

**PRIVATE - For the use of Members of the Association**

**Transport Salaried Staffs' Association  
of Great Britain and Ireland**

**HEAD OFFICE  
WALKDEN HOUSE  
16-17 DEVONSHIRE SQUARE  
LONDON EC2M 4SQ**

**Minutes of  
Annual Delegate Conference  
(ONE HUNDRED AND TWENTY FOURTH CONFERENCE)**

**Held in**

**Sheffield and  
online**

**7th to 10th MAY 2022**

## List of Delegates Present

Total delegates: 54

54 delegates:

Anglia No 3	Hilary Hosking
Anglia South General 120	Malcolm Wallace
Anglia South General	Robin Whittaker
Crewe & Cheshire General	Cath Murphy
Crewe & Cheshire General	Steven Roberts
Disability Working Group	Pauline McArdle
E-Mix	Dinesh Bhardwa
East Midlands Railway	John Gilchrist
Euston	Sarah-Jane McDonough
Euston	Tom Rickard
Future TSSA	Simon Turp
GWR East	Marlon Henry
Irish Committee	Steven Rowsome
Kent	Ian McDonald
Lancs & Cumbria General	Dax Byrne-Turner
Lancs & Cumbria General	Nye Redman-White
Lancs & Cumbria Retired	Tim Young
London & Southern Retired	Stephen Halliwell
London Bus & Rail Operators	Nik Anthony
London Bus & Rail Operators	Steve Floyd
London Met	Aaron Lee
London Met	Deborah Taylor
London North West Retired	Mike Wood
LT Retired	Joel Kosminsky
LU MATS & Operating Managers	Esther Lathan
LU MATS & Operating Managers	Jason Turvey*
Midlands General	Kieran Crowe
Midlands Network Rail	Bob Bayley
Midlands Network Rail	Colin Waters*
Midlands Retired	Peter Vincent
Network Rail Anglia North	Steve Andrews
Network Rail London & Anglia South	Richard Magner
Network Rail London South	Dave Barnes
Network Rail London South	Edmund Kyberd
Network Rail North London	Andy Bain

Network Rail North London	Ian Rashbrook
North East General	Harry Gibb
North East General	Dave Merrett*
North East Operations	Andi Fox
North East Operations	Jayson-Mark Gill
NR Milton Keynes	Irene Wright
NR Milton Keynes	Adam Wilson*
Retired Members' Group	Luke Howard
Scotland Retired	Stephen Lawrence*
Southeastern Metro	Ian Dorrell
Southeastern Metro	John Morris
TFL Central Branch	Caroline Cheales
TFL Central Branch	David Field
Underground No. 1	Ashok Modgill
Underground No. 1	Abdel Zaki
Wales & Western Retired	Malcolm Harrison
West Scotland General	Allan O'Hare
West Scotland General	Lorna Barclay
Women in Focus	Jill Murdoch

\* Attended via Zoom

### **Executive Committee**

Mick Carney  
Al Stoten

President  
Treasurer

Melissa Heywood  
Nicola Jukes  
Paul Corcoran  
Martin Harley  
Jhaenelle De Souza  
Paul Beadle\*  
David Hardman\*  
Gary Kilroy  
Gemma Southgate

Midlands  
North East  
Ireland  
Scotland  
London South  
London North West  
Anglia & London N.E.  
North West  
Wales and Western

\* Attended via Zoom

### **Standing Orders Committee**

Gerry Kennedy      Chair  
Joe Kavanagh  
Anand Pillai  
Cheryl O'Brein

## Head Office Staff

Manuel Cortes	General Secretary
Frank Ward	Asst. General Secretary
Rob Jenks	President's Liaison Officer
Sian Jones	Comms Dept
Douglas Beattie	Comms Dept
Liz Warren-Corney*	Comms Dept
Luke Chester	Hall Supervisor
Will Boisseau	Hall Steward
Kirsty Matthews	Hall Steward
Gareth Theobald	Hall Steward
Edaina Felix	Admin Support

\* attended via Zoom.

# ANNUAL DELEGATE CONFERENCE

Held in

# Sheffield and online

7TH TO 10TH MAY 2022

## First Day's Proceedings

**1. Minutes of 2021 Annual Conference**

The Minutes of the 2021 Annual Conference were presented.  
The Minutes of the 2021 Annual Conference were agreed.

**2. Announcement of Election Results**

The Scrutineers report on the elections for the various offices, delegations etc. were adopted.

**3. President's Address**

The President's Address was delivered by Mick Carney and warmly received by Conference.

**4. Remembrance of Deceased Colleagues**

Conference observed a brief silence in remembrance of deceased colleagues.

**5. Stewards' Report on Attendance**

Final attendance figures show that 54 delegates attended. This included 49 delegates attending in person and 5 attending online. Delegates represented 38 Branches & SOGs, and with members of the Executive Committee, Standing Orders Committee and the paid staff, there were a

total of 80 present. There were also several online visitors throughout Conference

## 6. Housing (item 7)

That this Conference notes the abject failure of successive Irish governments to uphold and vindicate the Right to Housing, through official policy and action to tackle the ongoing housing crisis.

This failure has translated directly into the most severe and most protracted housing crisis in recent Irish history. It has translated directly into record numbers of homeless people, up to 3000 children trapped in emergency accommodation and an entire generation of young workers and families locked out of the housing market.

The failure to prioritise peoples' right to housing over the needs of developers, speculators and private interests has resulted in house and rental prices that are now many multiples more than low and average earnings and beyond the reach of the majority of workers.

It has seen the Irish State abandon its responsibility for public housing provision and effectively privatise that function through wasteful and expensive subsidies to private landlords. Up to one €1 billion - a third of the annual housing budget - will be squandered on these subsidies this year, instead of building the affordable homes that people need.

Successive Irish governments have also failed to forcefully tackle the overwhelming negative and harmful influence of speculative interests and investment funds on the housing market here, a factor that has further disadvantaged young workers and families.

Conference therefore calls for a radical departure from the failed policies of the past and the urgent adoption of a policy that guarantees affordable and secure homes for all.

This will require the Irish Government - as recommended by the ESRI - to double investment in housing in order to finance a major, planned State-led programme over five to 10 years, in conjunction with local authorities, delivering some 30,000 homes annually, comprising of public, affordable and cost rental units. This programme must be charged with an explicit mandate to deliver affordable zero-carbon homes to buy or rent, with 'affordability' clearly defined and tied to income levels. It must also guarantee in law that all public land is to be retained in public ownership and used exclusively for public/affordable homes.

In addition, we must see the creation of a Secure Tenancy Model in the Rental Sector through the introduction of Tenancies of Indefinite Duration, a ban on 'no

fault evictions' and a rent freeze until a new system of national rent regulation is established, with affordable rents linked to income levels.

In order to underpin and frame housing policy for the future, there must be a referendum to establish a new Right to Housing and ensure that the State meets its obligations under the International Covenant on Economic, Social & Cultural Rights and the European Social Charter.

Conference also calls on the EC to request the Irish Committee to engage with the Government in the Irish Republic to achieve the aims of this motion.

We also call on the EC to ask the Irish Committee to enter into dialog with the Northern Ireland Executive to bring the aims of the reformed policy to the people of Northern Ireland.

Conference also recognises the housing crises in the various parts of the UK, fanned by a generous financial/legal framework for buy to let, holiday, Airbnb and other uses that put pressures on the housing stock. This is coupled with inadequate funding for truly affordable housing, especially in England.

Conference calls on the EC to approach the current UK Government to demand a reform to their overall attitude to housing - to see housing is for homes rather than for investment - and to support similar measures to Ireland above.

Conference also calls on the EC to persuade the Labour Party to include these changes in its next manifesto.

Mover            Steven Rowsome (Irish Committee)

Seconder        Harry Gibb            (North East General)

**CARRIED**

## **7. Social Care (item 8)**

That this Conference notes (*HMG proposals setting out how it will fund Social Care and deploras its current proposals as totally inadequate.*

*A National Care Service covering both home and residential/nursing care should be created, funded like the NHS through general taxation, free at the point of use and without means-testing.)* the Tory Government's recent Health and Social Care Levy Act 2021 defining how it will fund additional Health and Social Care costs. This was another egregious example of the Tories rewarding the wealthy (whose investment and rental incomes will be untouched) literally, through increased national insurance payments, at the expense of ordinary working people. Many working people do not own their own homes or, where they do, own lower priced homes which will not be protected against being sold to pay for social care and related costs. Their misrepresented Social Care measures leave the actual care

crisis that is caused by poor pay and recruitment difficulties, as well as squeezed and increasingly inadequate local authority budget, completely unresolved. The equally unfair and regressive social care Council Tax precept provides minimal additional funding.

Conference calls on the Government to bring forward further legislation to give effect to this as a matter of urgency.

Conference therefore instructs the EC to campaign on this very important issue and push for a sustainable strategy at all possible opportunities including the TUC and Labour Party.

Conference also calls for the subsequent establishment of an adequately funded National Care Service, providing high quality care to all in need of it, irrespective of individual means.

This conference asks the Executive Committee to raise these issues with the Government and with the Labour Party, and to work with the latter to ensure it is adopted as Labour Party policy and appears in the next Labour manifesto.

Mover            Stephen Halliwell (London & Southern Retired)

Seconder        Malcolm Wallace (Anglia South General)

**CARRIED**

## **Amendment A**

To delete all between ‘notes’ in line 1 and ‘Conference’ in line 3 and substitute:

‘the Tory Government’s recent Health and Social Care Levy Act 2021 defining how it will fund additional Health and Social Care costs. This was another egregious example of the Tories rewarding the wealthy (whose investment and rental incomes will be untouched) literally, through increased national insurance payments, at the expense of ordinary working people. Many working people do not own their own homes or, where they do, own lower priced homes which will not be protected against being sold to pay for social care and related costs. Their misrepresented Social Care measures leave the actual care crisis that is caused by poor pay and recruitment difficulties, as well as squeezed and increasingly inadequate local authority budget, completely unresolved. The equally unfair and regressive social care Council Tax precept provides minimal additional funding.’



To insert between 'forward' in line 6 'legislation' in line 7 'further'

To add at end

'Conference also calls for the subsequent establishment of an adequately funded National Care Service, providing high quality care to all in need of it, irrespective of individual means.

This conference asks the Executive Committee to raise these issues with the Government and with the Labour Party, and to work with the latter to ensure it is adopted as Labour Party policy and appears in the next Labour manifesto.'

Mover Harry Gibb (North East General)

Seconder Edmund Kyberd (Network Rail London South)

**CARRIED**

## **8. Welfare State (item 9)**

That this Conference notes the continuing attacks on the Welfare State, with:

- a) the ongoing underfunding of Universal Credit and other benefits and an abhorrent administrative regime designed to find fault and penalise claimants rather than address human needs;
- b) among the lowest state pensions in the developed economies, and
- c) continued starvation of resources from local authorities and disregard of the vital role these have to play in social care and other essential public services.

Conference calls on the Labour Party to give priority to the restoration of cuts in benefit levels and local authority funding and to put forward an alternative benefit regime to the inhumane procedures brought in by the Tory Governments since 2010.

Mover Luke Howard (Retired Members' Group)

Seconder Formally

**CARRIED**

## **9. Equal Opportunities (item 10)**

That this Conference believes that one of the Association's strengths is its recognition of the value disabled people bring to the workplace and the Association. The Association recognises that people are disabled by societal barriers rather than their medical condition.

Conference joins the international condemnation of how the UK Government's policies affect disabled people and the lack of progress towards fulfilling the obligations set out in the United Nations Convention on the Rights of Persons with Disabilities that the UK signed in 2009. We are appalled at the continuing disability employment and wages gap. DWG highlights Article 27 of the Treaty that places a duty on the UK government to create the conditions that promote equal opportunity for disabled people in relation to work opportunity.

The UK Government has committed to the employment of one million more disabled people by 2027 but this cannot be achieved through the current policy. A 2018 Report by the House of Commons "People with Disabilities in Employment" noted that there would need to be an 18% rise in the employment of disabled people from current levels to meet that target.

Conference is aware that the UK's withdrawal from the EU could affect both the progress towards meeting the Treaty's obligations and also the UK Government's commitment to the employment target set.

Conference is concerned about the potential impact of the recent announcement regarding the Northern powerhouse.

