EC oppose)

North East General Mover .....

Seconder .....

ORDER PAPER E3

Closed Session – TSSA members and staff only

Time for speeches as detailed in Conference Regulation (2) will apply unless otherwise stated.

During the debate the President will permit one speech "against" of three minutes' duration as detailed in Conference Regulation (2).

Em2/3 TSSA Report & Accounts *(Composite Enmergency Motion)*

That this conference notes that the EC Report and Audited Financial Statements for 2020 have not been published by 21st August 2021 as required under rule 10.1(n). Conference is very concerned at this failure. This has occurred even though Conference is taking place more than three months after it was planned. Conference further notes that in recent prior years the EC Report and Audited Financial Statements were not published in accordance with TSSA rule 10.1(n). It is vital that the Association's finances are managed effectively and reported to the membership in a transparent and accountable fashion: the failure to ensure that this takes place is a major breach of the EC's responsibilities.

Conference also notes that, in the Auditors' Report on the Audited Financial Statements for 2019, the Auditors reported that the EC breached its legal duty to maintain proper accounting records.

Conference believes that the failure of the EC to publish the Audited Financial Statements as required under rule and to offer satisfactory and timely explanations of its lack of compliance with its legal duties is totally unacceptable as well as constituting a denial of the rights of members at Conference to exercise democratic oversight of the financial decisions and judgements of the EC.
Conference instructs the EC to:

(a) provide a verbal explanation to Conference for the failure to produce the 2020 Report and Accounts on time;

(b) circulate a full explanation for this failure to branches, Divisional Councils and SOGs within a month of the end of Conference;

(c) conduct a comprehensive review into the successive late Reports over several years. This review should address:
- the roles played by union officers, auditors, the EC, Trustees and other relevant parties;
- the timing of requests and the exchange of information between the auditors and the union;
- any explanation offered by the auditors for delays, and
- the payment of fees to the auditors;

(d) put changes in place to ensure that these breaches are not repeated and transparency and accountability are improved as soon as possible, and definitely to take effect in time for consideration of the 2021 Report and Accounts, and

(e) report to branches, Divisional Councils and SOGs on the progress of the review and actions in December 2021, March 2022 and to Conference 2022.

London & Southern Retired **Mover .....**

Retired Members' Group Seconder .....

Time for speeches as detailed in Conference Regulation (2) will apply unless otherwise stated.

During the debate the President will permit one speech "against" of three minutes' duration as detailed in Conference Regulation (2).

47 TSSA Organisation

That this Conference believes that relationships between members, reps, Branches and union staff could be improved if the Association were to adopt a formal quality management system.

Conference welcomes recent moves towards improving accountability and transparency, such as asking SOGs to have a defined vision and purpose. However, it remains the case that the Association's current arrangements lack transparency and oversight, not only for members, but for representatives and elected officials. Many members and elected officials are frustrated by this situation and it may be a cause for the poor health of the Branches as they lack an effective means to engage in the day-to-day running of the Association and for the elected representatives that look to the branches for guidance and support.

Quality management systems have been well researched and are used across all types of businesses and organisations globally since the 1960s. By placing the needs of the member at the heart of all activities, such a system would improve transparency and consistency and reduce errors and waste. This would increase member satisfaction and boost recruitment, as well as encouraging participation from reps, branch activists and others.

Conference instructs the EC to establish an organisational improvement project to implement a quality management system. The project should aim for such a system to be substantially in place by the 2023 Annual Conference, with a report on progress presented to the 2022 Annual Conference.

(EC oppose)

TfL Central Mover .....

Network Rail Milton Keynes Seconder .....

Time for speeches as detailed in Conference Regulation (2) will apply unless otherwise stated.

During the debate the President will permit one speech "against" of three minutes' duration as detailed in Conference Regulation (2).

48 TSSA Organisation

That this Conference, bearing in mind some of the practical issues raised in the Democracy Report of 2020, and in welcoming the EC's decision to press ahead with a new and revamped website, calls on the EC to ensure that the Association's IT systems facilitate the activities of the democratic structures within the union. Specifically, the interfaces between Head Office and members, and between Branches/Divisional Councils/SOGs and members.

Conference therefore calls on the EC to prioritise work on:

(a) updating the membership system as soon as possible, in conjunction with the new website – after a clear definition of requirements – to ensure online facilities that fully serve the members, reps, branches and SOGs;

(b) easy to use systems based on the above and geared specifically for Branches, Divisional Councils, SOGs and reps to facilitate their organisational activities;

(c) giving Branches and SOGs access to and control over updating the spaces reserved for them on the website. For some time staff have not had time to make such updates (as they should not have to in an organising union), and

(d) an accessible digital comms package, linked to the membership system, that can facilitate and encourage on-line meetings and discussions, including on-line participation at physical meetings once they resume, whether nationally, regionally or locally (preferably all three) and including company reps' meetings.

Conference believes that, in order to achieve the above, the EC must:

(i) use fully transparent processes in project management to ensure proper delivery of the clearly defined outcomes (as above), and

(ii) re-establish the IT working group with significant knowledgeable lay input from reps and branch activists. This group should act as the formal client for projects and develop/establish requirements for further developments.

Conference calls on the EC to adopt the above with urgency and warmly welcomes the work already being undertaken towards these goals.

(EC oppose)

North East General Mover .....

Women in Focus Seconder .....

Time for speeches as detailed in Conference Regulation (2) will apply unless otherwise stated.

During the debate the President will permit one speech "against" of three minutes' duration as detailed in Conference Regulation (2).

49 TSSA Organisation

That this Conference recognises that at the beginning of the Covid pandemic, most people had never heard of Zoom technology but now it, and other video conferencing technologies, have become the basic means of conducting trade union business. Conference congratulates the Association reps and branches that took imaginative steps to maintain contact with members, setting up online or telephone meetings and using other means to ensure that members' concerns were put before employers despite the challenging environment.

