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# SPECIAL DELEGATE CONFERENCE

to be held at

Mercure Sheffield St Pauls Hotel & Spa,  
119, Norfolk St,  
Sheffield,  
S1 2JE

and via

Zoom and Changelab software

Friday 6 May 2022

## **Revised Final Agenda**

Friday 6 May 2022

Conference opens

Mick Carney, President  
Presiding

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

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

## Transport Salaried Staffs' Association

[www.tssa.org.uk](http://www.tssa.org.uk)

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### Special Delegate Conference

to be held via

Changelab software

On

**6 May 2022**

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### General Arrangements

**All Timings are Provisional**

<b>FRIDAY 6<sup>TH</sup> MAY 2022</b>
<i>1.00 PM Online session open for tests etc</i>
<i>14.00 PM Conference Opens</i>
<i>3.00 pm Adjournment for refreshments</i>
<i>3.30 pm Conference Resumes</i>
<i>5.00 pm Conference Concludes</i>

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

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

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

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

## Transport Salaried Staffs' Association

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

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

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

Ireland will be represented at Conference on the basis of one Delegate for each 400 members or fraction of 400 members in Ireland. At least one member of the delegation must be a woman except that if no woman delegate indicates a willingness to be nominated, all the delegation may be men. Furthermore, they will be allowed one additional Delegate under the age of 35.

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

- |  |               |
|--|---------------|
| (a) For an EC motion without amendment:    |               |
| Mover (EC)                                 | three minutes |
| Seconder                                   | one minute    |
| Reply by EC                                | one minute    |
| (b) For an EC motion with amendment(s):    |               |
| Mover (EC)                                 | three minutes |
| Seconder                                   | one minute    |
| (i) For each amendment:                    |               |
| Mover of amendment                         | two minutes   |
| Seconder of amendment                      | one minute    |
| EC reply to amendment                      | two minutes   |
| Vote on amendment                          |               |
| (ii) After the vote on the last amendment: |               |
| Reply to debate by EC                      | one minute    |

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

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

# TSSA Special Delegate Conference 2022

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

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

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

Order sheets will be placed before Conference for approval.

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

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

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

#### (2) Limitation of Discussion -

- (a) No motion or amendment shall be discussed until it has been seconded; and no second amendment shall be voted upon until the first amendment has been disposed of.
- (b) Procedural motions such as those that follow may be proposed using the on-screen 'chat' function, which will be monitored by TSSA Staff including the President's Liaison Officer and by members of the Standing Orders Committee.
- (c) If, after discussion on any item, it is proposed and seconded 'That the question be now put' that motion must (if accepted by the Chair) be voted upon without any further discussion and, if carried, the particular item in question must be put to the vote after the mover of any motion involved in that item has replied.
- (d) In the event of a proposal to take 'the previous question', or 'to proceed to the next business', being moved and seconded, it shall (if accepted by the Chair) be treated as an ordinary amendment to the item under discussion, but the speeches of those sponsoring either of these closure propositions must be directed to showing why 'previous questions' or 'next business' is desired. In either instance, before the vote is taken, the holder of the motion shall be allowed the right to reply to the discussion, as in the case of any other amendment.
- (e) 'Previous question' may only be moved when an original motion or a substantive motion is being discussed. 'Next business' may be moved at any time during a debate. If either 'previous question' or 'next business' is carried, the original motion shall be deemed to be disposed of. If 'previous question' is lost, the vote on the original motion shall be taken immediately. If 'next business' is lost, discussion of the original motion shall be resumed.

#### (3) Voting Arrangements. -

- (a) Voting will be conducted using the vote facility built into the Conference software. Tellers and voting clerks will therefore not be required.
- (b) At the end of each vote, the count will be displayed on screen and the President will announce the outcome.
- (c) Each delegate has one vote only. Branches with two delegates will be expected to make their own arrangements to agree the Branch position on votes.  
Votes will only be collected or counted from delegates using the appropriate software.
- (d) Card votes will not be allowed at this Conference.