Conference instructs the EC to work with companies wherever possible to ensure that the promised upgrades take both disabled staff and passengers into account.

Mover Pauline McArdle (Disability Working Group)

Seconder Nye Redman-White (Lancs & Cumbria General)

**CARRIED**

## **10. Living Wage for Key Workers (item 11)**

That this Conference notes that the introduction of a minimum wage has helped the hospitality and social care sectors but it is not enough to combat the rise in NI and pension contributions as well as the 'stoking' of the economy, post Covid, with increasing energy prices and increasing inflation.

Conference notes the shortage of HGV drivers that developed in the Autumn of 2021, but a further effect was to cause a mounting shortage of bus drivers as well. Since deregulation of the bus industry over 35 years ago, the wages of bus drivers have been continuously depressed to ensure the viability of commercial and contracted services.

Conference is concerned that this will cause untold damage to the transport sector just as it is now deemed essential to combat climate change.

Conference instructs the EC to campaign alongside our sister unions, the TUC and other willing parties to press the Government to “level-up” the continuing disparity for wages for all key workers that provide essential services.

Mover Steve Floyd (London Bus & Rail Operators)

Seconder Esther Lathan (LU MATS & Ops Managers)

**CARRIED**

### 11. London Freedom Pass (item 13)

That this Conference condemns the attacks this Government has carried out on older generations in particular to restrict the use of the English National Concessionary Bus Travel Pass on Transport for London (TfL) services. This ban obstructs passholders from attending early medical or other pressing administrative appointments.

Conference condemns the Government's banning of ‘Pass’ use before 0900 on Monday to Friday. This has no operational justification as TfL advertises it has spare capacity on its road and rail services from 0815 or earlier on these days. Passenger transport services run regardless of the number of seats occupied as they are in integrated operating schedules.

Conference notes that the restriction applied from Monday 15 June 2020 as a ‘temporary’ measure to maintain social distancing, after the Covid-19 lockdowns but also as part of a funding and finance agreement with Government, though disabled and veteran pass holders continue to have free travel all day.

Conference notes that the recent TfL funding settlement only extends to 24 June 2022 and uncertainty still persists with future financial sustainability.

Conference instructs the Association to highlight this blatant discrimination against older people which increases their isolation and decreases their mobility and to work with the Greater London Authority to end this withdrawal which has neither economic nor operational justification.

Mover Joel Kosminsky (LT Retired)

Seconder Nik Anthony (London Bus & Rail Operators)

**CARRIED**

## 12. Rail Industry Unity (item 14)

That this Conference notes the significant threat faced by the rail industry and by the Government actions to starve the rail industry from the funding that is required to run a safe and viable rail network. Conference notes that rail workers across the industry have maintained and operated this essential public service throughout the Covid crisis. Instead of rewarding rail workers for achieving this, many rail workers have seen no pay rises for two years whilst train fares have been increasing by RPI.

Conference notes that the Government via the Rail Industry employers are now set to seek to implement compulsory redundancies, attacks on terms and conditions and attacks on pension rights.

Conference applauds the leadership of all the rail unions to confront this threat following the failure of the Rail Industry Recovery Group to agree to extend the no compulsory redundancy agreement to the end of 2022.

Conference recognises that if we are to be successful in stopping compulsory redundancies, breaking the pay freeze and protecting our pensions we need to maintain the maximum level of unity between all bargaining groups, companies and rail unions to deliver justice for our members.

Conference therefore instructs the EC provide every support possible in delivering any industrial action necessary to achieve this.

Mover            Dave Barnes (Network Rail London South)

Seconder        Ian Rashbrook (Network Rail North London)

**CARRIED**

## 13. Proposed Merger (item EM1)

That this Conference notes the proposed merger with IBB, the numerous Circulars discussing this, and the Special Delegate Conference (SDC) originally planned for February 2022.

Conference notes that:

- a) The closing date for amendments to the EC motion to the SDC was 21 January 2022;
- b) Circular 4/22, published on 3 February, reported legal advice that significantly changed the basis of the merger and indicated that the approach described in the EC Report to the SDC would not be lawful;

- c) Circular 11/22, published on 11 February, indicated that the EC would accept an amendment so that the motion would 'note' the EC Report instead of endorsing it;
- d) Despite requests from a number of bodies in the union, the EC has consistently refused to offer an updated motion for the SDC that would allow Conference to approve the merger and empower the EC to take necessary actions;
- e) The date of the SDC was changed with Circular 4/22 to 19 March, and again on 16 March to take place on 6 May, the day before the start of Annual Conference.

As at 24 March, there is no way the SDC can approve the merger (even conditionally), authorise the necessary actions or address the proposed changes to the TSSA Rule Book. Conference believes that these are all necessary steps to allow the merger to proceed in a democratic and lawful fashion.

Conference therefore instructs the EC to:

- i. Complete talks with IBB regarding the merger;
- ii. Publish full details of the terms agreed, in line with previous demands and commitments to provide fuller information;
- iii. Seek any necessary approvals from the Certification Officer or any other relevant authorities and take steps to meet any balloting or other requirements for these approvals;
- iv. Review the suggested changes to the Association's Rule Book and extend these proposals to document the union's planned involvement in IBB structures and forums;
- v. Put the proposed changes to the Rules for debate and agreement by TSSA Annual Conference, as required under Rule 3.2, and
- vi. Assuming all necessary conditions are met, conclude the merger.

Mover Luke Howard (Retired Members Group)

Seconder Steve Floyd (London Bus & Rail Operators)

**CARRIED**

## **Second Day's Proceedings**

### **14. Campaign against Proposed Job Cuts (item 15)**

That this Conference notes that the Government's agenda of job cuts, lower pay and reduced pension benefits has been embraced by Network Rail and other rail industry senior leaders when they should instead have robustly opposed these proposals which are harmful, not only to railway workers but also to passengers and businesses and which will constrain the ability of the railway industry to play its full part in tackling climate change.

Conference is also aware that fares have risen far more than average wages which deters people from using the railway, inevitably leading to a vicious circle of further job cuts at a time when climate change demands greater use of public transport.

In the case of Network Rail, job losses come on top of the huge number of vacancies that already exist as a result of the 'Putting Passengers First' restructuring programme and the company's subsequent refusal to fill the posts created by that reorganisation.

Conference also notes that Network Rail has no idea and does not seem to care, what the impact on working hours of remaining staff will be, breaking the law on a daily basis by failing to record excess hours worked by staff, as required by the Working Time Regulations and by its own Fatigue Management Standard.

Conference further notes that the Office of Rail and Road (ORR), the economic and safety regulator of the railways, has failed in both its economic and safety duties by failing to challenge the effective dismantling of the Control Period 6 funding settlement or the safety implications of inadequate staffing levels and blatant disregard by Network Rail of safety laws.

Conference calls on the Executive Committee to:

- a) continue to campaign against threats to pay, pensions and jobs;
- b) to highlight and raise awareness so as to ensure that disabled people are not disproportionately subjected to these job cuts.
- c) to highlight the dangers to the railway of inadequate staffing and excessive hours;
- d) to demand that the ORR urgently takes steps to fulfil its statutory economic and safety duties, and
- e) to take the opportunity of forthcoming industry reforms to campaign to have Her Majesty's Railway Inspectorate returned to the Health and Safety Executive.

Mover            Ian Rashbrook (Network Rail North London)

Seconder        Edmund Kyberd (Network Rail London South)

Supported by: Women in Focus  
Disability Working Group

**CARRIED**

## 15. Police Forces (item 16)

That this Conference notes that over a recent five-year period, UK police forces received more than 800 allegations of domestic abuse. Only 43 cases (5%) were prosecuted. Three women per week on average are murdered by a partner/ex-partner and the figure is rising. In more than half the cases reported to police, they failed to take the threats seriously enough, sometimes just warning the potential killer or securing a legal judgement he keep away from her! Protection is never provided.

An estimated 144,000 women in one recent year were victims of rape/attempted rape. 59,000 were reported to police, but only 1,439 of those were convicted (2.2%). One officer raped two female colleagues. He was not charged and is still awaiting a “misconduct” hearing over three years later. 16 women have been killed by serving officers in the past 13 years. Hundreds of women have reported domestic abuse by their police partner; few are ever prosecuted or dismissed. Many female officers leave the force after sexual abuse or male bullying.

Meanwhile police Stop and Search continues, aimed at black men, often just schoolboys. In one case a 14 year-old schoolboy said he had been stopped 12 times in two years. However, traffic policing, except on motorways, is now virtually zero, and motoring offences such as excessive speeding, with no police action, are visibly soaring.

Police forces and especially the Metropolitan Police under the inefficient Cressida Dick, are failing constantly and repeatedly in basic policing roles, particularly keeping vulnerable women safe.

Conference urges the Labour Party to demand Government investigations into these failures at every opportunity, a re-evaluation of standard and calibre of recruits, to seek restored police strength reduced by the Tories since 2010 and that elected police commissioners must be held more accountable for their respective forces’ failings.

Mover            Ian McDonald (Kent)

Seconder       Formally

**LOST**

## 16. Threat to the Right of Protest (item 17)

That this Conference notes that Government's 'Police, Crime, Sentencing and Courts Bill' has reached its third parliamentary reading in July 2021, despite serious controversy about its limits to personal freedom and in particular freedom of protest. The bill seriously reduces the criteria required for the police to be able to restrict freedom of protest. Whereas they have previously needed to prove that any activity was causing "serious public disorder, serious damage to property or serious disruption to the life of the community", they can now use force to end any event they deem to be "public nuisance".

The human rights group Liberty has said of the bill:

"It's a primary duty of Government to ensure that our communities are safe and free. But parts of this Bill will facilitate discrimination and undermine protest, which is the lifeblood of a healthy democracy. We should all be able to stand up for what we believe in, yet these proposals would give the police yet more powers to clamp down on protest. They risk stifling dissent and making it harder for us to hold the powerful to account."

Conference further notes that in addition to the wider issues of civil liberties, the trade union movement relies on protest as part of its routine activities to promote and defend the rights of working people. Legislation such as this poses a direct threat to the activities of the Association and those of the entire Labour movement. In November 2021, a Unite member was acquitted after police attempted to abuse legislation to prosecute her for the use of a novelty vuvuzela horn while she was on a picket line. Granting the police more powers will result in more such attempts to criminalise our sisters and brothers.

Conference additionally notes that there are other aspects of the bill, such as granting the police greatly increased powers to 'stop and search' and in extension of anti-trespass laws that are a serious cause of concern to the black and Gypsy, Roma & Traveller (GRT) communities, who are already at heightened risk of discrimination as a result.

Conference therefore resolves to:

- a) Instruct the EC to make a statement that the Association will campaign to oppose and/or repeal the new measures and will be working with other unions and the wider movement to oppose them, and
- b) To support the work of groups as Liberty and Unlock Democracy that are working to preserve and restore the fundamental right to protest.

Mover            Kieran Crowe (Midlands General)

Seconder        Malcolm Wallace (Anglia South General)

**CARRIED**



## 17. Travel Trade (item 18)

That this conference notes that the travel trade has been decimated throughout the pandemic.

Many people have been furloughed or paid off. The Covid crisis has claimed over 62 million jobs (According to reports from the World Travel and Tourism Council) and with further uncertainty, this could result in further job losses around the globe, with major impact on the UK travel and tourism sector.

The UK Government found £100 Million to support the hospitality sector which only covered Culture, Weddings, Food and Drink.

The travel trade and associated industries has suffered catastrophic losses and is subject to the whim of Government when parliamentary changes and restrictions are imposed, with the like of stays in quarantine hotels which can cost thousands of pounds. There are also noted costly PCR tests, which add upwards of £400 or more to a family holiday.

There has been no financial support to cushion this blow and the impact on our member's jobs and general wellbeing.

Conference calls on the EC to work with the Labour Party to highlight the issues within the Travel industry and to call on the Governments of all the UK to support the travel trade going forward.

Mover            Allan O'Hare (West Scotland General)

Seconder       Hilary Hosking (Anglia No. 3)

**CARRIED**

## 18. Environment (COP26) (item 19)

That this Conference notes that the COP26 November 2021 talks in Glasgow have failed to deliver for people and planet. It always threatened to be a conference concentrating on unproven techno-fixes, carbon markets, offsetting and other greenwash. Delegations from the global south had asked for the meeting to be postponed due to the very many key participant exclusions due to Covid and visa restrictions, but this did not happen. Instead, there was more representation from

trans-national fossil fuel companies than from nations and people on the sharpest end of climate injustice.