These technologies have allowed members to participate in meetings that previously they could not have attended in person, whilst other members, who would normally have attended in person, have been unable to participate due to a lack of equipment or broadband internet access.

Conference notes that there is a high likelihood that patterns of flexible working and working at home will become established permanently in many workplaces. This will present challenges for members and the Association. Traditional means of union recruitment, organising and representation will be more difficult, while union support for employees will be more necessary than ever.

However, Conference is concerned that there has not been enough encouragement from the EC and little effort has gone into promoting best practice and encouraging this sort of approach throughout the Association.

Conference instructs the EC to review the experiences of video conferencing during the pandemic, and to provide guidance for its continued use whilst also addressing the issue of making it accessible for all.

Conference calls on the EC to ensure that comprehensive guidance, support and encouragement is provided to reps and branches to make sure that the union's functions of:
(a) campaigning in workplaces, locally and nationally;
(b) representing and supporting members, and
(c) appealing to and recruiting non-members
continue and increase in the difficult environment we face.

(EC support)

TfL Central Mover .....

Crewe & Cheshire General Seconder .....

Time for speeches as detailed in Conference Regulation (2) will apply unless otherwise stated.

During the debate the President will permit one speech "against" of three minutes' duration as detailed in Conference Regulation (2).

50 TSSA Organisation

This Conference instructs the EC to ensure that when Association members retire, they are directed to transfer their membership of the Association to a local Retired Branch.

Conference however notes that not all Divisions have a retired members branch and branch officers are permitted to remain within their existing branch. The EC will need to assist individuals to contact the Retired Members' Group where there is no retired branch.

Conference also notes that Head Office already have a new Retirement Form prepared by the Retired Members' Group. This form has already been accepted for use and encourages members to remain in membership upon retirement.

Conference instructs the EC to ensure that universal use of this form is compulsory at all levels of the Association including all branches, divisional councils and SOGs. Conference further instructs the EC to ensure that the form is used by TSSA staff when dealing with impending member retirement.

(EC oppose)

Lancs & Cumbria Retired Mover .....

London & Southern Retired Seconder .....

Amendments -

A. *To delete* 'directed' *in line 2 and substitute* 'advised'.

To insert between 'Branch' *in line 2 and* 'Conference' *in line 3* 'and be given details of the Retired Members' SOG'.

(EC support)

West of Scotland General Mover .....

Seconder .....

B. *To delete* 'directed to' *in line 2 and substitute* 'to be advised that they can'.

To insert between 'Branch' *in line 2 and* 'Conference' *in line 3* 'if they so wish.'.

(EC oppose)

South East Wales General Mover .....

Seconder .....

Time for speeches as detailed in Conference Regulation (2) will apply unless otherwise stated.

During the debate the President will permit one speech "against" of three minutes' duration as detailed in Conference Regulation (2).

51 TSSA Organisation

That this Conference recognises the extensive work and commitment of many Association members who have been rewarded for those achievements with Honorary Life Membership (HLM). This illustrious list includes past Presidents and other senior lay officers.

Conference is deeply concerned that these HLMs are being neglected by the Association.

Conference instructs the EC to maintain the details of HLMs to the same standard as all other members. Conference asks the EC to send each HLM an individual letter each year, and to copy these letters to the Retired Members' Group and the appropriate Branch (either the relevant Retired Branch or the Branch covering the member's former workplace) to help branches and the RMG maintain contact with these members.

(EC oppose)

Retired Members' Group Mover .....

Seconder .....

Time for speeches as detailed in Conference Regulation (2) will apply unless otherwise stated.

During the debate the President will permit one speech "against" of three minutes' duration as detailed in Conference Regulation (2).

53 TSSA Democracy

That this Conference notes that, under Rule, most elected positions in the Association have a limitation of the number of terms or years that the position can be held. EC members, SOC members, Scrutineers etc can all hold office for a maximum number of years.

There are two clear exceptions: the positions of President and Treasurer. Under Rule 9.2(a) they are elected for a period of two years and can be re-elected any number of times if nominated.

While Conference is aware that the possibility is always there for a change through the election process, Conference questions why all elected lay officers of the Association are not subject to similar rules.

Conference therefore calls on the EC to look at the relevant rules and consider whether a change would be beneficial to the Association, in particular as a preliminary step towards achieving some gender balance amongst elected lay officers.

(EC oppose)

North East Operations Mover .....

Seconder .....

54 TSSA Democracy

(Withdrawn)

Time for speeches as detailed in Conference Regulation (2) will apply unless otherwise stated.

During the debate the President will permit one speech "against" of three minutes' duration as detailed in Conference Regulation (2).

55 TSSA Democracy

That this Conference believes that improvements can be made to how members' democratic voices on workplace issues are acted upon. On this basis, Conference urges the Association to take further steps to advance its promise to be a member-led organisation.

Members of certain workplace Branches, such as the Network Rail Milton Keynes Branch, are currently discriminated against as decisions concerning workplace issues are exclusively determined by Industrial Relations (IR) representatives without the requirement for affected members' endorsement. The IR representatives are elected every three years, and members have no mechanism to recall their representatives, or complain about or voice their preferences on their representatives' actions or decisions.

The only democratic mechanism open to Association members is via a Branch motion. However, due to the unspecified scope of Branch authority in the Association Rule Book in relation to representatives' actions during collective bargaining, there is a lack of accountability in the relationship between representatives on one hand and members and Branches on the other. This has resulted in IR representatives and Association staff members negotiating collective agreements with employers without clear endorsement by the membership.

To remedy this accountability gap, Conference seeks increased access to democracy for Association members.

In order to empower members with clearer democratic rights, Conference further resolves the following as requirements of Association representatives and Branches:

(a) A motion shall only be open for vote by members that are impacted by the collective agreement in question, and

(b) Workplace representatives shall engage and feed back to members through relevant Branch meetings and activities.

