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ANNUAL DELEGATE CONFERENCE

to be held in

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

and via

Zoom and ChangeLab software

Saturday 18 September to Monday 20 September 2021
(inclusive)

Revised Final Agenda and Order Papers

Saturday, 18 September,
Conference opens

Mick Carney, President
Presiding

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

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

Transport Salaried Staffs' Association

www.tssa.org.uk

Annual Delegate Conference

to be held via

ChangeLab software

18 to 20 September 2021 (inclusive)

General Daily Arrangements

All Timings are Provisional

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

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

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

TSSA Annual Conference 2021
SKELETON PROGRAMME

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

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

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

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

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

TSSA Annual Conference 2021
SKELETON PROGRAMME

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

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

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

TSSA Annual Conference 2021
SKELETON PROGRAMME

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

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

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

Transport Salaried Staffs' Association

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

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

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

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

- (1) **Speaking to Motions.** - Delegates should note that the following standard timings will apply unless varied by Conference directly or via a recommendation of the Standing Orders Committee.
- (a) For a branch motion without amendment:
- | | |
|----------------|---------------|
| Mover | three minutes |
| Seconder | one minute |
| EC | three minutes |
| Reply by mover | one minute |
- (b) For a branch motion with amendment(s):
- | | |
|--|---------------|
| Mover | three minutes |
| Seconder | one minute |
| (i) For each amendment: | |
| Mover of amendment | two minutes |
| Seconder of amendment | one minute |
| EC speech on amendment | two minutes |
| Reply to amendment by holder of motion | one minute |
| Vote on amendment | |
| (ii) After the vote on the last amendment: | |
| EC speech on motion (possibly as amended) | two minutes |
| Reply to debate by holder | one minute |
- (c) For an EC motion without amendment:
- | | |
|-------------|---------------|
| Mover (EC) | three minutes |
| Seconder | one minute |
| Reply by EC | one minute |
- (d) For an EC motion with amendment(s):
- | | |
|--|---------------|
| Mover (EC) | three minutes |
| Seconder | one minute |
| (i) For each amendment: | |
| Mover of amendment | two minutes |
| Seconder of amendment | one minute |
| EC reply to amendment | two minutes |
| Vote on amendment | |
| (ii) After the vote on the last amendment: | |
| Reply to debate by EC | one minute |

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

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

TSSA Annual Conference 2021

AGENDA and ORDER PAPERS

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

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

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

(e) *Information Papers:*

EC to introduce	two minutes
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(f) Appeals:

Appellant	ten minutes
EC	ten minutes
Reply from appellant	two minutes

Order sheets will be placed before Conference for approval.

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

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

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

(2) **Limitation of Discussion -**

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

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

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

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

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

(3) **Voting Arrangements. -**

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

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

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

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

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

TSSA Annual Conference 2021

AGENDA and ORDER PAPERS

CONFERENCE REGULATIONS AND PROCEDURES (continued)

(See also Rules 3 and 10)

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

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

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

- (7) **The Standing Orders Committee** will give special consideration to all matters of urgency and make such recommendations regarding them and for the conduct of business as they may consider necessary. They may advise the suspension or modification of Regulations and Procedures for the working of Conference. They shall examine the credentials (if challenged) of any delegate and report the result to Conference.
- (8) **Emergency Motions** - Branches may submit motions on matters that arise too late to have been the subject of a legitimate motion or amendment in the Agenda. There are three criteria which govern the eligibility of emergency motions for acceptance.

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

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

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

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

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

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

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

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

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

TSSA Annual Conference 2021
AGENDA and ORDER PAPERS

SUMMARY OF DECISIONS

Item	Item	Item	Item
7.....	27.....	47.....	67.....
8.....	28.....	48.....	68.....
9.....	29.....	49.....	69.....
10.....	30.....	50.....	70.....
11.....	31.....	51.....	71.....
12.....	32.....	52.....	72.....
13.....	33.....	53.....	73.....
14.....	34.....	54.....	74.....
15.....	35.....	55.....	75.....
16.....	36.....	56.....	76.....
17.....	37.....	57.....	77.....
18.....	38.....	58.....	78.....
19.....	39.....	59.....	Su1.....
20.....	40.....	60.....	Su2.....
21.....	41.....	61.....	Su3.....
22.....	42.....	62.....	Em1.....
23.....	43.....	63.....	Em2.....
24.....	44.....	64.....	Em3.....
25.....	45.....	65.....	Em4.....
26.....	46.....	66.....	