COP26 has failed to commit to a rapid phase out of fossil fuel - and instead is talking about phasing down rather than phasing out coal production and use. The best case scenario, even if participants followed their Nationally Determined Contributions (NCD) from the Paris Climate Talks, puts us on a trajectory to a temperature rise of nearly 3% which condemns low lying nations to oblivion and will make large parts of the world uninhabitable, creating millions of famine and climate refugees.

Conference also notes by contrast the success of the international COP26 Coalition, which took part in the fantastic Fridays for Future marches on 5 November and on 6 November mobilized over 150,000 in Glasgow and around 20,000 in London including a strong union presence, with thousands of others taking part nationwide and millions globally to call for climate justice and a green new deal. Conference applauds the Glasgow unions and communities for their Free Our City Campaign and for the determination of those striking during COP26 and notes the great solidarity between climate protesters and unions both on the industrial front and on the marches. It also notes the very successful People's Summit which came together in person and on Zoom.

Conference urges the EC to do more than pay lip service in the future and to present a plan for engagement with officials, staff and the union going forward to incorporate the points below:

- a) commits to put maximum effort into fighting the GB Rail job cuts and cuts to HS2 and Northern Powerhouse Rail, recognising that good rail services are key for reducing climate-damaging emissions;
- b) urges the EC to plan for meaningful participation in future COP coalitions;
- c) asks branches to join the Campaign Against Climate Change Trade Union Group;
- d) supports the aims of Fridays for the Future and instructs the EC to coordinate support for their actions where appropriate, and
- e) calls on the EC to establish a guide to negotiating with employers for climate justice, decarbonisation and adaptation as part of terms and condition at work, in conjunction with other labour and climate movement bodies.

Mover            David Field (TfL Central)

Seconder       Peter Vincent (Midlands Retired)

**CARRIED**

**19. Public Ownership of Energy (item 20)**

That this Conference notes that six large corporations control the transmission, distribution and supply of gas and electricity across Britain, reaping hundreds of billions of pounds in profits since the early 1990s while energy bills have more than doubled in real terms, the energy market is driven by the need of these companies to record a profit and make returns to their shareholders.

That this Conference is extremely concerned that, even after 15 million UK households saw their energy bills rise by 12% in October 2021, the price cap rose again in April 2022 by around 50%.

Three million people in the UK are now estimated to be living in fuel poverty and National Energy Action warn that for every one percentage point increase in energy bills, an additional 40,000 homes may join them.

Public ownership of energy would save the public purse £3.7 billion a year. This money could be used to purchase 222 new offshore wind turbines. Currently, only 10.2% of the UK's energy comes from renewable sources.

Labour, in its last election manifesto, suggested the creation of publicly owned networks of energy supply. However, this was through a 'Local Transformation Fund' in each region, which would have been run by local business leaders and chambers of commerce, responsible for lending money to spend on projects that they saw fit for their area.

Under the manifesto, although Trade Union representatives and local councillors would have also been involved, the money would still have been spent on private companies, ultimately resulting in money being diverted into profits.

Conference believes that the UK energy sector should be fully nationalised, so that it is run, owned and accountable to the working class and that the money saved from shareholder dividends should then be reinvested in renewable energy, eradicating fuel poverty.

Conference therefore instructs the EC to:

- a) Demand the return of the gas and electricity industries to social and public ownership, with new models that take account of the interests of workers, consumers, local communities and the environment. Only then can our future energy needs be met on the basis of planning, investment and a just transition to net-zero carbon emissions by 2050;
- b) Lobby the Labour Party for an energy policy which would put people before profit, and
- c) to bring this motion to the attention of the Government, TUC and the Labour Party.

Mover            Tom Rickard (Euston)

Seconder        Stephen Lawrence (Scotland Retired)

**CARRIED**

## **20. Energy (item 21)**

That this Conference is appalled by the increase in cost of living inflicted on members caused by recent increases in the cost of gas and electricity. Conference believes that nobody should have to make a decision between heating and eating.

Members have seen a huge uptick in costs with experts predicting that the dual fuel price cap will rise to £2000 for the average household. Wages continue to fall behind, leaving workers with less spending power than previously.

This comes at a time when many are spending more time at home than ever before, with many home workers receiving no contribution from their employers towards the increased household costs caused by working at home.

We have a draconian energy system which sees the poorer paying more for the same service, forced by the use of pre-payment meters which have a higher cost per unit than what is available without. Conference believes that profiteering from an essential commodity such as energy is immoral and must be stopped.

Conference believes that the only way to ensure a fair market with stable and fair pricing is to nationalise the energy market. Whilst this was a popular policy in the 2019 manifesto, The Labour Party must clarify their current position on the nationalisation of energy after conflicting statements made by the Labour leader Sir Keir Starmer. We must commit to nationalisation of the energy industries with the same enthusiasm seen in the 2019 manifesto.

This Conference instructs the EC to lobby the Labour party to ensure that the commitment to the nationalisation of energy is restated as a priority and is restored to being policy in the next manifesto.

Mover            Simon Turp (FutureTSSA)

Seconder        Malcolm Wallace (Anglia South General)

**CARRIED**

## **21. Covid (Health and Safety) (item 22)**

That this Conference notes that during the Covid pandemic we are witnessing the importance of Trade Unions in keeping workplaces safe and highlighting these important issues, a role that will be vitally important in the foreseeable future.

Everyone has the right and expectation to a safe and healthy working environment. However, throughout this pandemic, this has not always been the case.

There have been examples of good practice where the Association has been able to work in partnership with employers but we have seen many examples where employers have failed in their basic duties to keep staff safe and healthy.

Failure to carry out full and sufficient risk assessments, enforce social distancing, adequately limit the size of social bubbles, provide, adequate cleaning and adequate PPE are some of the examples.

It is the responsibility of the enforcement authorities such as the Health and Safety Executive (HSE) to hold employers to account but lack of funding has resulted in them failing to carry out sufficient inspections.

The Association recognises that the HSE remains the only regulatory body that has Trade Union representation on its governing body.

Over the last ten years the Tory government has sought to undermine the role of unions in keeping workplaces safe.

It is vital therefore that the Association works with the Labour Party and TUC not only to maintain but to strengthen these structures.

Conference instructs the EC to campaign:

- a) For the strengthening of the regulatory structures through regular inspections, robust risk assessments, social distancing and provision of PPE, with strong enforcement action in order to ensure that employers do more to keep workers safe;
- b) For appropriate equality structures within health and safety procedures to protect those with protected characteristics who have been disproportionately affected by the pandemic in particular to note the failure of Government to support workers who had to self-isolate during the pandemic, and
- c) To highlight the failure of this government in tackling the Covid pandemic and ensure systems are in place to strengthen the response to this and any future pandemics.

Mover Cath Murphy (Crewe & Cheshire General)

Seconder Peter Vincent (Midland Retired)

**CARRIED**

## **Amendment A**

*Delete 'Tory Government has' in line 17 and substitute:*

‘Tory led Governments have’

*Insert between ‘pandemic,’ and ‘and’ in line 29:*

‘in particular the failures of the Government to support workers who had to self-isolate during the pandemic,’.

Mover            Dax Byrne-Turner (Lancs & Cumbria General)

Seconder        Formally

LOST

## 22. Covid (item 23)

That this Conference notes that 60% of all people who have died from Covid were disabled and nearly half a million people have had ‘Long Covid’ for over a year, yet the Government have not issued any guidance on supporting disabled people at risk of Covid once restrictions have ended. So “Freedom Day” could have been termed Imprisonment Day for some Disabled Members who were left feeling more vulnerable than ever as the Government removed all legislation relating to Covid secure workplaces, transport and public places. ‘Long Covid’ can cause chronic fatigue, breathing problems, anxiety, depression, brain fog, muscle weakness and severe pain, which can impact on a person’s ability to carry out normal day to day activities. So far there has been no recognition from government that ‘Long Covid’ could in some cases be classed as a disability. When restrictions ended so did the requirement for employers to make workplaces Covid secure and the Government withdrew work at home rules leaving Disabled Members with no legal route to challenge employers who insist they return to unsafe workplaces. The failure to continue to enforce the use of face coverings on public transport, in shops and in other service settings has left Disabled Members feeling increasingly vulnerable and at risk of contracting the virus. Many have resorted to staying at home and almost a return to shielding. Covid is not something Disabled Members can simply learn to live with if there are no protections in place. Leaving decisions to employers, service providers and the wider public does not provide any reassurance to Disabled Members who are feeling increasing vulnerable.

Conference instructs the EC to work with Labour Link, the TUC and other relevant bodies to:

- a) Campaign for 'Long Covid' to be recognised as a disability, and
- b) Write to the Prime Minister and other appropriate Government Ministers to lobby for the introduction of statutory guidance to ensure workplaces, public transport and other public places are Covid secure including recognising the need for Covid related reasonable adjustments.

Mover Pauline McArdle (Disability Working Group)

Seconder John Morris (Southeastern Metro)

**CARRIED**

### 23. Covid (item 24)

That this Conference is concerned about the continuing Covid crisis both nationally and internationally, often fuelled by incompetent governments including the UK Government with its lame duck prime minister, all compounded by vaccine nationalism.

In the UK the NHS remains under intense pressure from the numbers of Covid patients and millions of patients with other health problems remain untreated and will do for the foreseeable future while the Government has lifted all restrictions potentially allowing infections to run rampant.

The lifting of all restrictions at this time discriminates against people who are vulnerable through age, health issues or ethnicity as their emergence into society is now delayed.

Women workers in transport remain on the front line of contact with the public and Conference is concerned that employers are still making few efforts to protect them as the government lifts protections against most scientific advice. Employers should be making more effort to encourage mask wearing and distancing in potentially crowded places.

Conference is also concerned that the UK, in particular, along with some other wealthy nations, in failing to attempt to control the virus, are facilitating the emergence of new variants due to unnecessarily high infection rates. Furthermore, the drive for profit and prioritising wealth has blocked vaccination roll out internationally so that the disease is rampant in many poorer countries, leading to a vicious circle of emergence of even more new variants.

Conference calls on the EC to publicly demand that the Government:

- a. prioritise the provision of affordable global vaccinations to poorer countries especially via patent waivers, in order to protect residents of those countries as well as protecting the rest of the world from re-infection and new variants of the virus;
- b. talks about 'protections' rather than 'restrictions' and finally maintains proper test, trace, isolate and support measures to stop the exponential spread alongside new variants. This includes the continued provision of free lateral flow testing kits;
- c. classifies Covid as a 'serious workplace risk' as demanded by the Labour Party;
- d. classifies 'Long Covid' as a recognised disability;
- e. funds public transport throughout and beyond the Covid crisis;
- f. imposes a legally enforceable obligation on the wearing of masks on public transport and in indoor spaces for the foreseeable future;
- g. supports the NHS with a significant input of funds and active encouragement to the recruitment of staff, including the reinstatement of fully funding the training of nurses;
- h. supports businesses throughout, and
- i. convenes an international task force to look at the link between environmental degradation, industrial farming and zoonotic and other pathogens which may jump species.

Conference further calls on the EC to campaign for Government, PHE and local authorities to:

- i) put out information about aerosol transmission and to protect residents and employees from that specific threat;
- ii) recognise the Joint Unions Working Agreement on ventilation which stated that CO2 should be kept to under 800ppm and that there should be natural ventilation and HEPA filters and that this should be applied to transport, schools, public and corporate buildings, and all workplaces as has been done in a number of other countries;
- iii) supply PPE for all workers, at least FFP2 or FFP3, in high risk areas;
- iv) provide information about transmission routes and risks, latest vaccination information to encourage where necessary and allay fears;
- v) ensure anyone in contact with someone who has tested positive can isolate and get tested, being mindful that some people are asymptomatic and even regular testing can be problematic;
- vi) ensure all employers pay proper sick pay and give support for workers to isolate if infected, and
- vii) look at creative ways to use outdoor spaces in particular for children and young people to learn and socialise.

Conference further instructs the EC to raise these issues with the Labour Party with a view to encouraging them to make this Party policy and to raise it at every opportunity with Government.