(EC oppose)

Network Rail North London Mover .....

Network Rail Milton Keynes Seconder .....

ORDER PAPER G2

Time for speeches as detailed in Conference Regulation (2) will apply unless otherwise stated.

During the debate the President will permit one speech "against" of three minutes' duration as detailed in Conference Regulation (2).

Su1 TSSA Education

That this Conference calls on the EC to look into bringing back TUC recognised courses as part of training for all reps as the in-house and GFTU courses have proven not to be working properly and we are getting a backlog of reps waiting for courses to take place. We have also identified that the courses provided by GFTU are not fit for purpose as, at this present time, they have been compressed into three days whereas a TUC stage 1 course takes 10 days to complete and provides a qualification which the GFTU courses do not.

(EC oppose)

London Metropolitan Mover .....

Seconder .....

Time for speeches as detailed in Conference Regulation (2) will apply unless otherwise stated.

During the debate the President will permit one speech "against" of three minutes' duration as detailed in Conference Regulation (2).

Su3 TSSA Accessibility

Conference demands that our union recognise once and for all that members with impairments have equality with able-bodied members. It is unacceptable that members with impairments are still being treated as 'second class citizens' by their union.

It is disappointing that our union fails to deliver for our members on these issues that we take employers to task for.

Every year since 2015 Annual Conference in Eastbourne, members with impairments have had to take issue with our union over very basic requirements at meetings and in particular at annual conferences. Conference instructs the EC to provide information for all activities within the Association such as branches, Divisional Councils and Self Organised Groups on the requirements needed to make venues accessible for all.

We have repeatedly had to raise issues with regard to lift access, fire evacuation and Personal Emergency Evacuation Plan (PEEP) policies, ramps and accessible rooms to name just a few.

Conference instructs the EC to implement the motion on accessibility carried unanimously at 2015 Annual Conference (Minute 60, TSSA Meetings) with immediate effect.

Conference further instructs the EC to undertake a review of all its existing offices to ensure they comply with current standards for disabled access and facilities, and to undertake appropriate alterations and modifications to achieve compliance with those standards (for example by providing a step free entrance to the TSSA office / meeting room in York).

Disability Working Group Mover .....

North East General Seconder .....

Supported by: **Lancs & Cumbria General**
North East General
Retired Members' Group

Minute 60, 2015 Annual Conference
TSSA Meetings (Item 58)

That this Conference instructs the EC to direct and ensure that in order for any meeting organised by the Association to take place, the venue has to be accessible. Where the venue is not accessible, the Association is to look for an alternative venue and where necessary to provide the appropriate financial support for this to be possible.

CARRIED

ORDER PAPER G3

Time for speeches as detailed in Conference Regulation (2) will apply unless otherwise stated.

During the debate the President will permit one speech "against" of three minutes' duration as detailed in Conference Regulation (2).

56 TSSA Conference Elections

That this Conference endorses the EC report.

(EC support)

Executive Committee Mover .....

Seconder .....

57 TSSA Annual Conference

That this Conference, bearing in mind the difficulty in influencing Government policy and actions and the number of companies whose staff the Association represents, with most negotiations being carried out by Company Council members, instructs the EC to bring a report to the 2022 Annual Conference detailing the value and relevance of holding a conference annually.

The report should detail the 'pros' and 'cons' of a Biennial conference against an Annual one.

(EC oppose)

Midlands Retired Mover .....

Seconder .....

58 TSSA Diary

That this Conference notes with regret the poor quality of the 2021 TSSA diaries, which have thin floppy covers and a binding which prevents the diary opening flat. Conference also notes that the diaries were sent out so late that some members did not receive them until after the start of the year.

Conference instructs the EC to ensure that future diaries are of not less quality than the 2019 diaries with stiff board covers in a business-friendly colour or colours and with a binding that allows the diary to open flat.

(EC support)

Midlands Retired Mover .....

Seconder .....

Amendment -

To add at end, 'and include details of ALL of the SOGs.'.

(EC support)

West of Scotland General Mover .....

Seconder .....

ORDER PAPER G3

Time for speeches as detailed in Conference Regulation (2) will apply unless otherwise stated.

During the debate the President will permit one speech "against" of three minutes' duration as detailed in Conference Regulation (2).

59 TSSA Credit Union

That this Conference believes that Association members could benefit from a TSSA credit union.

Other trade unions have credit unions that enable their members to benefit from ethical savings accounts and low interest loans. In these uncertain financial times, such a scheme would both benefit our existing members and draw prospective members.

Conference requests that the EC fully investigates the benefits and risks of setting up a TSSA credit union and report their findings back to Branches, with a view to potentially setting one up if viable.

(EC oppose)

TfL Central Mover .....

Seconder .....

60 TfL Pension Fund

That this Conference notes that the TfL Independent Funding Review, published in December 2020, found that the TfL Pension Fund was 'outdated and must be reformed' and that a commission be established to look at options for modernising the scheme and reducing TfL's costs. The report called for the work of this commission and the implementation of its recommendations in 2025.

Conference believes that 'reformation' and 'modernisation' of pension schemes in reality means attacks on pension benefits, resulting in members paying in more and receiving less in their retirement.

Conference instructs the EC to lead on and actively oversee a concerted campaign of action in response to any and all attempts on the part of TfL and/or the Government to reform or modernise the TfL Pension in any way acts to the detriment of TfL workers, including the use of strike action.

(EC support)

LU MATS & Operational Managers Mover .....

Seconder .....

Time for speeches as detailed in Conference Regulation (2) will apply unless otherwise stated.

During the debate the President will permit one speech "against" of three minutes' duration as detailed in Conference Regulation (2).

61 Maternity Discrimination

That this conference notes that employees who take maternity leave are not entitled to 'credit' (for example for performance related pay purposes) for their time after the first 28 days. Employees who undertake volunteering with release from work and jury service are not penalised in this way.