TSSA Annual Conference 2021
AGENDA and ORDER PAPERS

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Anti-Racism	10	C2
Banking Services	12, 13	C2
Climate Change and the Railways	74	H2
COP26 and The Green New Deal	73	H2
Covid and Disabled People	24	D3
Covid and Loneliness	26	D4
Covid and Public Accessibility	25	D4
Covid and Public Transport	B, 23	D3
Covid and TSSA Resilience	27	D4
Covid and The Travel Trade	18	D2
Covid and Transport Workers	A, 15	D1
Covid and Women Workers	19, 20	D2
EC Motion on Appointment of Auditors	45	E1
EC Motion on Report and Financial Statements	44	E1
EC Report on Subscription and Political Fund Contributions	46	E2
EC Report on TSSA Democracy	52	D5
European Relations	70	H1
TSSA Strategic Plan	Em1	B2
Homeworking	63	G4
Housing	7	C1
International Relations	69	H1
Labour Party	64-68 Em4	G4
Maternity Discrimination	61	G3
National Care Service	8	C1
Parliamentary Scrutiny of Trade Deals	71	H1
Rule Alteration	28-43 46A	R1-5 E2
Rule Alterations	78	K1
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TSSA Pension Fund	60	G3
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AGENDA and ORDER PAPERS

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Subject	Item	Order Paper
TSSA Annual Conference	57	G3
TSSA Conference Elections	56	G3
TSSA Credit Union	59	G3
TSSA Diary	58	G3
TSSA Democracy	53-55	G1
TSSA Education	Su1	G2
TSSA Organisation	47-51	F1-2
TSSA Report and Accounts	Em2/3	E3
TSSA Strategic Plan	Em1	B2
Unemployment	11	C2

ORDER PAPER

A

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

(To be taken as read)

Confirmation

Proposed by.....

Seconded by.....

QUESTIONS

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

ORDER PAPER

B1

Closed Session - TSSA members and staff only

EC Presentation and Q&A:

TSSA Strategic Plan

ORDER PAPER

B2

Closed Session - TSSA members and staff only

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

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

ORDER PAPER

B3

EC Presentation and Q&A:

Covid and the Recovery of the Rail Industry and Public Transport

ORDER PAPER

B4

EC Presentation and Q&A:

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

ORDER PAPER

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

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

7 Housing		
1	That this Conference believes that a secure, safe, affordable home of a suitable size is	1
2	one of the basic needs to enable people to live a fulfilling life. Market based strategies	2
3	have failed to provide this for most people and local authority housing provision has	3
4	been decimated since the days of the Thatcher Government.	4
5	Conference supports the housing strategy published in the Labour Party’s 2019 election	5
6	manifesto and instructs the EC to call on the current leadership of the Labour Party to	6
7	use this as the basis of its plans for the future.	7
<i>(EC support)</i>		
	Anglia South General	Mover
	Disability Working Group	Seconder

ORDER PAPER**C1**

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

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

8	National Care Service	
1	That this Conference notes that Sir Keir Starmer, Leader of the Labour Party, has	1
2	repeatedly said that he wants to see working people have a greater share of wealth	2
3	and power. The Labour Party set out the means of doing this in its 2019 election	3
4	manifesto and Conference urges the Party to fulfil these objectives, particularly for	4
5	retired people.	5
6	Conference notes that this manifesto included a commitment to a National Care	6
7	Service. Conference believes that such a service, working in partnership with the NHS,	7
8	will ensure that care is for people, not profit. This service should be funded like the	8
9	NHS through general taxation, free at the point of use and without means testing.	9
10	Conference instructs the EC to campaign in support of this policy.	10
	<i>(EC support)</i>	
	Retired Members' Group	Mover
	Lancs & Cumbria General	Seconder
	Amendments -	
	A. <i>To delete all between second ‘that’ in line 1 and first ‘a’ in line 6 and substitute ‘the Labour Party has made’.</i>	
	<i>(EC support)</i>	
	Midlands Retired	Mover
		Seconder
	B. <i>To insert between ‘testing.’ in line 9 and ‘Conference’ in line 10, ‘In addition, this new service should be entirely in the public sector employing qualified, appropriately supervised, fairly paid and organized staff.’.</i>	
	<i>(EC support)</i>	
	Disability Working Group	Mover
	Southeastern Metro	Seconder

ORDER PAPER

C1

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

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

	9 Scotland	
1	That this Conference notes that Scotland is now in the unenviable position of ‘drug	1
2	abuse capital of Europe’. It has disproportionate child poverty and serious urban	2
3	deprivation. The education system, policing, the NHS and council services have	3
4	gradually faltered under the SNP’s control.	4
5	Conference urges the EC to lobby and pressurise the Scottish Parliament to address	5
6	these ongoing domestic issues as a priority and put a further independence referendum	6
7	on hold for at least a generation i.e. 20 years.	7
	<i>(EC support)</i>	
	Scotland Retired	
		Mover
		Secunder

ORDER PAPER

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

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

10 Anti-Racism		
1	That this Conference recognises that the re-election of the Conservative Government in	1
2	December 2019 has allowed it to continue with its anti-immigrant policies. This	2
3	election has in many ways given far right groups and individuals’ confidence to spout	3
4	their hateful views.	4
5	Conference notes that this Government has continued its hostile environment policy	5
6	which has contributed to forcing many people into destitution, has helped to foster	6
7	racism and discrimination, and has erroneously affected people with the legal right to	7
8	live and work in the UK.	8
9	Conference further notes that the Government have merely paid lip service to Wendy	9
10	Williams’s Lessons Learned report on the Windrush scandal.	10
11	Conference therefore agrees that racist laws must be challenged by all means	11
12	possible.	12
13	Conference notes the importance of the Black Lives Matter campaign.	13
14	Conference agrees that the trade union movement, representing millions of workers as	14
15	well as having links in communities, must play a leading role in combating racism and	15
16	fascism locally, nationally and internationally.	16
17	Conference instructs the EC to work with other trade unions in exposing racism and	17
18	fascism whatever their source.	18
19	Conference:	19
20	(a) agrees that regular material should be placed in union publications, including	20
21	social media;	21
22	(b) agrees that there is a clear need to give union representatives and members	22
23	the tools and skills to combat racism and fascism;	23
24	(c) agrees to work with groups opposing racism and fascism including those who	24
25	represent people confronted by racist actions, and	25
26	(d) agrees that there is a requirement to put forward a socialist alternative to the	26
27	scapegoating and targeting of people.	27
28	Conference calls on the EC to ensure that union representatives have the skills and	28
29	support to enable them to effectively represent those members who are racially	29
30	discriminated against in the workplace or as a consequence of their employment.	30
	<i>(EC support)</i>	
	Euston	
	Mover	
	Secunder	