# TSSA Special Delegate Conference 2022

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### CONFERENCE REGULATIONS AND PROCEDURES (continued)

(See also Rules 3 and 10)

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

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

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

- (5) **The Standing Orders Committee** will give special consideration to all matters of urgency and make such recommendations regarding them and for the conduct of business as they may consider necessary. They may advise the suspension or modification of Regulations and Procedures for the working of Conference. They shall examine the credentials (if challenged) of any delegate and report the result to Conference.
- (6) **Enforced Absence** - Where it is necessary for a delegate to be absent from a particular session of Conference, the delegate is asked to provide the Chair with prior written advice of the reasons for absence and whether the delegate is due to move a motion or amendment which might otherwise fall. This can be done using the Conference 'chat' facility in an earlier session, or by contacting the President's Liaison Officer on [jenksr@tssa.org.uk](mailto:jenksr@tssa.org.uk) or 07876 590 551.

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

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

- (7) **Chair of Conference** - Conference will be chaired by the President of the Association subject to the provisions of Rule 9.3.1.
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TSSA Special Delegate Conference 2022  
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# INDEX

Subject	Item	Order Paper
EC Motion	1	A

TSSA Special Delegate Conference 2022  
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1. Introduction to Conference.
2. President's Address
3. Stewards' Report on Attendance.

**TSSA Special Delegate Conference 2022  
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Time for speeches as detailed in Conference Regulation (1) will apply unless otherwise stated.

During the debate the President will permit one speech “against” of three minutes’ duration as detailed in Conference Regulation (1).

Three additional speeches of two minutes’ duration will be allowed during this debate.

<b>1</b>	<p><b>1 EC Motion</b></p> <p>That this Special Delegates Conference notes the EC report and instructs the EC to conduct a briefing and survey of members to establish the views of members. However, before the formal ballot is held. Conference instructs the EC to carry out due diligence on the IBB and report its findings to members and to agree and publish a joint statement between the Association and the IBB that affirms:</p> <ul style="list-style-type: none"> <li>a) That the rights and roles of members who have retired will continue to operate as now until the TSSA District changes its rules to determine otherwise;</li> <li>b) That members of the TSSA District shall have the right to determine its banking arrangements;</li> <li>c) That references in the IBB Constitution that refer to Communist membership or activity such as 17.1.3 and 24.1 are not applicable to TSSA District members and to specify how any other matters that conflict with the IBB Constitution will be reconciled;</li> <li>d) That legal opinion is sought to confirm that TSSA District support for international solidarity bodies to which we are affiliated, plus our Rule Book and practices, will not fall foul of US legislation, or impact on our relationship with the IBB;</li> <li>e) That new members joining the Association will not have to pay an admission fee unless this is agreed by the TSSA District, and</li> <li>f) The assets that will be retained in the name of the District as required by the UK Certification Officer.</li> </ul> <p>This Report shall also be subject to the following additional clause at the end of the report.</p> <p>To add new lines to follow on from line 69 of the Report:</p> <p>All the rights and privileges enjoyed on 01 January 2022 by the Association’s members, branches and SOGs in any new arrangement with any other union will be retained unchanged for not less than the first ten years from any merger, take-over, new affiliation which replaces the Association as an independent entity. Such rights and privileges as valid on 01 January 2022 for that minimum ten-year period shall then be negotiable within the replacing organisation.</p> <p><b>Executive Committee</b> <span style="float: right;"><b>Mover:</b> Executive Committee</span></p> <p style="text-align: right;"><b>Seconder:</b> Anglia South General</p> <p><b>Supported By</b> Network Rail London South East Midlands Railway LT Retired Retired Members’ Group</p> <p style="text-align: right;"><i>(Continued)</i></p>	<b>1</b>
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## TSSA Special Delegate Conference 2022 AGENDA