The detriment seems to be a clear case of discrimination. Conference calls on the EC to negotiate with all employers where the Association represents members to change this situation. Conference further calls on the EC to use all possible means to persuade the Labour Party to ensure that a future Labour government changes the relevant law on maternity pay.

(EC remit/oppose)

Women in Focus

Mover .....

Seconder .....

ORDER PAPER G3

Time for speeches as detailed in Conference Regulation (2) will apply unless otherwise stated.

During the debate the President will permit one speech "against" of three minutes' duration as detailed in Conference Regulation (2).

62 Apprenticeships

That this Conference believes it is time to end the exploitation of apprentices for cheap labour. Too many employers see apprenticeships as an opportunity for cheap labour, offering minimal training and measly wages.

By paying below minimum wage, employers discriminate against those from less affluent backgrounds, and from older people looking to change career.

Apprentice minimum wage stands at £4.15 an hour for those under 19 or in the first year of their apprenticeship (February 2021). This is £5.35 less than the UK Living Wage (determined by the Living Wage Commission in November 2020) and £6.70 below the London Living Wage. Whilst it is understandable that some salary is sacrificed whilst apprentices are unable to carry out the duties of an experienced employee, this rate is unacceptable, particularly in roles where the apprentice undertakes the same duties as any other employee.

Whilst apprentices are often paid below the living wage, there is no concession in the cost of housing, food and utilities, often meaning young people are unable to leave home to find opportunities further from their family homes.

This Conference appreciates the recent offering of trade union organiser apprentices within our own staff. This stands to set a precedent in apprenticeships, offering a fair wage, meaningful training, and the opportunity for personal growth.

Conference instructs the EC to work with young members to formulate an apprenticeship charter, to promote best practice and offer guidance to employers in the transport and travel industries on what should be expected of a fair and meaningful apprenticeship. Conference further instructs the EC to take the result of consultation into discussions with sister unions in order to share best practice with a view to developing a protocol to be adopted by the TUC, in order to improve apprenticeships across all workplaces.

(EC oppose)

FutureTSSA Mover .....

North East General Seconder .....

ORDER PAPER G4

Time for speeches as detailed in Conference Regulation (2) will apply unless otherwise stated.

During the debate the President will permit one speech "against" of three minutes' duration as detailed in Conference Regulation (2).

63 Home Working

That this Conference notes that during the pandemic there has been a great increase in home working, much of which may become permanent. Staff working from home may not have adequate facilities such as a proper office, internet facilities and appropriate office furniture. Conference believes that all employers requiring workers to work from home, or where there is an agreement to work from home, or a Government directive to work at home, should be liable to provide them with the appropriate equipment at the employer's expense.

Conference instructs the EC to campaign for these rights and to raise this issue with the TUC and the Labour Party.

(EC support)

Lancs & Cumbria General Mover .....

Seconder .....

Amendment -

To delete 'the appropriate equipment' *in line 6 and substitute* 'suitable and sufficient appropriate equipment, and ensure that safety standards applicable in the conventional workplace are suitably adopted in the home environment,'.

(EC support)

LT Retired Mover .....

Seconder .....

64 Labour Party

That this Conference notes the Labour Party defeat in the latest General Election in December 2019 and is concerned that many key areas of former Labour constituencies turned away from previously strong support.

Conference is concerned, following the Covid pandemic that the Party cannot wait for four years to highlight key issues, such as the NHS, public ownership and pay for low-paid, but 'key' workers including those on zero-hour contracts, in the gig economy, and in precarious employment.

Conference is convinced that the trade unions should take a more active role and step up campaigning for these key issues.

Conference instructs the EC to join with other trades unions and with the TUC to campaign on these issues and to keep up the pressure on the existing Government and Labour Party.

(EC support)

London Bus & Rail Operators Mover .....

London North West Retired Seconder .....

Supported by **Midlands General**

Time for speeches as detailed in Conference Regulation (2) will apply unless otherwise stated.

During the debate the President will permit one speech "against" of three minutes' duration as detailed in Conference Regulation (2).

65 Labour Party

That this Conference is concerned that the present Tory Government will start to further weaken worker rights.

Conference notes that it is also probable that further anti-trade union legislation will be enacted.

Conference instructs the EC to convey our concerns to the Labour Party Leadership and the NEC and to demand of them that future Labour Party policy will include the protection and enhancement of workers' rights and the repeal of various anti-trade union Acts from 1980.

In the absence of a satisfactory response from the Labour Party, as determined by the EC, the EC will consider a reduction in contributions to the Labour Party.

(EC oppose)

Euston Mover .....

Seconder .....

Amendment -

To delete all after '1980'.

(EC support)

South East Wales General Mover .....

Seconder .....

ORDER PAPER G4

Time for speeches as detailed in Conference Regulation (2) will apply unless otherwise stated.

During the debate the President will permit one speech "against" of three minutes' duration as detailed in Conference Regulation (2).

66 Labour Party

That this Conference is very concerned that the divisiveness within the Labour Party has become so intense, and has not presented the face of unity, essential if voters are expected to support it as the leading opposition party to the disastrous Tory Government at the next general election. The current Labour leadership has caused mayhem with its suspension of constituency Labour party officers and individual members, for seeking to restore full parliamentary rights to former Party leader Jeremy Corbyn, or for daring to question or disregard the party's General Secretary's instruction not to debate the issue at meetings.

Conference congratulates the General Secretary and the EC for taking a principled and public stand on this issue so far, and urges the EC to escalate this concern further.

Also of considerable concern are the ongoing expulsions and suspensions of so many active and principled socialist and anti-racist members on false accusations of alleged anti-Semitism. At time of writing, there are as many as 35 Jewish members of the Labour Party under investigation too for breaches of discipline, or preposterously for anti-Semitism!