ORDER PAPER**C2**

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

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

11 Unemployment		
1	That this Conference is concerned about the very high levels of unemployment and	1
2	under-employment, both worsened by the Covid crisis.	2
3	This is the worst reduction in jobs in the UK over a short period since trade unions	3
4	began. The reaction from the trade union movement should be of a similar scale.	4
5	Conference calls on the EC to be proactive in working with other trade unions in	5
6	fighting to retain jobs under threat and promoting investment strategies that will	6
7	create real jobs and apprenticeships. Such joint working should include agreements to	7
8	eliminate competition over recruitment, campaigning for a four day week or less hours	8
9	and against zero hour contracts and encourage solidarity activity with other trade	9
10	unionists in dispute.	10
11	If trade unions are to win a better future, they will also need to be central in a mass	11
12	movement of community campaigns and organisations.	12
13	Conference therefore calls on the EC to encourage members to get involved in local	13
14	Trades Councils and campaigns against cuts, job losses and austerity and for	14
15	investment in a sustainable economy.	15
	<i>(EC remit/oppose)</i>	
	Network Rail North London	Mover
		Seconder
12 Banking services		
1	That this Conference opposes the withdrawal of cash facilities in the UK for normal	1
2	daily transactions, and supports all reasonable measures to allow both ‘card’ and cash	2
3	payments. Conference notes that the increase in the limit for contactless payments	3
	announced in the Budget in March 2021 will add to the pressure on shoppers and	
	retailers to move away from cash payments, without any protections against the fraud	
	potential of the increased limit or any recognition of the difficulties cashless payments	
	present for many disadvantaged people.	
4	Conference further states that everyone has the right to access their cash without	4
5	charge, within reasonable geographic reach during reasonable hours, and seeks the	5
6	EC’s support for this principle and to lend the Association’s name to any such	6
7	campaigning.	7
8	Conference calls on the EC to support activity to pursue these objectives and, where	8
9	appropriate, to work with our Self-Organised Groups and any relevant Branches to	9
10	ensure cash is an option in financial transactions as much as possible.	10
	<i>(EC support)</i>	
	LT Retired	Mover
	Retired Members’ Group	Seconder

ORDER PAPER

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

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

13 Banking services		
1	That this Conference notes that Bank Branch closures hit the most vulnerable members	1
2	of society.	2
3	Conference believes that a Minister for Banking should be appointed with the aim of	3
4	promoting Banks joining together to share resources, establish joint bank outlets in	4
5	many towns and cities using shared staff and costs.	5
6	Conference notes that this would require active support from politicians at	6
7	Westminster of all political parties and persuasions.	7
8	Conference therefore calls on the EC to bring this motion to the attention of the	8
9	Government, CBI, TUC and the Labour Party.	9
<i>(EC support)</i>		
	London & Southern Retired	Mover
	Irish Committee	Seconder
Supported by Retired Members’ Group		
<i>(Amendment withdrawn)</i>		