Mover            Jill Murdoch (Women in Focus)



Seconder Edmund Kyberd (Network Rail London South)

**CARRIED**

#### **24. International (Nicaragua) (item 25)**

That this Conference recognises:

- a) That the punitive sanctions imposed on Nicaragua and the USA orchestrated attempted coup in 2018 have caused untold economic damage.
- b) That Nicaragua is a global south nation suffering extreme climate injustice which COP26 has significantly failed.
- c) That the USA has still not repaid the £13 billion of reparations awarded by the International Court of Justice at The Hague in 1986.
- d) That finance is urgently needed for infrastructure, health care, education and climate adaptation which would improve the lives of the people of Nicaragua.

Conference resolves to:

- i) Call on the British government to respect Nicaragua's sovereignty;
- ii) Demand that the UK Government, the Labour Party and the TUC pressurise the USA to pay the reparations ordered by the ICJ, and
- iii) Demand that the IPCC ensures that wealthy colonial nations pay their fair share into 'loss and damage' and reparations funds to Nicaragua and the global south.

Mover Sarah-Jane McDonough (Euston)

Seconder Harry Gibb (North East General)

**CARRIED**

#### **25. International (Elimination of Child Labour) (item 26)**

That this Conference recognises that 2021 marked the Year for the Elimination of Child Labour yet recent ILO/UNICEF child labour figures found that the official count of the number of children in child labour is rising - up to 160 million worldwide - an increase of 8.4 million children in the last four years. That means

one out of every 10 children is today in child labour, 70% of which are in the agricultural sector.

What's even more shocking about these figures is that they don't include the effect of the Covid pandemic. There's no doubt that the health crisis has made things even worse.

Conference notes the work of ICTU and affiliates in drawing attention to this issue and for the contact with Government regarding plans for Ireland to engage visibly and substantively with this agenda and urges that the work continue, including:

- a) Seeking support for the work of the Global March Against Child Labour;
- b) Seeking the support of the work of Global Union Federations such as Education International and the IUF in addressing the root causes of child labour;
- c) Pursuing Irish membership of the Alliance 8.7 global initiative - the global partnership seeking to coordinate global action to achieve Target 8.7 of the Sustainable Development Goals, which includes the commitment to 'by 2025 end child labour in all its forms';
- d) Seeking support for programmes under Irish Aid outreach in partner countries, including Malawi, Tanzania, and Uganda who have developed robust National Action Plans for the elimination of child labour but await proper implementation for want of resources;
- e) Seeking support for the strategic work undertaken by Fair Trade Ireland both nationally and internationally on tackling the scourge of child labour in global supply chains particularly in the agricultural sector and
- f) Seeking to ensure that the private sector play its role including through the implementation of human rights due diligence and international Responsible Business Conduct agreements between businesses, government, unions and NGOs.

Finally, acknowledging that the best way to deal with this issue and other decent work deficits is through a New Social Contract for working people, which includes a call to create decent work for adults and invest in social protection and inclusive services, such as care and education. Parents who find themselves in deep poverty and with no access to quality education feel they have no option but to utilise child labour in order to survive. No parent should have to make that choice.

Conference is of the view that Ireland should be actively engaged in global efforts to create the conditions whereby child labour can be eradicated by the target date 2025 and stand ready to work with Government, business and civil society in order to achieve this.

Conference calls on the EC to request the Irish Committee to establish links with our sister unions and the ICTU to bring this resolution to fruition.

Mover            Steven Rowsome (Irish Committee)

Seconder Edmund Kyberd (Network Rail London South)

**CARRIED**

**26. Composite A - State Pensions and the Pensions ‘Triple Lock’ (items 27 and 28)**

That this Conference notes that pensions in 2022 were not uprated by the ‘Triple Lock’, according to the government this was a one off not to be repeated exercise.

Conference calls upon the Association to campaign actively to restore and retain the State Pension ‘Triple Lock’ for this year onwards, by government reinstatement of the indexing protection for current and future pensioners, and to work with other appropriate bodies for this objective.

Conference deplores the calls from business and numerous lobbying and special interest groups for the ‘Triple Lock’ to be scrapped and calls on the Government to make the ‘Triple Lock’ a permanent statutory requirement that cannot be abrogated by Government without the unanimous consent of both Houses of Parliament.

Mover Joel Kosminsky (LT Retired)

Seconder Stephen Halliwell (London & Southern Retired)

**CARRIED**

**27. Pensions (Network Rail Pension Funds) (item 29)**

That this Conference believes that combatting climate change is the great challenge of our age. The ‘Take the 21x challenge - Make My Money Matter Campaign’ estimates that changing where investments lie can have a 21x times greater impact on carbon emissions than an individual giving up flights or eating meat.

The Associations members are also members of Network Rail’s various pension schemes. There is an estimated £380 million in the Network Rail CARE scheme (NR CARE) and £469 million in the Network Rail Defined Contribution scheme (NRDC). In addition to providing retirement benefits for members we believe that the assets in these schemes should be invested into combatting climate change to provide a safer future for all. The Associations representative on each Board of Trustees for the pension schemes has influence.

Currently there is a disparity between the strategies of the three NR pension schemes. Railpen, which manages assets for the RPS scheme has committed to net zero and published a Net Zero Plan. The NR CARE and NRDC schemes however, are managed by River and Mercantile who have no firm commitment to aligning the NRDC portfolio with the goals of the Paris Agreement (which are achieving net zero greenhouse gas emissions by 2050). River and Mercantile have said they are only 'considering' 'how and whether' to do this over the next 1- 2 years.

Conference calls on the Association to explicitly support the principle of divesting our pension funds from fossil fuels and recognises the role investments can play in combatting climate change.

Conference also calls on the Association to instruct its representative on the Board of Trustees for NR CARE and NRDC to advocate for:

- a) a policy of divestment from fossil fuels and advocates that each of the schemes formulates and publishes a road map to 'net zero' for their respective investment portfolios at the earliest opportunity but ideally by the end of 2022;
- b) place ambitious stretch targets in the areas of divestment from fossil fuels to promote continuous improvement;
- c) better participation for scheme members and to advocate that the Trustees seek the membership views on divestment from fossil fuels if necessary;
- d) explicit inclusion of a net zero ambition and combatting climate change in the Statement of Investment Principles for NR CARE and NRDC and for these to be updated at the earliest opportunity, and
- e) more detailed and transparent reporting to scheme members on the annual progress being made in this area and to improve upon the level of detail currently available to members to scrutinise this.

Mover Irene Wright (Network Rail Milton Keynes)

Seconder Nye Redman-White (Lancs & Cumbria General)

**CARRIED**

## **28. Composite Em2 & Em4 Cost of Living Crisis**

That this Conference condemns the Chancellor's Spring Statement for its failure to go anywhere near dealing with the cost of living and energy cost crisis, including the state's own workforce who face further years of real terms cuts in pay.

Conference notes with deep concern that families are facing a real cost of living crisis as inflation, national insurance hikes and huge increases in energy bills far outstrip meagre increases in pay, benefits and pensions. The Chancellor failed to remove the unfair new National Insurance levy the Government introduced that assists wealthier homeowners facing social care bills the most, so once again ordinary working people are being forced to bail out the rich. He also withdrew benefits for those already on the breadline for whom escalating energy and food costs represent a particularly large challenge leaving low-income earners well behind.

The inflation spike substantially stems from the Bank of England and other central bank injections of money into propping up the stock exchange, big business, and wealthy asset owners during the pandemic. This occurred well before the recent problems stemming from the appalling Russian invasion of Ukraine and the West's sanctions. It is ordinary working people who will pay the price through cuts to their living standards as prices leap ahead of earnings.

Conference calls on our Governments to address the emerging crisis as a priority. Conference notes that energy bills in Britain went up by 54% in April, leaving families facing an average annual bill of £2,000. Conference further notes with increasing alarm that these bills are set to rise again in October. Meanwhile energy producers are enjoying enormous profits for no extra cost reasons and the Chancellor failed to implement a windfall tax on energy companies that could have been used to reduce VAT on energy bills or make bigger direct bill reductions for lower and medium income households.

In contrast, wages are rising by a maximum of 5.2% this year according to the Office for Budget Responsibility (OBR), and benefits and pensions are going up by just 3.1%. Families are facing a huge squeeze on their incomes with those on the minimum wage expected to be £200 a year worse off in real terms, after the 6.6% rise in the national living wage failed to keep up with inflation and effectively squeezed incomes further. The six million families, who use universal credit to support their incomes, face a £13 per month cut to their incomes once inflation is taken into account and this is on top of the removal of the £20 uplift in Universal Credit last autumn.

The government's decision to break the triple lock and increase the state pension by CPI rather than earnings will cost those on the full new state pension £487 a year and those on the full basic state pension £373 a year.

The Governor of the Bank of England has called this a 'historic shock' to living standards and those families who are least able to cope are at the sharp end of the consequences whilst the Chancellor appears distracted by the intricacies of his family's tax affairs.

Conference believes that a key role of government is to help citizens collectively manage such challenges but has been left dismayed as the Chancellor and his privileged colleagues have repeatedly failed to understand the extent of the crisis facing the average citizen never mind those on low incomes.

The six-month extension to the household emergency support fund delivered through local authorities, which was set to close at the end of March, is little more than applying a band aid to a hemorrhage.

The Chancellor is determined to reject all calls to increase benefits or pensions in any way that would make a real difference and according to the Resolution Foundation the Chancellors failure to support families through the cost of living crisis today, and to cut their taxes in the future, means that absolute poverty is expected to rise by 1.3 million people next year, including 500,000 children.

Conference notes that our union is addressing the cost of living crisis by demanding that rail industry employers deliver pay increases at least in line with RPI and supports the EC in any actions it determines are appropriate to deliver upon this demand. If this results in industrial action our union will seek to coordinate this with sister unions and other workers taking action to fight the Tories cost of living crisis.

Conference notes that on 27 April 2022, the Trussell Trust charity which provides food parcels reported that it supplied 2.1 million parcels in the last year, an increase of 14%, with the situation getting worse. Conference instructs the EC to make a donation to the Trussell Trust.

Conference notes that the RMT has commenced balloting from April 26 and closes on May 24. Conference also notes that Network Rail representatives have voted overwhelmingly to support a ballot for industrial action. Conference therefore instructs the EC to authorise a ballot where this has been endorsed by our TSSA representative without any unnecessary delay and to seek to coordinate action on a common timeframe.

Conference believes that it is wholly unacceptable for families to be forced to make choices between eating and heating and demands that government steps up to the plate and starts to serve the best interests of ordinary working families and pensioners.

Conference therefore supports the TUC campaign for the Chancellor to deliver an emergency budget which will boost wages by increasing the minimum wage, Universal Credit and benefits.

Conference also supports the Labour Party's call for a windfall tax on energy profits to fund grants designed to specifically help with the cost of energy. Conference further believes that serious government investment in the green energy sector and in nationwide home refurbishments would not only help to address long term energy costs but also help tackle the climate crisis and regenerate many communities. We currently face the worst living standards crisis in many generations and millions of families are at breaking point. This crisis is as much a result of political decisions as global economic circumstances. Helping citizens and communities to collectively manage the challenges requires Government to change direction and act to reduce energy bills and boost pay, benefits and pensions.

Conference calls on the EC to raise these issues with the TUC and Labour Party and to seek their agreement to mount a general campaign for greater assistance to low and middle-income earners, also those on benefit in the face of the cost-of-living crisis, and the Chancellor's failure to act, based around demands for:

- a) a windfall tax on the energy producers' current profits to reduce energy bills;
- b) removal of the new social care levy on national insurance and ensuring that instead dividends and capital gains are brought into and subject to the same income taxes as earnings, and
- c) the uprating of benefits in line with higher cost of inflation affecting the poorest in our society.

Conference welcomes the TUC's calling of a national demonstration on June 18th on the theme of "Britain Deserves a Pay Rise" as an important first step in this direction and calls on the EC to mobilise TSSA members in support of this demonstration.

Conference believes it is vital for the union to do more to support low-paid members and encourage workers on low income into membership.

Conference notes that, at the 2021 TSSA Annual Conference, the EC initially proposed a Rule Alteration to raise the Band 2 subs threshold which would have reduced the subs for members earning between £20,000 and £24,000 pa but withdrew this motion to save time.

Conference instructs the EC to re-present this motion for debate at the 2023 Annual Conference.