Conference urges the Labour Party leadership to cease this clear-out of members on flimsy charges and to restore full parliamentary status to Jeremy Corbyn. Until it is clear that the Labour Party have followed this advice, this Conference regrettably recommends that the EC make no additional donations to the Labour Party other than the affiliation fee.

(EC oppose)

Kent Mover .....

Seconder .....

Amendment -

To insert between 'election.' *and second* 'The' *in line 4,* 'Conference has no confidence in Sir Keir Starmer and David Evans and calls on them to resign their positions as Leader and General Secretary of the Labour Party.'.

To add at end (new paragraph):

'Conference instructs the EC to campaign to pressure the Labour Party to call a special Conference to discuss this matter and further instructs the EC to support any proposals that are debated at future Labour Party Conferences that seek the resignations of Sir Keir Starmer and David Evans.'.

(EC oppose)

Anglia South General Mover .....

Seconder .....

Time for speeches as detailed in Conference Regulation (2) will apply unless otherwise stated.

During the debate the President will permit one speech "against" of three minutes' duration as detailed in Conference Regulation (2).

67 Labour Party

That this Conference notes with growing concern the attacks on democracy within the Labour Party. There is no doubt that the former leader Jeremy Corbyn could have handled things differently when the report into anti-Semitism during his leadership was released. The report itself went some way to exonerating him from a lot of criticism and in actual fact pointed the finger where it firmly belonged, at the party's previous General Secretary. The party leadership was left with little choice but to act when Corbyn made comments downplaying the report within moments of its release.

However, once these remarks had been quantified and Corbyn was let back into the party that should have been the end of the matter. Instead, on the back of calls from the usual suspects, Corbyn was prevented from taking up the whip. This at best appeared churlish and at worst vindictive.

Since then, the former leader has been treated as a pariah, CLPs suspended for passing motions of supporting Corbyn and, more damaging, a complete failure to act on those from within the Party who deliberately attacked our electoral chances in 2017.

Conference reaffirms its support for the Party and strongly believe that the best for working people in this country is a Labour Government. However, this support is not unconditional. Attacks on the democracy within our Party are deeply alarming. The Party should remain a free space for all legitimate views.

Conference instructs the EC to bring the sentiments of this motion to the attention of the Labour leadership and party.

(EC support)

Southeastern Metro Mover .....

Seconder .....

Amendment -

To delete all between 'Party.' *in line 2 and* 'However' *in line 8 and substitute* 'The report into anti-semitism during Jeremy Corbyn's leadership showed that the quantity of cases being examined went up once Jennie Formby became General Secretary of the Party in 2018, backed by Jeremy Corbyn. It also showed that there was "an improvement in the rate of determining cases" under Corbyn's leadership.
The Party leadership chose to suspend Jeremy Corbyn when he commented after the report's release that the scale of the problem was overstated for political reasons.'

(EC support)

Euston Mover .....

Seconder .....

ORDER PAPER G4

Time for speeches as detailed in Conference Regulation (2) will apply unless otherwise stated.

During the debate the President will permit one speech "against" of three minutes' duration as detailed in Conference Regulation (2).

Em4 Labour Party *(Emergency Motion)*

That this Conference notes with concern the decision of Labour's National Executive Committee on 20 July to proscribe four groups, that may lead to over 1,000 members being automatically expelled from the party. This accompanies a decision to establish a panel to consider bans of other groups. Conference congratulates Andi Fox, the TSSA member elected to the trade union section of the NEC, for opposing these decisions. We do not wish to express any support for the organisations affected, and re-emphasise our opposition to racism in all its forms, including anti-Jewish racism. However, Conference is concerned at the restriction of party democracy and the precedent set by this NEC decision on auto-exclusions as well as by the retrospective nature of the bans which is against all concepts of natural justice. Conference notes that there have been calls to add other organisations that have contributed greatly to party activity in recent years to the banned list.

This NEC vote follows a succession of decisions by paid officials of the party to restrict and control debate, such as edicts that some subjects could not be discussed by constituency parties, prolonged suspension of many party officers and some entire constituency parties without adequate justification and the over-ruling of the elected London Regional Board to set an unreasonably early date for the London Regional Conference.

A united party is more essential than ever to challenge the criminal incompetence, negligence, contempt and corruption of the Tory Government. Although Sir Keir Starmer promised to bring the party together at the time of his election as Leader, his leadership has seen a succession of attacks on the left of the party, denial of the legitimacy of a significant wing of party opinion, and tacit abandonment of popular policies that formed the 2019 manifesto. This has led to a dramatic loss of party membership, the disillusionment of many party supporters (particularly younger members who were inspired to become active by the popular policies offered in recent years) and a party machinery much more engaged in internal fights than in attacking the Government's failures. "t has also led to a worsening of Labour's position versus that of the Tories in polls of voting intention.

Conference remains committed to the Labour Party as the best vehicle to deliver a new deal not only for TSSA members but for working people in general, and instructs the EC to call on the Labour leadership to:

(a) urgently review these bans and suspensions;
(b) ensure that party officials understand that they are there to serve the party membership, not to instruct local parties what they can debate;
(c) redouble attacks on the Tories' failed and fatal policies, and
(d) concentrate on building a strong, united, growing and well funded party that can work with trade union affiliates to take forward positive and progressive policies.

TfL Central Mover .....

Women in Focus Seconder .....

Supported by **Southeastern Metro**

Time for speeches as detailed in Conference Regulation (2) will apply unless otherwise stated.

During the debate the President will permit one speech "against" of three minutes' duration as detailed in Conference Regulation (2).

68 Labour Party

That this Conference notes with deep disappointment the poor performance of the Labour Leader, Sir Keir Starmer, since his election and the Parliamentary Labour Party in general.