ORDER PAPER**D1**

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

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

Composite A - Covid and Transport Workers (Items 14, 16 and 17)		
1	That this Conference believes that the hard work and dedication of railway workers in	1
2	keeping our country’s rail network operating during the current Covid pandemic	2
3	deserves real recognition alongside those of all the other public sector workers who are	3
4	maintaining Britain’s vital public services.	4
5	Rail workers have kept the rail network open to take key workers to their jobs and	5
6	keep our food and other critical supplies flowing during this unprecedented time.	6
7	These efforts deserve all our thanks and Conference instructs the EC to express its	7
8	gratitude to all key workers, to campaign for decent pay rises for them, and to submit	8
	evidence to the People’s Covid Inquiry.	
9	Conference fully supports the efforts of the General Secretary working with industry	9
10	leaders during the Covid crisis.	10
11	Conference urges the EC to fight any knee-jerk job losses as the country slowly moves	11
12	into recovery. Our industries will need rebuilding and people will be needed on the	12
13	ground to do this. Jobs should not be sacrificed in a crisis not of our making and the	13
14	Government should not see this as an opportunity to slim down the rail industry so it	14
15	can be more attractively handed back to the privateers.	15
	Conference notes that the Government’s review of the rail sector, led by Keith	
	Williams of the privatised Royal Mail and previously British Airways, contains	
	statements about using the present crisis to seek “opportunities for efficiencies” and	
	that “These include the elimination of duplication and workplace reform.”, which are	
	clear references to attack transport workers’ jobs, pay and pensions. The Department	
	for Transport is now advertising for a newly created position titled “Director, Rail	
	Pensions and Workforce Reform”, which is effectively a directorship for confronting the	
	unions, TSSA included.	
16	Conference notes that from the beginning of the Covid crisis the Association and other	16
17	unions have been essential in protecting the rights of workers. Through our actions the	17
18	Association has been able to protect pay, jobs and safety where we are best organised.	18
19	Despite this, the Government’s agenda has clearly been to protect the wealth of the	19
20	wealthiest in society at the expense of the rest of us. It is clear that the gap between	20
21	rich and poor has widened, the risks to the lowest paid essential workers has been	21
22	exposed as far greater, the impact of Covid on BAME workers demonstrated as much	22
23	greater and gains in equality of women in the workplace dramatically reversed.	23
24	Conference recognises that the balance of the Tory Government strategy has been to	24
25	protect the interests of profit for the few rather than investing in the essential workers	25
26	that have so clearly demonstrated their value through the Covid crisis. Conference	26
27	notes with alarm that the effect of the drive to reduce costs is being targeted in the	27
28	rail industry, including Network Rail, to:	28
29	(a) attempt to introduce a pay freeze;	29
30	(b) reduce the focus on safety which has impacted on workforce fatalities;	30
31	(c) establish headcount caps without consultation and in contradiction of consulted	31
32	organisation;	32
33	(d) reduce the infrastructure renewal programme without no apparent justification for	33
34	the consequence of the safe operation of the infrastructure, and	34
35	(e) threaten job security from Government attempts to bail out TOC organisations and	35
36	potential reorganisation of the rail industry.	36
	<i>(Continued)</i>	

ORDER PAPER

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

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

Composite A - Covid and Transport Workers (continued)		
37	The EC should remain vigilant to any such attacks on jobs and to act appropriately. The Association must be prepared for a huge and sustained attack from the government and must be ready to work with our sister unions to protect jobs, conditions and safety.	37
38	Conference instructs the EC to build the scale of campaign necessary to reverse the trend of workers being subject to cuts whilst profits are still being made by the few.	38
39		39
40	Conference further instructs the EC that, when it can be established that employers have broken the law in driving through these changes, they shall be held to account accordingly.	40
41		41
42		42
43	Conference notes that the new Labour Party leadership has done little to oppose this assault on working people and instructs the EC to campaign to reverse this trend.	43
44		44
	<i>(EC support)</i>	
	Southeastern Metro	Mover
	London Bus & Rail Operators	Secunder
	Supported by: Midlands General Network Rail Anglia North Network Rail London South	
14	Covid and Transport Workers	
	<i>(Withdrawn for Composite A)</i>	

ORDER PAPER

D1

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

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

	15 Covid and Transport Workers	
1	That this Conference notes the lack of willingness by the devolved Governments to	1
2	vaccinate key transport workers as a priority following the first round of vaccinations	2
3	to other groups. Transport workers are key to the national infrastructure to get other	3
4	key workers and staff to their workplaces along with freight and supplies to suppliers	4
5	and industry.	5
6	Conference calls upon the EC to pressure the devolved Governments to vaccinate key	6
7	workers as a priority group.	7
	<i>(EC remit/oppose)</i>	
	Scotland North and East General	
	Mover	
	Secunder	
	Amendment -	
	<i>To delete ‘the devolved’ in line 1 and substitute ‘all UK’.</i>	
	<i>To delete ‘the devolved’ in line 6 and substitute ‘all UK’.</i>	
	<i>(EC oppose)</i>	
	Midlands Retired	
	Mover	
	Secunder	
	16 Covid and Transport Workers	
	17 Covid and Job Losses	
	<i>(Withdrawn for Composite A)</i>	

ORDER PAPER

D2

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

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

18 Covid and the Travel Trade		
1	That this Conference is aware that the travel trade has been decimated by the	1
2	pandemic, and that the industry needs a route to recovery. With airlines grounded,	2
3	travel restrictions imposed and the loss of over a year of income, many travel agents,	3
4	airlines and tour operators have been forced to lay off staff, close offices and in some	4
5	cases close their doors permanently.	5
6	Conference understands that at least 20 travel companies ceased trading between	6
7	March and October 2020, and that a return to pre-pandemic levels is not predicted	7
8	until 2025. Many staff were furloughed for over a year and several have been made	8
9	redundant.	9
10	Conference notes that the rollout of the vaccine against Covid offers hope, and asks	10
11	the EC to call upon the UK Government and devolved administrations for:	11
12	(a) the expansion of sector specific grants to keep businesses buoyant;	12
13	(b) the extension of measures such as furlough, business rates relief and the deferral	13
14	of VAT to mitigate against the lack of revenue for over a year, and	14
15	(c) rapid testing at airports in addition to quarantine measures for people arriving in	15
16	the UK.	16
17	Conference believes that only with a raft of measures in place, will the travel trade be	17
18	able to retain jobs and to trade its way out of this pandemic.	18
	<i>(EC support)</i>	
	West of Scotland	Mover
	Disability Working Group	Seconder