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	<i>(Continued)</i>	
	<b>Background</b>	
	The following resolution was carried by our union's Annual Delegate Conference in September 2021:	
	<b>Em1: As Amended</b>	
	“That this Conference notes our Executive Committee's report and instructs the Executive Committee to continue talks with the International Brotherhood of Boilermakers, Iron Ship Builders, Blacksmiths, Forgers and Helpers (the IBB) on the basis of the 17 principles outlined in the report to Conference and with other unions in the UK and elsewhere in Europe.	
	Conference believes that the important issues raised in the report should be widely discussed throughout the union, and instructs the EC:	
	<ul style="list-style-type: none"> <li>• to circulate an updated report including the presentation and Q&amp;A from annual conference and further relevant information to Branches, Divisional Councils and SOGs inviting discussion and comment;</li> <li>• to prepare a revised report with recommendations taking account of responses and any other relevant developments, and</li> <li>• to convene a Special Delegate Conference in 2022 to consider the report and decide on the recommendations.”</li> </ul>	
1	<b>Executive Committee Report</b>	1
2	<b>Progress to Date</b>	2
3	The General Secretary’s presentation to Annual Conference, together with a	3
4	transcript of the question-and-answer session at Conference, was circulated to	4
5	Branches, SOGs and Divisional Councils on 08 October 2021 (Circular 70/21).	5
6	Draft rules were approved by the Executive Committee for consultation with	6
7	Branches and SOGs prior to further TSSA consideration with the Boilermakers. The	7
8	draft rules would determine how TSSA would operate across Britain and Ireland	8
9	as a District of the Boilermakers family and were circulated to Branches, SOGs	9
10	and Divisional Councils for consultation on 19 October (Circular 71/21).	10
11	A number of questions were received from Branches and SOGs over the	11
12	proposed merger with the Boilermakers and were considered separately by the	12
13	EC. Given that many of the questions being raised were on points of information	13
14	rather than policy, a question-and-answer paper was circulated to Branches,	14
15	SOGs and Divisional Councils on 15 November 2021 (Circular 72/21) in the hope	15
16	that it would offer some reassurances and promote further debate across the	16
17	Association.	17
18	Talks have continued with the Boilermakers as required by the resolution with	18
19	the Assistant General Secretary, supported by our Association’s appointed	19
20	solicitors Morrish LLP, both meeting online with senior representatives of the	20
21	Boilermakers on a weekly basis. In addition, our General Secretary met face-to-	21
22	face with the President of the Boilermakers during COP26.	22
	<i>(Continued)</i>	

## TSSA Special Delegate Conference 2022 AGENDA

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	<p><i>(Continued)</i></p>	
23	The Boilermakers representatives also had a very positive meeting with TSSA’s	
24	E-Mix/BAME Group on 10 November 2021 and another positive meeting	
25	organised by women members of our Association’s EC with all women in TSSA	
26	invited to meet with representatives of the Boilermakers on 01 December 2021.	
27	Discussions have continued with the Certification Officer who has suggested that the	
28	Boilermakers should register a District in Britain to act as a vessel for our members to	
29	subsequently transfer into if our members ballot subsequently agrees to a proposed	
30	merger. To facilitate this, the Boilermakers have appointed Thompsons Solicitors to act	
31	on their behalf with the Certification Officer.	
32	<b>Consultation Responses Received</b>	
33	The public announcement post Conference that our Association was entering talks with	
34	the Boilermakers resulted in ten responses from TSSA members. All concerns were	
35	responded to, and the majority of those members, who responded, were reassured by	
36	the answers given.	
37	The EC consultation with Branches, SOGs and Divisional Councils resulted in 14	
38	responses from:	
39	• Anglia No.3 Branch 019	
40	• Lancs & Cumbria General Branch 096	
41	• Anglia South General Branch 120	
42	• North East General Branch 433	
43	• London Transport Retired Branch 452	
44	• TfL Central Branch 460	
45	• London Bus & Rail Operators Branch 467	
46	• Euston Branch 606	
47	• Network Rail North London Branch 610	
48	• London and Southern Retired Branch 650	
49	• Midlands Retired Branch 759	
50	• TSSA Retired Members’ Group	
51	• WiF	
52	• DWG	
53		
54	All of the issues raised were considered by our EC and responses circulated to	
55	all Branches, SOGs and Divisional Councils in Circular 76/21 on 09 December 2021.	
56	<b>What Next</b>	
57	Deferring the SDC to February allows time for an online ballot of our Association’s	
58	workplace reps to gauge where they are in terms of the proposed merger with the	
59	Boilermakers. The EC noted that consultation has been through our Association’s	
60	democratic structures to the exclusion of our workplace activists and the EC felt that	
61	giving them the opportunity to express their views would add to the debate at the SDC.	
62	Our EC therefore authorised an online ballot of TSSA workplace reps to take place in	
63	January 2022, the results of which will be circulated to Branches and SOGs in advance	
64	of the SDC.	
	<i>(Continued)</i>	

**TSSA Special Delegate Conference 2022**  
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	<p><i>(Continued)</i></p>	
65	Our EC at its December meeting also received a report updating on the latest	
66	position reached with our negotiations with the Boilermakers in respect of the	
67	17 Principles detailed in the report to TSSA Annual Conference in September	
68	2021. They agreed the consensus reached and the progress report was	
69	circulated in Circular 77/21 on 09 December 2021.	