Mover            Manuel Cortes (Executive Committee)

Seconder        Dave Merrett (North East General)

**CARRIED**

## **Amendments**

### **A**

To insert between 'crisis.' in Line 56 and 'Conference' in line 57, new paragraph:

'Conference notes that on 27 April 2022, the Trussell Trust charity which provides food parcels reported that it supplied 2.1 million parcels in the last year, an

increase of 14%, with the situation getting worse. Conference instructs the EC to make a donation to the Trussell Trust.’.

Mover Steve Floyd (London Bus & Rail Operators)

Seconder Formally

**CARRIED**

## **B**

To insert between ‘crisis.’ In line 56 and ‘Conference in line 57 new paragraph:

‘Conference notes that the RMT has commenced balloting from April 26 and closes on May 24. Conference also notes that Network Rail representatives have voted overwhelmingly to support a ballot for industrial action. Conference therefore instructs the EC to authorise a ballot where this has been endorsed by our TSSA representative without any unnecessary delay and to seek to coordinate action on a common timeframe.’.

Mover Dave Barnes (Network Rail London South)

Seconder Formally

**CARRIED**

## **C**

To add at end (new paragraph):

‘Conference believes it is vital for the union to do more to support low-paid members and encourage workers on low income into membership.

Conference notes that, at the 2021 TSSA Annual Conference, the EC initially proposed a Rule Alteration to raise the Band 2 subs threshold which would have reduced the subs for members earning between £20,000 and £24,000 pa but withdrew this motion to save time.

Conference instructs the EC to re-present this motion for debate at the 2022 Annual Conference.’.



Mover David Field (TfL Central)

Seconder Dax Byrne-Turner (Lancs & Cumbria General)

**LOST**

**D**

To add at end (new paragraph):

'Conference believes it is vital for the union to do more to support low-paid members and encourage workers on low income into membership.

Conference notes that, at the 2021 TSSA Annual Conference, the EC initially proposed a Rule Alteration to raise the Band 2 subs threshold which would have reduced the subs for members earning between £20,000 and £24,000 pa but withdrew this motion to save time.

Conference instructs the EC to re-present this motion for debate at the 2023 Annual Conference.'

Mover Luke Howard (Retired Members Group)

Seconder Allan O'Hare (West Scotland General)

**CARRIED**

## **29. EC Motion on Report and Financial Statements (item 37)**

That this Conference adopts the Report and Financial Statements for 2021.

Mover Executive Committee

Seconder Formally

**CARRIED**

**Amendment A**

To delete all after ‘adopts’ in line 1 and substitute

‘the Reports and Accounts for 2019, 2020 and 2021. Conference agrees to consider all these Reports and financial statements fully. Conference instructs the EC to immediately publish the questions that have been submitted concerning the Reports and the answers to these questions and calls on the Standing Orders Committee to make provision during the 2022 Annual Conference for discussion of these Reports with follow-up questions as normal.

Conference notes the inadequacy of the Reports published for 2019/2020 and instructs the EC to ensure that future Reports contain a substantial discussion of the activity of the Association, particularly with information on membership by region, sector and other characteristics and financial information on each of the main union accounts.’.

**Retired Members Group**

**OUT OF ORDER**

**30. EC Motion on Appointment of Auditors (item 38)**

That this Conference endorses the EC’s recommendation for the appointment of Auditors.

Mover            Executive Committee

Seconder        Formally

**CARRIED**

### **31. TSSA Conference (Reserve Motion) (item 39)**

That this Conference recalls that, until recently, the EC proposed a portmanteau reserve motion on Transport Policy each year at Conference. This allowed Conference to determine the union's policy in this vital area in a timely and effective way.

Conference therefore calls on the EC to resume this practice.

Mover            Luke Howard (Retired Members' Group)

Seconder        Joel Kosminsky (LT Retired)

**CARRIED**

### **32. Composite B - TSSA Organising (Recruitment) (items 42 and 43)**

Conference notes that significant steps have been made following recruitment events by paid staff and this has to be considered as a future way forward. However, the effects of the Covid pandemic have severely curtailed this Association's efforts to maintain its membership numbers through recruitment.

Recruitment depends as much on the natural talent of the recruiter as it does on coaching and training, regardless of its quality. Not all reps or activists are confident or comfortable recruiting where others excel in this activity yet as an Association, we do not identify those with strong recruitment skills or 'push forward' people identified as strong recruiters. Neither do we mentor or adequately coach people who would like to become better recruiters but are inhibited by a lack of experience and/or know-how.

There is also a noticeable shortage of good quality recruitment material including merchandise, videos and presentations which should not only promote this association but promote trade unionism itself as a movement for positive change in the workplace and beyond.

Conference notes the achievements of reps, branches and organisers that have maintained a strong Association presence in workplaces with effective campaigning, representation and recruitment through the pandemic, as discussed in Item 49 at 2021 Annual Conference.

Conference is aware that, although professional recruitment skills are significant, visibly defending members' interests at work is essential, and recruitment without a strong workplace presence to support members just leads to disappointment.

Conference believes that whatever our future, the recruitment of members has to remain a top priority. As we slowly emerge from the worst ravages of Covid constant recruitment is the first and best method to grow the membership and that reps and activists must be at the vanguard of this effort but also believes that well trained and motivated people are only part of a strong recruitment strategy and those who recruit new members should be equipped with best possible tools to do so.

Conference resolves to:

- a) Instruct the EC to take ownership of introducing a new recruitment strategy, identifying strong recruiters and actively encouraging mentorship, including a new training programme which provides the appropriate recruitment skills to our lay members;
- b) Instruct the EC to actively engage with reps and activists in the process of the design and procurement of recruitment materials, including merchandise, videos and presentations, and
- c) reiterate the call of 2021 Item 49 for the EC to provide comprehensive guidance, support and encouragement for campaigning and representation as well as recruitment.

Mover            Jason Turvey (LU MATS & Operating Managers)

Seconder        Malcolm Wallace (Anglia South General)

Supported by Tfl Central

**CARRIED**

### **33. Stonewall (item 12)**

That this Conference notes with concern the recent actions of Stonewall in their pursuit of gender identity ideology and the influence that the Workplace Diversity Champions Scheme, which Stonewall operates, gives Stonewall over its members.

Stonewall started as a campaign group for promoting the rights of gay, lesbian and bisexual people and has carried out remarkable work on behalf of these groups since its formation in 1989. Noteworthy campaigns of which Stonewall was at the vanguard, include the repeal of the ban on lesbians and gay men from serving in the armed forces, pressing for changes in the law which allowed gay and lesbian couples to adopt children in the same manner as mixed sex couples, equalisation of the age of consent for all adults to 16 years of age and the introduction of civil partnerships for same-sex couples. Conference congratulates Stonewall for their successes in all of these campaigns.

However, the last six years has been marked by a dramatic change in strategy and emphasis for Stonewall, where they have set aside the continued campaign for the

rights of lesbian, gay and bisexual people and focussed instead on promoting gender identity ideology, an ideology which believes that a person's gender is a feeling, which may or may not match the biological sex of that person.

Stonewalls work in promoting this ideology has included pressing for changes to the Gender Recognition Act 2004 and the Equality Act 2010 to allow people to identify into whatever gender they believe is most appropriate for them and so be free to gain access to single-sex spaces including changing rooms, toilets and women's rape centres.

Stonewalls pursuit of gender identity ideology has resulting in:

- a) Stonewall delivering training and training materials for organisations, including the EC of this association, which represents gender identity ideology as settled fact, despite many of its tenets, including that gender is assigned at birth, that gender is a spectrum, that individuals can identify into any gender that they choose and that the definition of lesbians and gays is not same sex attraction but same gender attraction, are disputed by many within the LGBT community and beyond
- b) Stonewall giving advice on the legal interpretation of the Equality Act 2010 to Essex University which, following an independent report commissioned by the university which published its findings in May 2021, was found to be based not on an interpretation of the law as it stood, but of the law as Stonewall would have liked it to stand, which not only was illegal but placed the university in a position where they were potentially liable to litigation.
- c) Stonewall attempting to suppress an investigation, carried out by the BBC and published in October 2021, into lesbians being pressured into having sex with trans women, making the claim that debating the issue was tantamount to 'sexual racism'. Stonewalls CEO, Nancy Kelley, framed the reporting of the issue by the BBC as transphobic and made the implication that lesbians who wanted to have sex with female-bodied people only was also transphobic.
- d) Stonewall supporting the experimental medicalisation of children and young people experiencing gender dysphoria, many of whom have pre-existing co-morbidities and/or traumas which are likely to resolve with puberty in becoming gay or lesbian adults. Such medical interventions have lead to sterility, loss of bone density, loss of sexual function and negative impacts on cognitive development. Stonewall also spoke out against the Judicial Review ruling in 2020 in the case of Keira Bell v Tavistock (the only NHS gender clinic for children and young people), which raised serious concerns about these medical interventions and the ability of children, some as young as 12 years of age, to consent to them.

Conference believes that Stonewalls gender identity ideology promotion strategy is centred entirely on stifling, suppressing and attacking opposing opinions, accusing critics of transphobia, hatred and/or holding hard-right views, infiltrating public and private organisations at their highest levels using covert and opaque methods and influencing policy whilst at the same time avoiding public scrutiny or

democratic processes, coining slogans such as ‘No Debate’ and encouraging “no platform” for those with opposing views as a validator of this strategy.

Conference also believes that the Diversity Champions Scheme is in effect a mechanism by which this Association pays Stonewall a fee for Stonewall to lobby it: our Association already possesses great strength in depth in terms of talent and knowledge in the LGBT community and given the serious accusations which have been levelled against the organisation many of which come from the communities Stonewall claims to represent, clear and affirmative action must be taken.

Conference resolves to:

- i) End this Association’s partnership with Stonewall;
- ii) Withdraw from Stonewalls Diversity Champions Scheme and any other schemes operated by Stonewall to which the association is a participant, and
- iii) Instruct the EC to carry out of a full review of the Association’s ‘Inclusive Rail’ strategy for promoting equality and inclusion for all LGBT people through the full and active engagement with the association’s LGBT members.

Mover Esther Lathan (LU MATS & Ops Managers)

Seconder Sarah-Jane McDonough (Euston)

**LOST**

## **Amendments**

### **A**

To insert before ‘That’ in line 1.

‘That this Conference applauds the ongoing work that Stonewall does, both within the wider community and within our own union to fight for the rights of Lesbian, Gay, Bisexual, Trans and Queer people in the UK and across the world.’.

Delete lines 1-3 of the original motion

Delete all after ‘campaigns.’ In lines 11 and insert the following:

‘Conference acknowledges that further progress must be made. In the words of the author Emma Lazarus; “we are not free until we are all free”.

Conference therefore resolves to:

- a) Congratulate Stonewall on its excellent work since 1989 and commits to continued partnership with the organisation;
- b) Instruct the EC to carry out a full review of the Association’s ‘Inclusive Rail’ strategy for promoting equality and inclusion for all LGBTQ people through the full and active engagement with the association’s LGBTQ members;
- c) Proactively address any concerns or weaknesses found during this review, and
- d) To begin new partnerships with other, more specialised, charities focusing on particular areas of LGBTQ lived experience to build organisational knowledge and resilience should such partnerships be needed.’.

Mover Edmund Kyberd (Network Rail London South)

Seconder Formally

**LOST**

**B**

To delete all between ‘notes’ in line 1 and the second ‘the’ in line 2.

To delete ‘, gives Stonewall over its members’ in line 3.

To delete ‘and bisexual people’ in lines 4 and 5 and substitute ‘, bisexual, transexual, queer and intersex (LGBTQ+) people’.

To delete all between ‘campaigns.’ in line 11 and first ‘the’ in line 69 and substitute

‘Conference instructs’.

To delete ‘LGBT’ in line 70 and substitute ‘LGBTQ+’.

To delete ‘LGBT’ in line 71 and substitute ‘LGBTQ+’.

Mover Caroline Cheales (TFL Central Branch)

Seconder Formally

**LOST**

### 34. Discrimination (item 30)

That this Conference notes with disgust the disgraceful sacking of bus driver Tracy Scholes by Go North West Ltd.

Go North West changed the design of the bus and Tracy, who is 5 foot tall was no longer able to reach to drive the bus, a job she had done for over 30 years.