ORDER PAPER

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

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

19 Covid and Women Workers		
1	That this Conference believes women workers have borne the brunt of the problems	1
2	created by the coronavirus pandemic. They are more likely to be in the front line and	2
3	exposed to the public as they are the majority of key workers in the NHS, in retail and	3
4	elsewhere. With the stress at work and worry about taking the virus into the family,	4
5	they also continue to do the majority of child caring and, studies have shown, home	5
6	schooling.	6
7	Despite this, little or no special provision has been made for women in terms of	7
8	additional payments, time off for childcare and other caring duties.	8
9	Conference calls on the EC to ensure that the Association prioritises the needs of	9
10	women workers in our industry when negotiating with employers around provision for	10
11	front line workers during the pandemic.	11
	<i>(EC support)</i>	
	Women in Focus	
	Mover	
	Secunder	
	Amendment -	
	<i>To insert between ‘schooling.’ in line 6 and ‘Despite’ in line 7, ‘These roles often involve shifts and we instruct the EC to work with the employers and BT police to improve the safety environments wherever possible.’.</i>	
	<i>To delete ‘calls on’ in line 9 and substitute ‘instructs’.</i>	
	<i>To insert ‘and after’ between ‘during’ and ‘the’ in line 11.</i>	
	<i>(EC oppose)</i>	
	Lancs & Cumbria General	
	Mover	
	Secunder	

ORDER PAPER

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

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

	20 Covid and Women Workers	
1	That this Conference notes that the pandemic has created a significant change in the	1
2	working environment for a swathe of the population. Commentators suspect that	2
3	women may have been disproportionately impacted by these changes for example,	3
4	home working, balancing family commitments and separating home life from working	4
5	life.	5
	To make matters worse, Conference is also aware that women are more likely to have lost their jobs during the pandemic, they are twice as likely to have been furloughed (although 70% of women, including in rail industries, who asked for furlough to help with childcare issues were refused) and, while Conference recognises that workers across the board are losing their jobs, redundancies for women have been significantly higher than for men. This is partly due to the concentration of women in low paid work and partly due to their disproportionate representation in the hospitality industry, among other factors. Overall, Conference believes that the effect of the pandemic for women has been to exacerbate the existing inequalities in both the workforce and the home.	
6	Conference asks the EC urgently to establish a working group to investigate and	6
7	formulate a plan that can be shared, adopted and implemented by reps that will	7
8	support and help women navigate post Covid working.	8
	<i>(EC support)</i>	
	North East Operations	Mover
	Women in Focus	Secunder

ORDER PAPER

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

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

24 Covid and Disabled People		
1	That this Conference notes that disabled people face a disadvantage at work as they	1
2	are more likely to be vulnerable to Covid. Working from home should be considered as	2
3	a reasonable adjustment for these staff. The necessity to make reasonable adjustments	3
4	for those with impairment is well-recognised within employment law. However, the	4
5	pandemic has added a host of other risk factors and potential avenues for	5
6	discrimination, which includes the addition of “Do Not Resuscitate” orders on medical	6
7	records, that were not there before. In recent months, all workers have had to change	7
8	the way we work in response to the health risk posed by the pandemic.	7
8	Conference must not forget the growing evidence of people suffering from Long Covid.	8
9	It is too soon to say with certainty, but it is looking likely that someone with Long	9
10	Covid is likely to be covered under the Equality Act. Employers need to be reminded of	10
11	this as the pandemic progresses, and be prepared to work with the trade unions.	11
12	The Association will need to continue to adapt our ways of working whilst ensuring the	12
13	safety and wellbeing of employees, and making sure that no vulnerable person is	13
14	forced to return to work.	14
15	With this in mind, Conference instructs the EC to highlight the responsibility of the	15
16	employer to provide reasonable adjustments.	16
	<i>(EC support)</i>	
	Disability Working Group	Mover
	Lancs & Cumbria General	Seconder

ORDER PAPER

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

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

	25 Covid and Public Accessibility	
	<i>(Withdrawn)</i>	
	26 Covid and Loneliness	
1	That this Conference believes that action is required to reduce impact of the Covid	1
2	Pandemic on mental health.	2
3	Workers in all age and socio-economic groups have been affected, but young workers	3
3a	have been disproportionately affected. Often in precarious work, many have found	3a
4	themselves at a loss as a result of the pandemic. With rising unemployment, reduced	4
5	opportunities for progression, financial worries, health anxiety and the impact of	5
6	isolation on social lives, young people have been put into turmoil.	6
7	There is much to learn from what has happened in recent times. It looks likely that the	7
8	world of work will be forever changed. With members facing the prospect of spending	8
9	more time working from home, the Association needs to understand how to offer the	9
10	necessary support for our members to maintain a healthy balance between work and	10
11	home lives.	11
12	Conference believes that the Association has the power to make a positive difference.	12
13	Branches, Divisional Councils and SOGs have organised in virtual formats throughout	13
14	the pandemic. This has sustained the running of the union and offered a chance for	14
15	social interaction. There is, however, more that can be done in the fight against	15
16	loneliness and isolation, with special reference to lower income groups who struggle to	16
	afford and/or use IT.	
17	This Conference calls on the EC to explore social initiatives to tackle the impact of	17
18	isolation on our members. In particular, this should involve looking at the possibility of	18
19	facilitating remote social activities where members across the country can share their	19
20	experiences of life in the pandemic.	20
21	Conference also believes that the Association should take the opportunity to document	21
22	how our members have functioned throughout the pandemic, to remember these	22
23	unprecedented times and the impact our union had on life in lockdown.	23
24	Conference further calls on the EC to investigate what impact the pandemic has had on	24
25	the working lives of our members, in order to understand what can be done to aid	25
26	members seeing a change in their workplaces as a result of the pandemic.	26
	<i>(EC support)</i>	
	FutureTSSA	Mover
	LT Retired	Secunder
		<i>(Continued)</i>