**TSSA Special Delegate Conference 2022  
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**All of the following amendments (A to I) have been opposed by the Executive Committee**

	<p><b>Amendment A</b></p> <p><i>To delete all after ‘Conference’ in line 1 and substitute:</i></p> <p>‘the supreme authority of the Association notes the EC’s report and is aware of the following:</p> <ul style="list-style-type: none"> <li>a) that the financial case for immediate merger has not been made especially with the lack of detailed Reports and Accounts over the last three years, and</li> <li>b) that no professional and thorough risk assessment has been undertaken on the future financial, legal, political and other aspects of the proposed merger.</li> </ul> <p>While Conference recognises the potential for a big hit on membership numbers, Conference believes that:</p> <ul style="list-style-type: none"> <li>i. the jury is still out on the actual effect of the current threat and a merger with anyone undertaken in haste is very dangerous, and</li> <li>ii. the talks with IBB have been excessively secretive only revealed to the membership a few days before Annual Conference in September 2021 and the case for its urgency has not been made.</li> </ul> <p>As a result, Conference is deeply concerned by the current irrevocable changes proposed by the EC. Conference therefore instructs the EC to:</p> <ul style="list-style-type: none"> <li>1) put all current talks and negotiations with outside Trade Unions on hold;</li> <li>2) undertake with use of independent assessors a full analysis of the Association’s financial position and to circulate the results around the membership, and</li> <li>3) consider employing for at least one year, one or two professional recruiters to maximise the Association’s membership among old and new transport and travel staff, while the need for more organisers in this role is assessed.’. </li></ul>	
	<p><b>Euston</b></p>	<p><b>Mover: Euston</b></p> <p><b>Seconder: .....</b></p>

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	<p><b>Amendment B</b></p> <p><i>To delete all after ‘Conference’ in line 1 and substitute:</i></p> <p>notes the report by the EC and requests that a clear case which demonstrates an immediate need for a merger with the IBB is presented to the membership.</p> <p>This would include:</p> <ul style="list-style-type: none"><li>a) detailed Association financial reports for the last three years which have been properly scrutinised by members;</li><li>b) sight of the original strategic partnership agreement and information on how this has benefitted the Association and IBB;</li><li>c) assessments from rail experts on the future of rail;</li><li>d) assessments from an independent source on the legal implications, and</li><li>e) IBB financial reports.</li></ul> <p>Conference is concerned by the short timescale for consultation, the lack of alternative options considered and the potential implications for the Association.</p> <p>Conference instructs the EC to postpone the proposed date for merger to allow transparent discussions with other Trade Unions to be explored and to give the membership the opportunity to properly consider the current and future position of the Association.’.</p>	
	<p><b>West of Scotland General</b></p>	
		<p><b>Mover:</b> West of Scotland General</p> <p><b>Seconder:</b> .....</p>

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	<p><b>Amendment C</b></p> <p><i>To delete all after ‘Conference’ in line 1 and substitute:</i></p> <p>‘notes the EC’s report and instructs the EC to pause all merger and other talks (outside of operation of the strategic partnership) with IBB until such time as:</p> <ul style="list-style-type: none"> <li>a) the Association’s finances for the last three years have been presented in full detail to the membership and there has been an opportunity for members to question them at an Annual Conference;</li> <li>b) the latest detailed accounts for the IBB and each of its Districts has been presented to the Association’s membership;</li> <li>c) the membership has sight of written guarantees from IBB regarding its detailed commitments to the TSSA in exchange for our assets;</li> <li>d) the IBB provides written guarantees regarding the operation of its rule barring members of the Communist Party and similar from membership, and</li> <li>e) members have sight of an expert report from a specialist in US law detailing the potential effect on the Association’s future international solidarity commitments of the US embargo on Cuba, its sanctions against Venezuela and its approach to Palestine, along with climate justice and any other international solidarity activities that the Association traditionally undertakes or votes to undertake in the future.</li> </ul> <p>Until the financial case has been made for merger, including clear evidence of GBR’s plans and until all risks, financial, legal and political have been professionally assessed. Conference is concerned about the secrecy underlying the talks so far and believes that the EC is acting with excessive haste.</p> <p>Conference instructs the EC to produce the required information for presentation to the members in plenty of time to allow an informed and considered debate at Annual Conference 2023.’.</p>	
	<p><b>Women in Focus</b></p>	<p><b>Mover:</b> Women in Focus</p> <p><b>Seconder:</b> .....</p>