After offering her a job on reduced wages, which she refused, Tracy was dismissed. Tracy was subsequently re-instated on appeal thanks to a campaign by Unite and 25,000 signatures for a petition that highlighted the case.

Tracy is offered no protection in law as height is not a protected characteristic, despite the fact that this is clearly direct discrimination.

Conference demands assurances from the bus and rail companies that they will at no point engage in such discriminatory tactics.

Furthermore, Conference calls upon both the TUC and the Labour Party to actively campaign to make height a protected characteristic. We therefore instruct the EC to act accordingly.

Mover            Ian Dorrell (Southeastern Metro)

Seconder        Steve FLOYD (London Bus & Rail Operators)

**CARRIED**

### 35. Discrimination (Loss of Womens' Jobs during the Pandemic) (item 31)

That this Conference notes with dismay that woman have been disproportionately affected by the pandemic in terms of an economic impact. The Fawcett Society reports that woman are more likely than men to lose work or be burdened with a childcare system that is also in crisis.

Conference fears that following the publication of the William-Schapp Report on the rail industry there is a likelihood of thousands of redundancies which will follow.

Conference believes that cutting jobs on the railways would be not only have an economic impact to women, but also a detrimental impact for the safety of woman and people with disabilities. Plans for unstaffed stations and fewer staffed trains offers less security and safety for woman and disabled passengers alike.

Conference calls upon the EC to work with the other Rail Unions to minimise job losses and to call on all our Nations Governments to ensure that all rail industry employers are required to conduct equality impact assessment to ensure that



woman are not disproportionately affected by any major reorganisation that expects to result in redundancies.

Mover           Lorna Barclay (West Scotland General)

Seconder       Irene Wright (NR Milton Keynes Branch)

**CARRIED**

### **36. Discrimination (Institutional Sexism)**

That this Conference recognises that the trade union movement is rife with sexism, as are many other institutions in society. Conference strongly believes that in 2022 the time has come for women to take an equal and safe place beside their male comrades and colleagues.

Conference is pleased that in 2021, the EC responded positively to a motion sent to them by WiF, along with a number of branches which asked for an investigation into institutional sexism throughout the Associations structures.

However, at time of writing (six months later) there does not appear to have been an effective follow up, at least not in a timely manner. An investigator has been appointed but the confirmation of the contract has taken a very long time, the scope of the contract is not clear and the commencement of the investigation appears to have been long delayed.

Conference is extremely concerned about:

- a) the delay in dealing with this situation after the staff's union, GMB, survey of the Association staff clearly indicated a culture of sexism, sexual harassment and bullying;
- b) the request for an independent investigation not being treated with urgency and that WiF members have not been formally consulted on method or progress;
- c) the fact that, instead of an urgent investigation, a general 'equalities training' event took place to which all self organised groups were invited, and
- d) the fact that in spite of this resistance to putting the Associations own house in order there was a hastily organised event on domestic violence to tie in with the WAWG TU week with no consultation with or even invitation to WiF members who merely found a link on the website.

Conference calls on the EC to:

- i) instigate with urgency a full and transparent independent investigation, consulting WiF members and involving them in the design and operation at every stage;

- ii) consult and engage with WiF on all relevant campaigns instigated by the union, and
- iii) urge the TUC to conduct similar investigations into the problem of sexism, sexual harassment and bullying so that democracy, equality and effective representation of members and campaigns can flourish in our movement.

Conference further calls on the EC to support all efforts by unions at TUC to encourage the TUC to establish a Monaghan type investigation throughout its affiliated members.

Conference believes that the time has come when at long last institutional sexism in the trade union movement must be eradicated.

## **Women in Focus**

## **OUT OF ORDER**

### **37. Race Matters (item 33)**

That this Conference notes that following challenges made by the Associations National Management Council in 2016. Network Rail commissioned a report that found that BAME applicant for jobs in Network Rail were two and a half times less likely to be offered a job than White applicants.

Conference notes that despite some initiatives that have been taken, the evidence that this has changed is still not apparent. Conference is alarmed that there have been recent cases where significant numbers of Black Network Rail employees have left the company describing that they do not feel fairly treated due to race.

Conference notes that from a study by one employee in 2021 it was found that you were two and a half times more likely to be disciplined if you are BAME in Network Rails Southern Region than if you are White.

Conference recognises the vital role the Association has in fighting for race equality and that we must be able to demonstrate that we speak out and hold our employers to account.

Conference recognises that many BAME workers continue to be held back by the ethnic glass ceiling with minorities continuing to be hugely underrepresented at senior levels across various sectors including public transport and travel. Conference calls for all employers to be required to deliver ethnicity pay gap reports as a step towards addressing this particular glass ceiling.

Conference therefore instructs the EC to:

- a) Support racial justice campaigns where it is apparent that employees are not being treated fairly, and

- b) Continue to support and publish initiatives by Stand Up to Racism and National demonstrations such as the annual International day of action to mark UN antiracism day.
- c) Support TSSA reps and members in appropriate actions designed to address the glass ceilings facing our multi-cultural members and to campaign for the introduction of compulsory ethnic pay gap.

Mover Dave Barnes (Network Rail London South)

Seconder Dinesh Bhardwa (E-Mix)

**CARRIED**

### **38. Race Matters (Refugees and Asylum Seekers) (item 34)**

That this Conference is outraged at the Government's inhumane approach to the issue of refugees and asylum seekers.

Conference notes that:

- a) The numbers of refugees arriving in Britain are far smaller than those arriving in other European countries, whether regarded in absolute numbers or as a proportion of the existing population;
- b) Many of those arriving or trying to reach Britain are entitled to refugee status in this country because of family connections or other reasons;
- c) The hysteria propagated by the Government's 'hostile environment' and the right-wing press is out of all proportion to the impact of these arrivals;
- d) Current and proposed efforts to 'deter' refugees are ineffective, inhumane and in some cases contravene international legal obligations, and
- e) Brexit has made it significantly harder to work with neighbouring countries to address the humanitarian or legal challenges posed by refugee movements.

Conference calls on the Labour Party to renew challenges to the cruelty of the Government's approaches to these issues and to adopt policies based on human rights, human needs and respect for international law and our historic obligations, that offer shelter and support to refugees instead of threats and oppression.

Mover Caroline Cheales (TFL Central Branch)

Seconder Joel Kosminsky (LT Retired)

**CARRIED**

### 39. Labour Party (Crisis of British Democracy) (item 35)

That this Conference notes the continued decline in trust in Parliament and Members of Parliament, both due to a succession of Parliamentary and Government scandals, but also from a deeper sense of governmental failure to deliver for the British people and a perceived lack of real choice in who governs, with governments dominated by a narrow elite of wealthy, substantially Oxbridge educated people.

Conference notes the Government's Election Bill 2021-2022 based on the Conservative Party's 2019 manifesto which, if enacted, would disenfranchise millions of people and make it more likely that we would have a permanent Conservative government.

Conference believes a major contributor to this situation is the UK parliamentary "first past the post" election system. It overly reinforces a two-party system, excluding new entrants. It also creates a very large number of safe seats where the individual MP is solely accountable to their Party and not really to their local electorates. Finally, it also means that Parties in policy terms tend to focus on the small number of swing voters in the small number of marginal constituencies rather than on the electorate as a whole. This has facilitated the growth in manipulative politics and political practices, and disillusionment in the safe seats.

This situation produces a cynical view by a very large number of potential voters that there is little point in voting at all, because so often the outcome is entirely predictable, and that voting is a wasted effort.

Conference is deeply concerned that this crisis in British Democracy runs the serious risk of both opening the door to anti-democratic forces and to encouraging extremism also urgent action to improve our democracy is required.

Conference therefore resolves:

- a) To reject the "first past the post" voting system currently used for UK General Elections and to support the introduction of a form of near-absolute Proportional Representation in which all votes count equally and seats match votes, whilst maintaining local links for Members as long as this proves compatible with near-absolute proportionality and rejecting the proposal for the non-proportional Single Transferable Vote, favoured by the Liberal Democrats, Malta, and Ireland (alone in Europe), often referred to by critics as a three-party system;
- b) To call upon the Labour Party to consult the Labour Party membership and its affiliated Trade Unions and socialist societies specifically about their views on Proportional Representation and the most appropriate form of it in the next cycle of policy documents and
- c) To call upon the Labour Party to subsequently set out its chosen proposals for a new, proportional voting system for general elections in time to offer it as a concrete alternative to First Past the Post in its next General Election manifesto and to implement them if elected to Government.

Labour should specifically seek a mandate, through its General Election manifesto, to legislate immediately the change to the voting system, as one of its first acts, after being elected to Government.

Conference instructs the EC to pursue these issues with the Labour Party and to table appropriate motions to the next Labour Party Conference to secure these aims.

Mover            Dave Merrett (North East General)

Seconder        Ian McDonald (Kent)

**LOST**

#### **40. TSSA Democracy (item 45)**

That this Conference notes, 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 limited time. 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.

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

Conference calls on the EC to look at the relevant rules and consider the benefits to the Association in achieving equality by ensuring at least one of those positions is held by a woman.

#### **North East Operations**

**OUT OF ORDER**

### **Third Day's Proceedings**

TSSA 125 - an all-day celebration of the 125th anniversary of the founding of the TSSA.

### **Fourth Days Proceedings**

**41. TSSA Organisation (Transparency & Improvement in TSSA's Social Performance) (item 44)**

That this Conference instructs the Association to:

- a) Create and adopt an environmental policy for the organisation, aligned to the United Nations Sustainable Development Goals as appropriate, including:
  - i) a policy of divestment from fossil fuels for all the Associations investments and investment funds, and
  - ii) a goal for the Associations' activities and operations to be 'net zero' within a reasonable time.
- b) Produce and distribute more detailed and transparent reporting to the Associations members on the annual progress being made in this area and to improve upon the level of detail currently available to members to scrutinise this, including:
  - i) An annual report to members on the progress to achieving the goals set out in the Environmental Policy, and
  - ii) A road map and progress report for the divestment from fossil fuels and achievement of 'net zero' for the Association's investment portfolios, including pension funds.

**Network Rail Milton Keynes**

**OUT OF ORDER**

**42. Labour Party (item 36)**

That this conference recognises that the only electable party that stands for working people is the Labour Party.

Conference therefore reaffirms our affiliation to the Labour Party.

Mover            John Morris (Southeaster Metro)

Seconder       Hilary Hosking (Anglia No. 3)

**CARRIED**

#### 43. TSSA Organisation (Outcomes of Conference Motions) (item 40)

That this Conference is concerned that the quarterly reports on the progress and outcomes of past Conference motions have diminished in frequency considerably and that these were in any case often vague and uninformative. This is in spite of the considerable effort that branches put into preparing and submitting motions to Annual Conference and the three days spent every year discussing and voting on them. Conference delegates have reasonable expectations that successful motions will be pursued effectively.

Conference therefore instructs the EC to produce regular reports, ideally still every quarter, on detailed progress with the handling of motions passed successfully at previous Conferences, even when the EC was itself in opposition to them. This includes progress on motions submitted to the Labour Party, TUC, transport operators, other organisations, and of course the Government directly. Where these approaches have been unsuccessful, full details should be provided of the counter-arguments and replies received. In particular the progress of motions increasingly directed at the Labour Party need to be responded to. We refer especially to Motions 65, 66, 67 and 68, passed at 2021 Conference, all critical of the Labour Party leadership itself and where in every case the EC sought opposition to all these motions.

Conference (*needs to be confident that its wishes are followed up effectively.*) Is the supreme authority of this Association and the primacy and integrity of policy decisions taken at Conference is sacrosanct.

Mover            Ian McDonald (Kent)

Seconder        Kieran Crowe (Midlands General)

**CARRIED**

#### **Amendment A**

Delete all after “Conference” in Line 18 and Substitute:

‘Is the supreme authority of this Association and the primacy and integrity of policy decisions taken at Conference is sacrosanct.’

Mover            Jason Turvey (LU MATS & Operating Managers)

Seconder        Andy Bain (Network Rail North London)

**CARRIED**

#### 44. TSSA Organisation (Help Desk) (item 41)

This Conference notes that other Trades Unions provide a wider range of services to their members than the Association, often offering help on financial and other matters. Whilst not suggesting the Association seek a licence to provide financial services, Conference instructs the EC to review the role of the Help Desk and to investigate the possibility of the Help Desk providing “sign posting” services to other providers who may be able to offer members support or advice, such as debt counselling or food banks.