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

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

	<p>26 Covid and Loneliness (Continued)</p> <p>Amendment</p> <p>A. <i>To insert between ‘affected’ and ‘Often’ in line 3a, ‘during the pandemic, making worse the already difficult pressures of low pay and high rents.’.</i></p> <p><i>To insert ‘their often pressured’ between ‘between’ and ‘work’ in line 10.</i></p> <p><i>To insert ‘Many’ between ‘difference.’ in line 12 and ‘Branches’ in line 13.</i></p> <p><i>To delete ‘organised’ in line 13 and substitute ‘struggled, but did manage to organise’.</i></p> <p><i>To insert between first ‘to’ and ‘explore’ in line 17, ‘work with Branches and members to’.</i></p> <p><i>To insert between ‘lockdown’ in line 23 and ‘Conference’ in line 24, ‘and in the process to learn lessons for the future.’.</i></p> <p><i>To delete ‘seeing a change in their workplaces as a result of’ in line 26 and substitute ‘improving their work environments after’.</i></p> <p><i>(EC support)</i></p> <p>Network Rail North London</p> <p style="text-align: right;">Mover</p> <p style="text-align: right;">Seconder</p>	
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ORDER PAPER

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

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

	Su2 TfL Funding	
1	That this Conference notes that the Tory Government between 2016 and 2020 had cut	1
2	central grants to TfL to zero, to punish London for electing a Labour Mayor. This left	2
3	London’s public transport excessively dependent on fares revenue. London entered the	3
4	Covid pandemic as the only major city in Europe where public transport was expected	4
5	to operate without funding from general taxation.	5
6	This massive dependence on fares revenue meant that the collapse in demand with the	6
7	Covid lockdowns led rapidly to a crisis in TfL’s financial position, requiring bail-outs	7
8	from the Government. These have taken the form of a succession of short-term	8
9	settlements, far from the stable and assured financial support necessary for effective	9
10	maintenance of the transport networks on which London depends.	10
11	Conference notes that the latest package of government funding for Transport for	11
12	London, put forward at the start of June 2021, comes with a number of conditions that	12
13	pose a threat to services, jobs and terms and conditions, including pensions.	13
14	Conference also notes with incredulity the government’s fixation on driverless trains -	14
15	an undesirable development that seems as far away from becoming a reality as it	15
16	always has.	16
	Conference also notes that business leaders in London also back a longer term financial	17
	settlement, so that a sustainable long-term approach can be made for London’s public	18
	transport needs	19
17	Conference instructs the Executive Committee to support reps and activists in	20
18	delivering a public-facing campaign to resist cuts to services, jobs and terms and	21
19	conditions, and to bring pressure on the Mayor of London, Department for Transport	
20	and TfL leadership to abandon these plans, and instead to agree a long term, stable	
21	funding package for London’s public transport network.	
	Conference further notes the PFI contract to build a road tunnel across the Thames at	
	Silvertown, with an estimated cost of about £2 billion. Conference believes that this	
	project, under which TfL will depend on toll revenue to meet the PFI payments,	
	presents an unacceptable financial risk for TfL. The main thrust of TfL’s transport	
	policies is and must be to reduce traffic levels.	
	In addition:	
	<ul style="list-style-type: none"> • experience of road schemes is that, far from reducing congestion, such ‘improvements’ lead to traffic growth; • the pollution from traffic through the tunnel will exacerbate air quality problems around the tunnel approach routes, and • such expansion of road capacity conflicts with the need to eliminate carbon emissions in London and the South East. 	
	For these reasons, Conference instructs the EC to call on the Mayor to cancel this	
	project and similar road schemes.	
	TfL Central	Mover
	Underground No. 1	Seconder
	Supported by London Bus & Rail Operators	