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	<p><b>Amendment D</b></p> <p><i>To delete ‘endorses’ in line 1 and substitute ‘notes’</i></p> <p><i>To delete all after ‘report’ in line 2 and substitute:</i></p> <p>‘. Conference also notes that the Association financial assets will be transferred to IBB ownership with no written guarantees concerning their use being given:</p> <ul style="list-style-type: none"> <li>a) that written guarantees over the rights of members in SOGs have not been provided;</li> <li>b) that no undertaking has been given by IBB to amend its constitution to include those rights;</li> <li>c) that full disclosure of the Association’s financial position and that of IBB has not been provided;</li> <li>d) that no due diligence processes have been undertaken or published, and</li> <li>e) that no independent advice on the merits or demerits of the merger has been provided.</li> </ul> <p>Conference therefore instructs the EC to fully investigate and report back in full detail with independent external verification as appropriate on the items listed above at three monthly intervals and to arrange for a Special Delegates Conference to seek authority to enter into formal merger negotiations with IBB or another relevant Trade Union.’.</p>	
	<p><b>London and Southern Retired</b></p>	<p><b>Mover:</b> London and Southern Retired</p> <p><b>Seconder:</b> .....</p>

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	<p><b>Amendment E</b></p> <p><i>To delete ‘endorses’ in line 1 and substitute ‘notes’</i></p> <p><i>To delete all after ‘report’ in Line 2 and substitute:</i></p> <p>‘. Although an item of concern is that the latest financial reports were late and it is difficult to judge whether the Association is in serious financial trouble or indeed that despite the potential reduction of members because of the Rail Industry Recovery Group (RIRG) voluntary severance packages, (which the Association withdrew from talks from) and whether any recent “promises” by the current Government to increase spending in the rail and bus sectors will offset any recruitment opportunities to the Association in the future.</p> <p>Conference notes that a date was originally set for 1 July 2022 for the merger to take place questioning the need for a specific deadline and asks: “what’s in it for the IBB?”.</p> <p>Conference instructs the EC to ensure that due diligence, transparency and an assurance that the legal identity of the proposed “TSSA District” is acceptable for all members before any voting takes place and before any merger date is agreed.’.</p>	
	<p><b>London Bus and Rail Operators</b></p>	<p><b>Mover:</b> London Bus &amp; Rail Operators</p> <p><b>Seconder:</b> .....</p>



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	<p><b>Amendment F</b></p> <p><i>To delete ‘endorses’ in line 1 and substitute ‘notes’.</i></p> <p><i>To delete all after ‘report’ in line 2 and substitute:</i></p> <p>‘but Conference is aware that we have seen many enthusiastic statements from the EC on the merger but have seen few guarantees from IBB and no expert legal opinion about future finances, future organising, future political and policy autonomy. Similarly, members have seen no clear statements about equalities and other aspects of Trade Union life that Association members hold dear.</p> <p>Conference believes that the case has not been made for the desperate urgency shown by the EC to complete this merger. Members have seen no detailed financial accounts since the 2018 Accounts and cannot be expected to make an irrevocable decision based entirely on our financial situation, without sight of detailed accounts for 2019, 2020 and 2021 and the opportunity to question their contents.</p> <p>The secrecy and haste with which the EC has sprung this proposed merger on the members despite apparently long gestation cause Conference to instruct the EC to:</p> <ol style="list-style-type: none"> <li>a. pause all negotiations with the IBB forthwith;</li> <li>b. provide detailed financial accounts to branches;</li> <li>c. acquire expert legal opinion on future political autonomy in any merger situation;</li> <li>d. seriously examine possibilities within the UK and Europe for a merger when the need for one is established, and</li> <li>e. take a breath and wait at least a year to see exactly what the effect on membership of government policies towards the railway actually is.’. </li></ol>	
	<p><b>North East General</b></p> <p style="text-align: right;"><b>Mover:</b> North East General</p> <p style="text-align: right;"><b>Seconder</b> .....</p>	

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Three additional speeches of two minutes’ duration will be allowed during this debate.