Mover            Nye Redman-White (Lancs & Cumbria General)

Seconder        Cath Murphy (Crewe & Cheshire General)

**CARRIED**

#### 45. Transport Policy (Public Transport) (item 46)

That this Conference fully recognises the outstanding work carried out by all staff working in the travel trade during the Covid pandemic.

Conference instructs the EC to draw up plans to actively pursue improvements to trains, trams and buses during and post pandemic, with special attention to the following:

- a) public transport to be of sufficient size to prevent overcrowding;
- b) improved facilities for passengers with disabilities;
- c) improved integration between the differing forms of public transport, and
- d) continued, widened and improved use of Concessionary Bus Passes, along with allowing those Bus Passes to function as a Senior Railcard.

Furthermore, Conference notes that it is becoming increasingly difficult to attend medical appointments at Health Centres and Hospitals using public transport. Visits can often involve arriving an hour early and waiting for an hour after the appointment for transport home, if indeed it is available at all.

Conference instructs the EC to mount a public campaign to highlight the need for reliable public transport services to Health Centres and Hospitals seven days a week and in the evenings.

Mover            Steven Roberts (Crewe & Cheshire General)

Seconder        Joel Kosminsky (LT Retired)



**CARRIED**

**46. Transport Policy (Environment) (item 47)**

That this Conference believes that whilst bus and rail travel have much to offer as sustainable methods of transport, it is clear that more needs to be done in order to ensure that operations are as environmentally sound as possible.

Conference believes that individual actions have little impact on the fate of the environment. Government intervention is required for wholesale improvements but whilst this is the only solution, it is clear that the current government only pay lip service to making any impactful changes. This has been seen time and time again including recently where Conservatives voted against an amendment to the Environment Bill intended to reduce the amount of raw sewage entering our waterways.

Conference believes that by using the representative structures existing within the businesses that we represent, we can have a positive impact by pressuring businesses to adopt environmentally sound practices, we can pick up where the government is failing. This could be through businesses utilising electric vehicles where possible, using only renewable energy or committing to recycling all waste where possible.

This Conference calls on the EC to facilitate the production of resources to be distributed to enable representatives to lobby within companies to succeed in securing achievable sustainable goals.

Mover            Simon Turp (FutureTSSA)

Seconder       Formally

**CARRIED**

**47. Transport Policy (Great British Railways) (item 48)**

That this Conference notes that on May 21<sup>st</sup>, 2021, as part of the Williams-Shapp Rail review it was announced that a new organisation to be named ‘Great British Railways’ was to be established to operate and maintain the UK’s railways. Since this announcement there has been very little detail released by the DfT on exactly what this proposed organisation will look like or what its functions will be. The only details we have seen are several leaks indicating that it will be severely delayed which is understandably causing concerns for our membership.

Conference instructs the EC to approach the DfT for a timetable of implementation and to also ask for guarantees that the creation of this new organisation won't be used as an excuse to attack our member's hard-won terms and conditions or lead to job cuts.

Mover Formally (Merseyside General)

Seconder Simon Turp (FutureTSSA)

**CARRIED**

### **Amendment**

To insert between 'conditions' and '.' in line 10

'or lead to job cuts'.

Mover Hilary Hosking (Anglia No. 3)

Seconder Formally

**CARRIED**

### **48. Transport Policy (Williams-Shapps Report) (item 49)**

That this Conference notes that the Williams -Shapps Plan for Rail states:

We want to grow, not shrink, the network.

We are investing tens of billions of pounds in new lines, trains, services and electrification. At a time of deep challenge for public transport, increasing flexibility and productivity will secure the future of the railways and the jobs of those who work on it right across Great Britain.

Conference notes however that the Government claims it no longer has any responsibility for Eurostar at all after selling the UK's 40% share to US and Canadian investment banks and Shapps has affirmed the Government no longer have any interest in these expensive national assets as they are "owned" by others and controlled by SNCF. While Eurostar has had a limited bank bailout with loans recently to prevent bankruptcy and has now resumed running about half the pre-pandemic levels of service, trains will still not call at either Ebbsfleet or Ashford until 2023 at the earliest in an ongoing effort to reduce costs.

Conference, while reaffirming its policy of renationalising the railways, welcomes these proposals as a small step in the right direction and calls on the Government to bring together the key railway stakeholders, including the trade unions, to plan GBR's transition to this growth in a way that best uses those staff that want to stay in the industry and including retraining and no compulsory redundancies.

Conference also notes the UK Government's COP26 commitments to act to reduce carbon emission. These will require a shift in transport from road and air to rail and should be integrated with the expansion of GBR.

There should also be sustained additional financial support and expansion of Eurostar and the services, (in cooperation with SNCF, NS, and SNCB), which are the most obvious alternative to the cheap short-haul flights to many European cities, as well as instituting a firm requirement on Eurostar to restore their services to the two Kent stations as soon as possible.

Conference believes that in order to achieve the above Government will need to make rail travel more financially attractive through:

- a) tax incentives and energy subsidies;
- b) upgrading of passenger services including more staff at stations;
- c) simplified ticket pricing at overall lower levels;
- d) development of local rail/road hubs;
- e) expanding and better coordinating passenger rail/bus interchanges, and
- f) a structured and resourced plan to extend zero-emission train traction across the UK rail network.

Conference supports the above as they will be of benefit to the economy, the environment, and the passengers. These measures would result in more good quality jobs, offering recruitment opportunities and so strengthening the Association.

Conference instructs the EC to campaign on these principles and push for this strategy at all possible opportunities including the TUC and the Labour Party and directly with the present Government.

Mover            Andy Bain (Network Rail North London)

Seconder        Ian McDonald (Kent)

Supported by LT Retired

**CARRIED**

#### **49. Transport Policy (Rail Cuts) (item 50)**

That this Conference notes that due to the ongoing Covid pandemic the railway industry has seen a dramatic fall in passenger numbers. The Tory Government is taking advantage of this temporary situation to force through ill-thought out and dangerous cuts across the industry. If implemented these cuts will leave the UK with a vastly reduced and significantly less safe passenger rail service. The Association and other rail unions have been clear in their opposition to these cuts but we are faced with a Tory Government emboldened by the right-wing press who are seeing this as a perfect opportunity to vastly reduce subsidies to the rail industry.

Conference instructs the EC to contact our sister unions and other stakeholders and interested parties such as but not limited to The Labour Party, TUC, Environmental movement etc., to build a unified coalition that will work together to fight the unprecedented attacks on our industry.

Mover            Formally (Merseyside General)

Seconder        Dax Byrne-Turner (Lancs & Cumbria General)

**CARRIED**

#### **50. Composite C - Transport Policy (North East) (item 51, 52 & 53)**

That this Conference notes the disappointing announcement of the reduction of rail services in Northern England, contrary to the promise made by the present Tory Government in 2019. The planned improvement was a key part of the Prime Ministers levelling up promise. We condemn the downgrade of the Northern Powerhouse line (HS3) between Liverpool and Hull and the abandonment of the eastern extension of HS2.

Conference endorses Transport for the North's (TfN) unanimous condemnation of the Conservative Government's Autumn 2021 Integrated Rail Plan (IRP) as being unacceptable and a breach of previous Government commitments on Northern Powerhouse Rail (NPR). It also endorses the TfN Board's decision to seek to work with the Government to explore ways in which the long-term ambition underpinning the preferred NPR network might be realised.

The reliance on the already committed Trans-Pennine upgrade will leave the North with inadequate Trans-Pennine capacity, particularly for rail freight, besides years of disruption whilst the existing lines are upgraded. The major city of Bradford will remain with two unconnected branch line stations and no adequate direct links through to Manchester and the North-West. The failure to even include the repeatedly postponed upgrade of the totally inadequate Manchester-Castlefield

corridor as the alternative to not building the underground HS2 link through Manchester Piccadilly is inexplicable. The axing of the HS2 Eastern Leg with no alternative existing line upgrades will leave Yorkshire and the North-East still with no high-speed link through to Birmingham and the West Midlands and potentially beyond to Bristol and the South-West.

Conference instructs the EC to call on the Labour Party to commit to funding the full NPR together with a high-speed link connecting Yorkshire and the North-East via Leeds and Sheffield to Birmingham to help create a 21st, rather than nineteenth century approach to rail in the north and asks the EC to submit a suitable motion to this effect to the next Labour Party conference and to make representations to the TUC.

Mover Harry Gibb (North East General)

Seconder Jayson-Mark Gill (North East Operations)

**CARRIED**

#### **51. Transport Policy (Scotrail) (item 54)**

That this Conference notes an article in the Morning Star newspaper, published 27<sup>th</sup> December 2021, where the General Secretary called on the Scottish First Minister, Nicola Sturgeon, to ensure that there are no cuts to essential rail staff following Scotrails formal transfer into public ownership.

Conference believes that the General Secretary's requests, which were that there must be no cuts in staff or services, ticket prices should be kept low, that booking office closure plans must be cancelled and that Scotrail must remain under public control in perpetuity, are to be fully endorsed and supported. Scotrail plays a vital role in the maintenance of the Scottish economy and in order to best protect the economic recovery following the worst ravages of the pandemic, the Scottish Government should act as the guarantor of the provision of rail services in Scotland.

However, Conference also believes that trust and confidence in the management at Scotrail has been severely damaged through years of bad faith shown in various disputes and workers' struggles in the past and that to run Scotrail via an 'arm's length' company mean that while remaining the operator of last resort, the Scottish Government will maintain a degree of distance and in the view of Conference, a lack of full democratic accountability in the provision and the safeguarding of rail services in the country.

Conference resolves to instruct the EC to use every means available in order to create a viable partnership between the Association and the Scottish Government,

to foster amicable industrial relations between the Association and Scotrail as well as to safeguard the future successful public ownership of Scotland's railways.

Mover            Stephen Lawrence (Scotland Retired)

Seconder       Formally

**CARRIED**

## **52. Transport Policy (Road Expansion) (item 55)**

That this Conference notes that in 2020, the British Government committed to "Road Investment Strategy 2" (RIS2), committing more than £27.4 billion to expansion of the roads up to 2025. The current head of National Highways is currently urging that an RIS3 should follow as soon as it has concluded.

The timing of this could barely be any worse. At the same time as the British Government is claiming to lead the world in the historical shift to net zero carbon emissions, the pandemic has starved public transport of funds and pushed millions of people into increased car usage. A lack a strategy regarding getting the public back on to public transport has created a situation in which private road usage has returned to pre-pandemic levels, while rail usage struggles to get above 60%.

There is direct conflict between getting the public back onto trains, providing the revenue to retain and eventually expand services, and allowing a renewed reliance on private cars. This is in addition to the conflict between increased car usage and climate change targets.

The car lobby is attempting to use the language of "offsetting" to justify spending both money and carbon on roads but this is mostly greenwashing. So-called offsets almost exclusively mean allowing some re-greening of areas to compensate for the construction of roads that do not alleviate the increased fumes from traffic or the impact on wider development of homes and businesses being planned based on private car access.

The only way to reduce emissions from roads is to ensure that more of the public are switching to rail. For this reason the Association must join calls for public investment to support rail transport development and not continue to be poured into unsustainable road capacity expansion.

Conference further notes that very concerning road expansion is even continuing in inner-city areas that are well-served by public transport. In London the controversial Silvertown Tunnel is still being constructed in Southeast London despite wide and cross-partisan opposition. London's air quality is in crisis and there is an urgent need to get passengers back onto Transport for London services.

Projects like this are completely counterproductive for a modern transport strategy.

Conference therefore instructs the EC to:

- a) campaign against further extensive road expansions, to ensure that no Road Investment Strategy 3 is implemented;
- b) to oppose the Silvertown Tunnel and other damaging projects that will increase urban traffic, and
- c) to work with the wider labour movement and organisations such as the Campaign for Better Transport and Action for Transport to achieve these goals.

Mover            Kieran Crowe (Midlands General)

Seconder        Joel Kosminsky (LT Retired)

**CARRIED**

### **53. Transport Management (Scotland's Railway) (item 56)**

That this Conference welcomes the publication of "*A Vision for Scotland's Railway*" and notes that it calls for a new publicly owned system to be clean, green, affordable, well-staffed, punctual and reliable.