ORDER PAPER**D4**

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

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

27 Covid and TfL Resilience		
1	That this Conference congratulates Transport for London (TfL) on its efforts to ensure	1
2	public and staff safety were placed ahead of the dire financial situation imposed by the	2
3	present Government’s politically-motivated actions, and by the pandemic which	3
4	followed.	4
5	Conference instructs the EC to continue to ensure that staff and passenger safety	5
6	remains paramount as services and resources adjust to deal with the ongoing health	6
7	crisis, and that no lessening of staff welfare nor wellbeing is imposed.	7
8	Conference however deplores some of TfL’s adjustments to the new financial situation,	8
9	through imposing worsened workplace and reward practices, through unreasonable	9
10	workforce reductions, and in particular imposing ‘hot-desking’ and similar practices,	10
11	especially for staff with special needs who have sometimes been obliged to find	11
12	suitable and sufficient workstations away from their usual workplaces. Conference	12
13	therefore calls for an end to these practices and the restoration of conventional work	13
14	practices. This includes honouring staff’s needs for access to work and reasonable	14
	adjustments.	
15	Conference instructs the EC to work with the Labour Party and other relevant bodies	15
16	for a future Labour administration to:	16
17	(a) write-off the debt burden caused by the imposed loans placed on TfL, by	17
18	conversion into a grant;	18
19	(b) implement a statutory funding structure for London’s passenger transport which	19
20	cannot be easily overturned by any future change of Government;	20
21	(c) ensure that comparable funding and resource protection is in place for all UK	21
22	authorities charged with resourcing public passenger transport at any time now or	22
23	in the future for their residents, workers, contractors and visitors, and	23
	(d) comply with the Equality Act for reasonable adjustments.	
	<i>(EC oppose)</i>	
	LT Retired	Mover
	Disability Working Group	Secunder

ORDER PAPER

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

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

	<p>52 EC Report on TSSA Democracy (<i>continued</i>)</p> <p>Amendment (<i>continued</i>) -</p> <p>The final details of the questionnaire to be determined by the Divisional Council but it shall include the following:</p> <ul style="list-style-type: none"> a) Name of branch / SOG and number of members. b) How many meetings have been held since January 2021 to June 2021 (inclusive)? c) What was the average attendance? d) Since January 2019 have there been guest speakers, and do they encourage greater attendance? e) What is the estimate of the percentage of members than can conveniently attend a meeting? f) How many reps give written/verbal reports on a regular basis? g) Has the Branch/SOG inserted into its Standing Orders the EC’s instruction that digital meetings will be organised on a platform which allows all members to participate with reasonable costs being charged to Association funds? h) Have the Standing Orders been approved by the EC? i) How is the above new Standing Order being implemented? j) Is MyTSSA used? k) Does the Branch/Divisional Council have a website and/or Facebook page? l) How are members engaged in the Annual Conference nomination process, formulating motions and EC consultation requests? m) Does the Branch/SOG send out a printed newsletter/email newsletter, and how often? n) How does the Branch/SOG contact is members about meetings? o) How many CLPs is the branch affiliated to, and does it send delegates? p) How many Trades Councils is the branch affiliated to, and does it send delegates? q) What suggestions do you have to improve TSSA Democracy?”. <p><i>(EC oppose)</i></p> <p>Anglia South General</p>	<p>Mover</p> <p>Seconder</p>
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ORDER PAPER**R1****Closed Session - TSSA members and staff only**

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

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

	28 Rule Alteration	
1	Preface: To permit the use of digital technology for communication purposes for non-	1
2	statutory matters contained within the rule book and guidance notes.	2
3	Rule 3 RULES	3
4	New Rule 3.4	4
5	<u>To insert new Rule:</u>	5
6	‘3.4 TSSA Communications	6
7	References to written and postal communications contained within the Rule Book	7
8	and Guidance Notes shall also include electronic forms of communication as agreed	8
9	by the EC for the purpose in question unless prohibited by statute. Whenever using	9
	electronic communications, the EC will take account of members who have	
	difficulties with these means of communication and provide alternatives on	
	request, by making physical copies or accessible electronic versions available or by	
	other appropriate means.’.	
	<i>(EC support)</i>	
	Executive Committee Mover	
	TfL Central Secunder	
	Supported by Midlands Retired	
	29 Rule Alteration	
1	Preface: To create a new category of membership for those working from home.	1
2	Rule 4 MEMBERS	2
3	4.1 Qualifications for membership	3
4	New Clause (g)	4
5	<u>To insert new Clause:</u>	5
6	‘(g) Anyone working in the transport and travel Industry who is required to	6
7	work from home.’	7
	<i>(EC oppose)</i>	
	London & Southern Retired Mover	
	Secunder	

Closed Session - TSSA members and staff only

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

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

30 Rule Alteration		
1	Preface: to introduce a category of Life membership, whereby a Retired Member can	1
2	pay a one-off subscription fee to remain a member for life	2
3	Rule 4 MEMBERS	3
4	4.3 Subscriptions	4
5	4.3.1 Subscription rates	5
6	Clause (c)	6
7	<u>To insert ‘(other than Life Members)’ between ‘members’ and ‘shall’ in line 1.</u>	7
8	New Clause (e)	8
9	<u>To insert new Clause:</u>	9
10	‘(e) Life Members shall pay a one-off subscription of £500 (€600 for Life	10
11	Members resident in the Republic of Ireland), adjusted where appropriate	11
12	under sub clause (j) of this Rule 4.3.1.’.	12
13	<u>To re-letter subsequent clauses.</u>	13
14	Guidance Note A: MEMBERSHIP	14
15	Section 1 Types of Members	15
16	<u>To insert between ‘members’ in line 5 and ‘Honorary’ in line 6 (new line):</u>	16
17	‘Life members’	17
18	New Clause 1.4	18
19	<u>To insert new Clause:</u>	19
20	‘1.4 Life Members	20
21	Life Members are Retired Members who have paid the one-off subscription	21
22	specified in Rule 4.3.1.	22
23	They have the same rights and benefits as Retired Members, as set out in	23
24	Sections 1.2 and 1.3 of this Guidance Note A, except that they are not entitled	24
25	to Retirement Benefit.’.	25
26	<u>To renumber subsequent clauses.</u>	26
	<i>(EC oppose)</i>	
	LT Retired	
	Mover	
	Secunder	
	Amendment -	
	<i>To delete “£500 (€600” in line 10 (of motion) and substitute “£250 (€300”.</i>	
	<i>(EC oppose)</i>	
	London & Southern Retired	
	Mover	
	Secunder	