Specifically, Conference notes the following examples of sub-optimal performance:

(a) that membership of the party has dropped by over 50,000 since the election of Sir Keir Starmer as leader;

(b) that Sir Keir Starmer suspended Mr Jeremy Corbyn MP in October 2020, in so doing making Mr Corbyn the only former leader of the Labour Party ever to be suspended, for his statement in response to the publication of the EHRC report on its investigation into anti-Semitism in the Labour Party;

(c) subsequent to Mr Corbyn's reinstatement following a NEC hearing, Sir Keir Starmer undermined the authority and autonomy of the National Executive Committee by withdrawing the whip from Mr Corbyn, for which fourteen members of the NEC, including the Association's representative, signed a letter to the Labour Party General Secretary calling on him to admonish the Labour Leader for his actions;

(d) that Sir Keir Starmer drew criticism for describing the Black Lives Matter movement, which was born from the brutal slaying of George Floyd by Minneapolis law enforcement, as 'a moment', a turn of phrase he later stated that he regretted, but did not apologise for;

(e) that Sir Keir Starmer stated, in an article he wrote for The Mail on Sunday, published on 15th August 2020, that 'My message to the Prime Minister: I don't just want all children back at school next month, I expect them back at school. No ifs, no buts, no equivocation.', a statement which boxed in the Leader of the Opposition and the Parliamentary Labour Party in light of evidence that the opening of schools, colleges and universities had led directly to the second wave of coronavirus and daily cases reaching 58,000 by the beginning of January 2021;

(Continued)

Time for speeches as detailed in Conference Regulation (2) will apply unless otherwise stated.

During the debate the President will permit one speech "against" of three minutes' duration as detailed in Conference Regulation (2).

68 Labour Party *(Continued)*

(f) that Sir Keir Starmer and the Shadow Cabinet failed to back the actions of the National Education Union, which held an online meeting on 3rd January which was attended or watched by 400,000 NEU activists and supporters and which called on its members to refuse to work on the ground of health and safety in the face of Government intransigence on schools opening following the Christmas holidays on January 4th 2021;

(g) that Sir Keir Starmer ordered his MPs to abstain on the Covert Human Intelligence Sources Bill (also known as the 'Spycops Bill'), which set out new legal rights for state undercover agents to commit crimes in order to 'maintain economic well-being' or 'prevent disorder', a Bill heavily criticised by Amnesty International;

(h) that Sir Keir Starmer was forced to back down and instruct his MPs to vote against the Overseas Operations Bill, a change in policy from the prior position of abstaining on a Bill which would legalise war crimes and torture by British soldiers serving abroad by introducing a five year 'statute of limitations' on almost all crimes committed overseas, and

(i) that Sir Keir Starmer instructed Labour MPs to vote in favour of the European Union (Future Relationship) Bill, despite personally voting against the Brexit deal put before Parliament in December 2018 and despite the Association's General Secretary calling on Labour MPs to vote against the Bill in an article in The Guardian on 29th December 2020.

Conference believes that the current Government has been one of unbridled corruption, shameless cronyism and blithering incompetence since being elected in a landslide General Election victory in 2019. The Covid pandemic has exposed the fault lines which exist in the Government's free-market, neoliberal ideology and that ideology's impotence in effectively protecting society from the ravages of the biggest pandemic this planet has seen in over 100 years. Yet, this Government has rarely been held to account, either inside or outside Parliament, by an Opposition which apparently exists in name only.

Conference further believes that if the Labour Party truly does stand for working people, as it pontificates, then this must start and end with fighting to defend the interests of all working people in this country, whatever their struggles.

Conference instructs the Executive Committee to:

(i) Convey the terms of this motion to the Labour Party, and

(ii) To commence a consultation exercise with members on our Association's future relationship with the Labour Party.

(EC oppose)

LU MATS & Operational Managers

Mover .....

Seconder .....

Time for speeches as detailed in Conference Regulation (2) will apply unless otherwise stated.

During the debate the President will permit one speech "against" of three minutes' duration as detailed in Conference Regulation (2).

69 International Relations

That this Conference notes the continued threat to peace from the USA which has over 800 foreign military bases.

Conference calls for the British Government to add its support to those working to de-escalate the moves towards a Cold War.

The Cold War, moves towards military threats and ultimately the risk of war with Venezuela, Syria, Iran, Russia, and China will not solve problems that their people may have, as was promised before the wars in Afghanistan, Iraq and Libya.

(EC support)

Network Rail North London Mover .....

Seconder .....

Amendment -

To insert between 'Conference' *and* 'calls' *in line 3,* 'is dismayed that following the election of US President Biden, foreign policy remains no less aggressive than that of the former President. Conference is concerned that this policy has been supported by the British Government and the loyal opposition. Conference'

To insert between 'Government' *and first* 'to' *in line 3,* 'and the Labour Party'

To delete 'its' *in line 3 and substitute* 'their'.

To add at end (new paragraph):

'Conference instructs the EC to bring this motion to the attention of the Government and Labour Party and to support motions at conferences, attended by TSSA delegates, that seek to reduce international tensions.'.

(EC support)

Anglia South General Mover .....

Seconder .....

70 European Relations

That this Conference believes the new relationship with Europe means it is in the interests of working people and trade unions that the United Kingdom remains intact and supports moves and energies from trade unions to form new, as well as retain existing, relationships with our Continental neighbours.

Conference believes that this relationship should be based on equal interests and partnership. Conference calls on the EC to bring this motion to the attention of the TUC and other trade unions.

(EC support)

London and Southern Retired Mover .....

Seconder .....

ORDER PAPER H1

Time for speeches as detailed in Conference Regulation (2) will apply unless otherwise stated.

During the debate the President will permit one speech "against" of three minutes' duration as detailed in Conference Regulation (2).

71 Parliamentary Scrutiny of Trade Deals

That this Conference was dismayed by the lack of time available for Parliamentary scrutiny of the Bill containing the Brexit Trade deal that was presented to Parliament for 'rubber stamping' on Wednesday 30th December 2020. Conference is deeply concerned that this may set the pattern for any future trade deals that the Government negotiates – whether with the EU or other countries – with either no, or minimal opportunity for scrutiny by Parliament. Such a lack of transparency would put environmental standards and workers' rights at great risk.