Conference calls on the EC to approach the Scottish Government and management in order to enhance the efficiency of Scotland's railway by introducing Industrial Democracy at all levels of the industry.

Mover            Stephen Lawrence (Scotland Retired)

Seconder        Formally

**CARRIED**

### **54. Transport Management (Industrial Democracy) (item 57)**

That this Conference congratulates the Association, RMT, ASLEF and Unite for publishing "A Vision for Scotland's Railways", which includes having Trade Union

representation from all four trade unions on the board of the new operator, along with local political and passenger representatives.

Conference instructs the EC to make representation to other railway unions with the objective of publishing a similar paper for England and Wales at the earliest opportunity and to make every effort to promote it as widely as possible.

Mover            Malcolm Wallace (Anglia South General)

Seconder        Edmund Kyberd (Network Rail London South)

**CARRIED**

#### **55. Transport Management (Bus Publicity & Marketing) (item 58)**

This Conference notes that despite the millions being promised to “Bus Back Better”, buses are generally perceived to be used as a last resort and publicity is often out of date or available only on-line or by scanning QR codes. This assumes the website is also up-to date!

Bus companies must attract new passengers and encourage existing users more.

Conference notes that buses are one of the key modes to reduce the impact of climate change and companies should be encouraged to produce printed publicity as well as relying on online methods in the same way that tourist attractions promote themselves. This should include maps showing the network and should be widely available.

Conference notes that Councils PTEs and TfL have neglected publicity and marketing in recent years in the face of continuous budget cuts in the past.

Conference instructs the EC to bring this to the attention of ‘Bus Focus/Campaign for Better Transport’ and to lobby the Department for Transport and the next Labour Government to compel bus companies to adequately promote their services as alternatives to private transport.

Mover            Nik Anthony (London Bus & Rail Operators)

Seconder        Joel Kosminsky (LT Retired)

**CARRIED**



## 56. Ukraine (Em3)

Conference condemns the illegal invasion of Ukraine, which is a sovereign nation, and we call on Russia to respect Ukrainian territorial integrity and withdraw its forces.

We support the global union movement in calling for peace and urge all governments to reach a negotiated solution through diplomacy, including a return to the framework of the “Minsk agreements” to bring about peace, democracy, security, human and trade union rights for all in Europe, Ukraine and Russia.

Conference calls for the humanitarian consequences of the war on Ukrainian civilians to be urgently addressed and for international humanitarian law to be respected by all nations. We support the UNHCR’s call for neighbouring governments to keep borders open to all those that need safety and condemn the British government for being slow in welcoming refugees seeking to come to the UK.

Conference particularly condemns the response of the Home Secretary, Priti Patel, who seemed more concerned with tying people fleeing for their lives up in paperwork and bureaucracy rather than safeguarding their children and providing them with immediate shelter.

Conference recognises the devastating impact and tragic consequences of the Russian aggression on the safety and the livelihoods not only of workers and their families in Ukraine but also of employers, alongside the long-term disastrous impact to Ukraine’s labour market and economy caused by the forced displacement of the workforce and the destruction of workplaces, critical civilian infrastructure including transport networks, hospitals and schools.

Conference remains concerned over the potential impact of this war on increased global food and energy insecurity, with rising food and energy prices and risks of increasing poverty and inequalities in several regions in the world.

Conference expresses its solidarity with our Ukrainian trade union sisters and brothers and all the people of Ukraine; we know that working people in Europe, Ukraine and Russia want peace and we encourage solidarity between workers across borders. We applaud the Belarusian hero rail workers who sabotaged their country's rail network to prevent Putin's war machine moving into full throttle.

Conference notes that working people always suffer in conflict and considers the pursuit of peace to be a fundamental trade union value, an essential condition to secure safety, social justice’ workers’ and human rights.

Conference therefore congratulates the ETF for the humanitarian aid being provided to Ukrainian transport workers through the ETF Ukraine Solidarity Fund and instructs the EC to make an early donation to the fund.

Conference further calls on the ITF to use its offices to persuade affiliates within the Russian Federation to support calls for an immediate ceasefire and the withdrawal of Russian forces from Ukraine.

Mover Manuel Cortes (General Secretary)

Seconder Dax Byrne-Turner (Lancs & Cumbria General)

**CARRIED**

## **Amendments**

### **A**

To delete “condemns” in line 1 and substitute ‘notes with deep regret’.

To delete all between “recognises” in line 16 and ‘Conference’ in line 22 and insert:

‘that the roots of the Russian invasion lie in the US and EU-backed and wholly unconstitutional overthrow of the elected president of Ukraine, Viktor Yanukovich, in 2014. Then, as now, Russian President Vladimir Putin is cast by the western imperialist media, the ruling class and, sadly, by some amongst the trade union movement as a modern-day Hitler, whilst choosing to ignore that in western Ukraine, World War II Nazi collaborators are venerated, communist leaders have been attacked by neo-Nazis and the Azov Special Operations Detachment, which has been fighting the Russians in Ukraine and carries the Nazi German Wolfsangel insignia, has been accused of carrying out torture and war crimes in 2014 and 2015.’.

Delete all between “.” in line 27 to ‘Conference’ in line 30.

To insert between “rights.” in line 32 and ‘Conference’ in line 33 (new paragraph):

‘Conference condemns the actions of participants at the ‘Unions Stand With Ukraine’ demonstration in London on April 9th 2022, where social media posts showed participants chanting “Put an end to Putin’s reign, arm, arm, arm Ukraine” (a call for the military overthrow of President Putin), Paul Mason declaring his determination to see Russian President Vladimir Putin “hanging from a meat hook” (a clear reference to the execution of Benito Mussolini in 1945), as well as announcing to a crowd at the demonstration that the US and UK should back a proxy war in Ukraine “on behalf of the working class”, and speaker Peter Tatchell comparing Russia to Nazi Germany and supporting regime change in the Russian state.’.

Delete ‘therefore’ in line 33.

Delete all after 'fund.' in line 35.

Mover Jason Turvey (LU MATS & Operating Managers)

Seconder Kieran Crowe (Midlands General)

**LOST**

## **B**

To insert between 'shelter.' in line 15 and 'Conference' in line 16 (new paragraphs):

'Conference condemns the political and military manoeuvres of the USA, NATO and the European Union since the Euromaidan coup of 2014, after which reactionary forces took power in Kyiv with the open support of the Western imperialist powers.

Conference confirms its opposition to NATO's eastward expansion, its military build-up in Eastern Europe and the encirclement of the Russian Federation.'

Mover Sarah-Jane McDonough (Euston)

Seconder Malcolm Wallace (Anglia South General)

**LOST**

## **C**

To insert between 'throttle' and '.' in line 29:

'and the Italian and Greek dockers who did similar to restrain the NATO war machine'.

Mover Jill Murdoch (Women in Focus)

Seconder Andy Bain (Network Rail North London)

**LOST**

## **57. Ukraine (Em5)**

That this Conference is utterly appalled by and condemns the further invasion of Ukraine by Russia.

Conference calls for an immediate cease fire and the withdrawal of Russian troops from occupied areas of Ukraine and for the removed Ukrainian citizens to be allowed and offered assistance to return.

Conference also condemns a whole series of probable war crimes, including the indiscriminate bombing, shelling and missileing of civilian targets, the use of cluster bombs, shooting of civilians, torture and executions of captured prisoners, sexual crimes against women and children, the systematic destruction of essential public services like energy and water supplies and entrapment of citizens in places like Mariupol without food and water supplies or means of safe evacuation.

Conference calls for these crimes to be investigated and the perpetrators brought to account and made subject to war crime trials.

Conference also regrets the past failures to similarly address previous war crimes in Chechnya and many other middle eastern and African war theatres which allow the repeating of these often deliberate criminal behaviours to continue with impunity.

Conference pays tribute to fellow rail and other transport workers who have heroically continued to keep Ukraine's transport system operating throughout most of the country allowing the evacuation of millions of civilians from areas of fighting and attacks.

Conference calls for negotiations as a means of addressing Russia's security concerns without conceding any case for Russia to exercise sovereignty or control over its independent sovereign neighbours and the latter's equal rights to effective security (including the removal of Russian forces and for their own robust defences), and to restore peace to Europe.

Conference calls for a major programme of assistance to Ukraine following the cessation of hostilities to help them rebuild their country, including support for reconciling and resolving regional and language-based conflicts that have played a part in the 2014 and current wars.

Conference instructs the EC to raise these issues with the Labour Party and TUC to seek their agreement to pursuing these aims.

Mover Harry Gibb (North East General)

Seconder Nye Redman-White (Lancs & Cumbria General)

**CARRIED**

## Amendment A

To delete 'is utterly appalled by and condemns the further' in line 1 and substitute with 'notes with deep regret'

To delete 'probable' In line 6 and substitute 'alleged'

To insert 'alleged' between 'these' and 'crimes' in line 12:

To insert between 'trials.' in line 13 and Conference in line 14 insert (new paragraph):

'Conference also calls for an independent, thorough and transparent investigation into the accusations brought by Russia regarding the alleged genocides carried out in Donbass and the Donetsk regions since 2014, including the Odessa massacre on 2nd May 2014, which followed the overthrow of the democratically elected President of Ukraine, Viktor Yanukovich.'

To insert Between 'in' in line 14 and 'Chechnya' in line 15 'Iraq, Afghanistan,'

To delete all between 'which' in line 15 and 'of' in line 16 and insert:

'has rendered international law meaningless and has contributed to the repetition'

To insert between "concerns" in line 20 and 'without' in line 21:

', taking into account Russia's legitimate fears about NATO's relentless and unchecked push towards its borders, a betrayal of assurances made by President George HW Bush and Secretary of State James Baker in 1990 to the then Leader of the Soviet Union, Mikhail Gorbachev, that NATO would expand "not one inch eastward" of Germany if the Soviet Union accepted the unification of West and East Germany, but'

To delete '(including the removal of Russian forces and for their own robust defences),' in line 23:

To insert between 'Europe' and '.' In line 24:

'through an immediate ceasefire followed by talks aimed at agreeing a Neutrality Plan, without hindrance to the economy or independence of Ukraine as a sovereign state from Russia, the United States or NATO'.

Mover            Jason Turvey (LU MATS & Operating Managers)

Seconder        Kieran Crowe (Midlands General)

**LOST**

**58. Rule Alterations (item 59)**

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.

**Executive Committee**

**DEFERRED**

*Conference adjourned.*

## Election Results

### Standing Orders Committee (5 required)

Name	Branch	No. of Branch Votes
Andy Bain	Network Rail North London	Elected unopposed
Luke Howard	TfL Central	Elected unopposed
Joe Kavanagh	Midland General	Elected unopposed
Gerry Kennedy	Belfast	Elected unopposed
Pauline McArdle	Lancs and Cumbria General	Elected unopposed

### Scrutineers (2 required)

Name	Branch	No. of Branch Votes
Kieran Crowe	Midland General	Elected unopposed
Steve Floyd	London Bus & Rail Operators	Elected unopposed

### TUC Congress 2022 (3 required)

Name	Branch	No. of Branch Votes
Sarah-Jane McDonough	Euston	130
Fliss Premru	TfL Central	130
Al Stoten	Southeastern Metro	99
Nicola Jukes	North East Operations	35
Andi Fox	North East Operations	5

### Labour Party 2022 (3 required)

Name	Branch	No. of Branch Votes
Paul Beadle	Euston	Elected unopposed
Nicola Jukes	North East Operations	Elected unopposed
Jill Murdoch	North East General	Elected unopposed

### Labour Party Women 2022 (2 required)

Name	Branch	No. of Branch Votes
Nicola Jukes	North East Operations	Elected unopposed
Jill Murdoch	North East General	Elected unopposed

**Women's TUC Congress 2023 (5 required)**

<b>Name</b>	<b>Branch</b>	<b>No. of Branch Votes</b>
<b>Hilary Hosking</b>	<b>Anglia No 3</b>	<b>Elected unopposed</b>
<b>Josie Weller</b>	<b>Southeastern Metro</b>	<b>Elected unopposed</b>
<b>Sarah-Jane McDonough</b>	<b>Euston</b>	<b>Elected unopposed</b>
<b>Fliss Premru</b>	<b>TFL Central</b>	<b>Elected unopposed</b>
<b>Andi Fox</b>	<b>North East Operations</b>	<b>Elected unopposed</b>



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