	<p><b>Amendment G</b></p> <p><i>To delete ‘endorses’ in line 1, and substitute ‘notes’.</i></p> <p><i>To delete all after ‘to’ in line 2, and substitute:</i></p> <p>‘make approaches to other British and mainland European Trade Unions, such as Unite the Union whose management has changed substantially since our previous negotiations with them and the reputable German railway staff union EVG (Eisenbahn-und Verkehrsgewerkschaft) for example and any other suitable Trade Unions in the UK and Mainland Europe.</p> <p>Conference believes it is perilous to consider merger negotiations in such haste with a US-based Trade Union, with so few transport workers in their membership at present and who in spite of assurances given to the membership of the Association by the General Secretary at Annual Conference 2021, could always be subject to any draconian laws introduced and imposed by the US Government under a future Republican Government. Furthermore, the leadership of the IBB includes at least 23 officers on six-figure salaries and we question what motivates them primarily to seek positions with such high salaries, plus additional generous benefits.</p> <p>Conference further instructs the EC and General Secretary to report back to Annual Conference 2022 and to the wider membership on the outcomes of these discussions and whom they were held with to assist important decisions by the membership on the future of the Association.’.</p>	
	<p><b>Kent</b></p>	
		<p><b>Mover:</b> Kent</p> <p><b>Seconder:</b> .....</p>

**TSSA Special Delegate Conference 2022  
AGENDA**

Time for speeches as detailed in Conference Regulation (1) will apply unless otherwise stated.

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Three additional speeches of two minutes’ duration will be allowed during this debate.

	<p><b>Amendment H</b></p> <p><i>To delete ‘endorses’ in line 1, and substitute ‘notes’.</i></p> <p><i>To delete all after ‘to’ in line 2, and substitute:</i></p> <p>‘take more time and use more resources to ensure that the best decision is made in the interests of the Associations members.</p> <p>Conference asks the EC to bring back proposals on merger or otherwise to the 2023 Annual Conference.</p> <p>During the period until then the EC should allocate adequate resources to:</p> <ul style="list-style-type: none"><li>a) continue discussions with IBB while the Association commissions an in-depth risk assessment using independent legal and financial expertise. Based on the results of these assessments, assuming they are encouraging, obtain firm guarantees from IBB on fair input of resources to support existing and new Association members over the next 10 years as well as on aspects of IBB rules and procedures that members have questioned and are yet unconfirmed. All resulting information should be presented to the membership for consideration, and</li><li>b) Invite other UK unions to engage in genuine discussions in the interest of the Associations members, on merger or other resource sharing options.’.</li></ul>	
	<p><b>NR North London</b></p>	
		<p><b>Mover:</b> Network Rail North London</p> <p><b>Seconder:</b> .....</p>

**TSSA Special Delegate Conference 2022  
AGENDA**

Time for speeches as detailed in Conference Regulation (1) will apply unless otherwise stated.

During the debate the President will permit one speech “against” of three minutes’ duration as detailed in Conference Regulation (1).

Three additional speeches of two minutes’ duration will be allowed during this debate.

	<p><b>Amendment I</b></p> <p><i>To delete 'endorses' in line 1 and substitute 'notes'</i></p> <p><i>To delete all after 'and' in line 3 and substitute:</i></p> <p>'call a Special Delegate Conference to consider the final draft of the merger agreement (including without limitation all supporting rules and procedures and other documents) supported by:</p> <ul style="list-style-type: none"><li>a) a report from the EC detailing the benefits and adverse effects of the proposed merger and their recommendations;</li><li>b) a report by Morrish LLP detailing the result of an examination of the final draft of the merger agreement, and</li><li>c) a report by American lawyers appointed by the EC to represent the Association in the United States of America detailing the result of an examination of the final draft of the merger agreement including, without limitation, responses to all questions submitted by Branches and SOGs regarding the application of American law to the proposed District and conflicts between the IBB rulebook and the proposed District rulebook.'</li></ul>	
	<p><b>Midlands Retired</b></p>	
		<p><b>Mover:</b> Midlands Retired</p> <p><b>Seconder:</b> .....</p>

## GLOSSARY

BAME	Black Asian and Minority Ethnic (Groups)
COP26	26 <sup>th</sup> Conference of the Parties (to the United Nations Framework on Climate Change)
DWG	Disability Working Group
EC	Executive Committee
IBB	International Brotherhood of Boilermakers, Iron Ship Builders, Blacksmiths, Forgers and Helpers
LLP	Limited Liability Partnership
RIRG	Rail Industry Recovery Group
SDC	Special Delegates Conference
SOG	Self Organised Group
TSSA	Transport Salaried Staffs Association
UK	United Kingdom
US	United States
WiF	Women in Focus