Conference calls on the Labour Party to insist on Parliamentary scrutiny of all trade deals negotiated by the Government and to demand that adequate time is given for such scrutiny. Conference instructs the EC to use all of its influence within the Labour Party, including motions to Labour Party Conference, to pressure the Party into achieving this aim.

(EC support)

North East General Mover .....

Seconder .....

72 The Economy and Society

That this Conference will continue to oppose those policies of the Conservative Government that seek to undermine the well-being of working people and their families. In doing so, it determines that the Association will seek to work with other trade unions, including unions representing precarious workers, to identify the most effective ways available to mobilise members, trades councils and others who share the same views.

Covid has shown that the existing economic model is fundamentally broken and the experiences of working people and their trade unions over the past months has opened up a space to ask questions about what type of economy, and what kind of society, we want to see. Conference, therefore, calls on the EC to promote its own policies to the community and the wider movement in order to work collectively to advance the interests of working people.

(EC support)

Anglia South General Mover .....

London North West Retired Seconder .....

ORDER PAPER H2

Time for speeches as detailed in Conference Regulation (2) will apply unless otherwise stated.

During the debate the President will permit one speech "against" of three minutes' duration as detailed in Conference Regulation (2).

73 COP26 and the Green New Deal

That this Conference notes:

(a) the crises posed to sustainability and human life by the climate crisis, Covid and the potential for future pandemics;

(b) that these crises throw inequalities into sharp relief and call out for a global Green New Deal, as supported by the Association for many years;

(c) that we face a global and UK crisis of unemployment but also an opportunity to invest in climate jobs, a just transition and a fairer society;

(d) that the UK is hosting the rescheduled COP26 international climate negotiations in Glasgow in 2021, and

(e) that a commitment to climate justice and the Green New Deal was one of the key pledges made by Sir Keir Starmer when he became Labour Leader.

Conference asks the EC to ensure that the Association:

(i) participates meaningfully in trade union and community actions to promote climate justice and the Green New Deal, particularly actions addressed to COP26;

(ii) encourages members to take part in such actions, through the COP26 Coalition and other organisations;

(iii) works with the ITUC and in other ways to promote climate justice and extend solidarity and support to delegations from the global south to COP26;

(iv) commits to continue campaigning in support of climate justice through the Labour Party and related organisations, to deliver Labour conference policies including the Green New Deal, public ownership, climate justice and a just transition to environmental sustainability;

(v) promotes our affiliation to the Campaign Against Climate Change Trade Union group to members, and encourages branch and individual affiliation to and participation in CACCTU, and

(vi) sends delegates to the TUC Trade Union Sustainable Development Advisory Group (TUSDAG).

(EC support)

TfL Central Mover .....

Seconder .....

Amendment -

To add at end (new paragraphs):

'(vii) sends the General Secretary if possible, or a well-advised suitable alternative TSSA representative, to the COP26 to observe whenever possible the relevant sessions on transport, and participate in relevant fringe meetings where transport is a primary issue, and to report back to the EC afterwards, and

(viii) urges the relevant train operating companies and the Secretary of State for Transport to promote and encourage enhanced rail travel to the COP26 for British and near-European participants, with additional trains from London Euston and by Eurostar, with through bookings and reserved accommodation on selected trains, as a highly-motivated alternative to travelling by air.'.

(EC oppose)

Kent Mover .....

Seconder .....

Time for speeches as detailed in Conference Regulation (2) will apply unless otherwise stated.

During the debate the President will permit one speech "against" of three minutes' duration as detailed in Conference Regulation (2).

74 Climate Change and the Railways

That this Conference regrets the recent loss of life at Stonehaven, caused by the major derailment of a train after the collapse of the railway embankment resulting from severe heavy rainfall. This type of incident adversely affecting railway infrastructure following storms, and more frequent weather deteriorations, causing flooding, earthwork damage, trees blocking lines, and buckled rails, is becoming more frequent, with scope for truly major disasters in future. Government needs to invest massively to strengthen and rebuild where necessary on rail infrastructure, some of which may be up to 170 years old.

Conference also notes that while, in its much proclaimed efforts to meet climate change targets overall, the Government has pledged to make some investment in reopening closed railway lines, only on a modest handful of lines are considered so far. Some of their press releases are repeats of previous ones: for example the major East-West (Oxford-Cambridge) part-route reopening was investigated in 2006, finance promised in 2011, and the same scheme was reported again in the press at end of January 2021 as if it was new money rather than actually reduced money, and without the electrification proposed previously. Meanwhile the Government plan to spend £27 billion on new roads in 2020-25. This target may have slipped but remains their policy.

Conference therefore instructs the EC to raise with Government the essential need for investment to be shifted from this absurd massive roads programme to comparable expenditure on rail modernisation, with an 80% total route electrification target. The HS2 project, now absurdly and unnecessarily expensive and environmentally unpopular for many, cannot be the only significant rail project.

Conference is disappointed that no reference was made in the budget on 3 March 2021 or in the policy document 'Build Back Better' about future railway policy or funding, despite investing in the A66 Trans-Pennine upgrade or the Lower Thames Crossing road schemes.

Conference also urges the Labour Party and possibly other parties and the TUC to campaign more forcefully on such policies, if the Government is really serious on meeting its climate impact reduction targets, only achievable in transport by significant modal shift being accomplished for both people and freight.

(EC support)

Kent Mover .....

London Bus & Rail Operators Seconder .....

Time for speeches as detailed in Conference Regulation (2) will apply unless otherwise stated.

During the debate the President will permit one speech "against" of three minutes' duration as detailed in Conference Regulation (2).

75 Transport Policy - Public Ownership

This Conference is concerned at the lack of effort being employed by the current Tory Government to implement change to the ownership and operation of the rail industry in Great Britain. Conference is aware that the Government announced in September 2020 that they have 'ended' rail franchising. This is not true. What in fact they have done is kicked franchising into the long grass by placing existing operators on transitional contracts rather than taking back ownership of the contracts themselves.

The Williams Rail Review was established in September 2019, it was expected to publish its findings and recommendations in Autumn 2019, with reform expected to commence in 2020.

Conference believes the Tory Government is now using the Coronavirus pandemic as an excuse to delay the change being introduced to the rail industry. How long will private companies and international rail operators profit from taxes and for how long will the travelling public suffer at the hands of the same operators? The wait for Williams is delaying change.

Conference calls on the EC to challenge the Tory Government through all means possible to have the railway returned to Public Ownership and have change made a reality.

Conference instructs the EC to ask the Irish Committee to resist any future plans by the Governments of either the Republic of Ireland or Northern Ireland to privatise any part of the rail network in Ireland.

Furthermore, Conference requests that the Irish Committee take whatever action is required to intervene and prevent the further selling of bus routes in the Republic of Ireland.

(EC support)

Irish Committee

Mover .....

Seconder .....

Time for speeches as detailed in Conference Regulation (2) will apply unless otherwise stated.

During the debate the President will permit one speech "against" of three minutes' duration as detailed in Conference Regulation (2).

76 Transport Policy - Cross-Border Funding

That this Conference is concerned at the loss of European funding for rail infrastructure projects in Northern Ireland. Most of Northern Ireland Railways' infrastructure projects on urban and the cross border rail links were partially subsidised by the EU. With the implementation of Brexit in January 2021 this funding has vanished. Northern Ireland Railways' cross border rail service is a vital direct land link to the EU marketplace and a trade route essential to the economic growth of Northern Ireland. Translink (the Northern Ireland Transport Holding Company) will now have to find this funding from other sources.

Conference calls on the EC to request the Irish Committee to encourage joint union and ICTU engagement with the Northern Ireland Executive and the Irish Government, with the aim of having special status awarded to Translink for extra funding so this vital trade link can be maintained and grown.

(EC support)

Irish Committee

Mover .....

Seconder .....

Time for speeches as detailed in Conference Regulation (2) will apply unless otherwise stated.

During the debate the President will permit one speech "against" of three minutes' duration as detailed in Conference Regulation (2).

77 Transport Policy – Rail Freight

That this Conference believes that rail freight is more environmentally friendly when compared with road haulage over long distances, yet the total volume of rail freight fell to its lowest level in 23 years in 2020.

Conference is concerned that, though goods transported by rail have a lower carbon footprint, rail freight is decreasing in favour of road haulage. Rail infrastructure is being removed to make way for more lorries and, though the capacity of a freight train is greater than an HGV, more freight is being sent by road.

Conference calls upon the EC to ask the Labour Party to push for an increase in market share for rail freight, and to put pressure on the Government, in order to reduce CO_2 emissions and congestion on our roads.

(EC support)

West of Scotland Mover .....

Wales No. 1 Seconder .....

Amendment -

To insert between 'road.' *in line 7 and* 'Conference' *in line 8 (new paragraph):*

'Conference is also aware that one of the leading issues for the various Governments' historic promotion and justification for HS2 was that the transfer of most long distance express north-south train services to the route would provide badly needed additional route capacity on the classic rail routes, for large amounts of freight to be transferred from the roads. However, Government press releases have omitted all such justifications in more recent promotions and advocacy for HS2. We urge the EC to remind them of this, and seek a response on how they will persuade freight shippers to transfer existing traffic from roads to the railways instead, and ask whether they will assist this objective through lower railfreight charges and higher tax costs for road freight.'.

(EC support)

Kent Mover .....

Seconder .....

ORDER PAPER K1

Time for speeches as detailed in Conference Regulation (2) will apply unless otherwise stated.

During the debate the President will permit one speech "against" of three minutes' duration as detailed in Conference Regulation (2).

78 Rule Alterations

That this Conference, having duly passed the several Resolutions which involve alterations to the Rules of the Association, hereby instructs the EC to give effect to all such Resolutions by making the authorised amendments to the Rules affected (including such re-numbering and verbal correcting as may be necessary) and to have the same registered in accordance with statutory requirements – also to produce a sufficient number of printed copies of the amended Rules to be made available to each member on request; the revised Rules to come into operation forthwith, except where otherwise provided for.

(EC support)

Executive Committee

Mover .....

Seconder .....

GLOSSARY

BAME	Black, Asian and Minority Ethnic (Groups)
CACCTU	Campaign Against Climate Change Trade Union Group
CBI	Confederation of British Industry
CLP	Constituency Labour Party
CO_2	Carbon dioxide
COP26	26th Conference of the Parties (to the United Nations Framework Convention on Climate Change)
Covid	Coronavirus Disease 2019
EC	Executive Committee
EHRC	Equality and Human Rights Commission
EU	European Union
HGV	Heavy Goods Vehicle
HLM	Honorary Life Member
HS2	High Speed 2
ICTU	Irish Congress of Trade Unions
IR	Industrial Relations (Reps)
ISO	International Organisation for Standardization
IT	Information Technology
ITUC	International Trade Union Confederation
MP	Member of Parliament
NEC	National Executive Committee
NEU	National Education Union
NHS	National Health Service
PLP	Parliamentary Labour Party
RMG	Retired Members Group
SNP	Scottish National Party
SOC	Standing Orders Committee
SOG	Self Organised Group
TfL	Transport for London
TOC	Train Operating Company
TSSA	Transport Salaried Staffs Association
TUC	Trades Union Congress
TUSDAG	Trade Union Sustainable Development Advisory Group
UK	United Kingdom
USA	United States of America
VAT	Value Added Tax