ORDER PAPER

R2

Closed Session - TSSA members and staff only

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

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

	31 Rule Alteration	
1	Preface: To oblige the EC to provide members with representation or assistance in	1
2	appropriate circumstances.	2
3	Rule 4 MEMBERS	3
4	4.4 Members’ Entitlements	4
5	4.4.1 Legal Proceedings and Legal Assistance to Members	5
6	Sub clause (c)	6
7	<u>To add at end</u> 'The EC shall provide any member with representation and/or legal	7
8	assistance for any valid claim that the member lodges to an Employment Tribunal	8
9	within the relevant deadline, if the member requests such assistance.'	9
	<i>(EC oppose)</i>	
	Retired Members’ Group	
	Mover	
	Secunder	

ORDER PAPER**R2****Closed Session - TSSA members and staff only**

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

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

32 Rule Alteration		
1	Preface: To re-designate Divisional Councils as Branches and abolish the latter in their present form.	1
2		2
3	Rule 6 BRANCHES	3
4	<u>To delete all between 'Committee' in line 2 and 'Additional' in line 3.</u>	4
5	Rule 7 DIVISIONAL COUNCILS	5
6	<u>To delete entire Rule.</u>	6
7	Rule 10 ANNUAL AND SPECIAL DELEGATE CONFERENCES	7
8	Representation at Conference, Clause (c)	8
9	<u>To delete 'two' in line 2 and substitute 'twelve'.</u>	9
10	Gender Balance in Representation, Clause (d)	10
11	<u>To delete entire Clause and substitute:</u>	11
12	'Branch delegates should, if possible, be composed of an equal gender	12
13	balance.'	13
14	Representation by Divisional Councils, Clause (g)	14
15	<u>To delete entire Clause and re-letter subsequent Clauses accordingly.</u>	15
	Rule 12.2 ELECTION OF GENERAL SECRETARY	
	Clause (c)	
	<u>To delete '5' in line 2 of Clause and substitute '3'.</u>	
	<u>To delete all between first 'nominations' in line 2 and 'A' in line 3.</u>	
16	GUIDANCE NOTE C: BRANCHES, DIVISIONAL COUNCILS AND SOGS.	16
17	<u>To delete ', Divisional Councils' from Heading.</u>	17
18	Clause 1 Branches	18
19	1.1 Branch Management	19
20	Branch Officers and Committee, Clause (a)	20
21	<u>To delete all between 'Vice Chair' in line 1 and 'a Financial Secretary' in line 2.</u>	21
22	Clause 2 Divisional Councils	22
23	<u>To delete entire Clause and renumber succeeding Clause.</u>	23
	<i>(EC oppose)</i>	
	Anglia South General	
	<i>Mover</i>	
	<i>Seconder</i>	

Closed Session - TSSA members and staff only

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

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

	33 Rule Alteration	
1	Preface: To reduce the representation of small Branches at Divisional Council.	1
2	Rule 7 DIVISIONAL COUNCILS	2
3	Clause (b)	3
4	<u>To delete ‘Up to’ in line 3 and substitute:</u>	4
5	‘Up to 100 members - 2 delegates	5
6	101 to’.	6
	<i>(EC oppose)</i>	
	West of Scotland General Mover	
	Midlands Retired Seconder	
	<i>Amendment -</i>	
	<i>To delete all after “members” in line 4 (of motion) and substitute:</i>	
	“- 1 delegate	
	101 to 200 members - 2 delegates	
	201 to 300 members - 3 delegates	
	301 to”.	
	<i>(EC oppose)</i>	
	London Bus & Rail Operators Mover	
	Seconder	

ORDER PAPER

R3

Closed Session - TSSA members and staff only

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

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

	34 Rule Alteration	
1	Preface: To allow the EC to propose amendments to motions at TSSA Annual	1
2	Conference, to improve the quality of Conference decisions and reduce or remove the	2
3	need for the EC to ask branches to remit items.	3
4	Rule 9 THE EXECUTIVE COMMITTEE	4
5	9.1 EC MEETINGS AND POWERS	5
6	Conference, Clause (h)	6
7	To insert 'and amendments' <u>between</u> 'motions' <u>and</u> 'at' in line 1.	7
	<i>(EC oppose)</i>	
	TfL Central Mover	
	Secunder	
	Amendment -	
	<i>To delete all after “(h)” in line 6 (of motion) and substitute (new paragraph):</i>	
	<i>“To insert <u>between</u> 'Conference.' <u>and</u> 'It' in line 2, “The EC may propose</i>	
	<i>amendments to address technicalities and minor inconsistencies but not matters of</i>	
	<i>substance.’ ”.</i>	
	<i>(EC oppose)</i>	
	Network Rail North London Mover	
	Women in Focus Secunder	

Closed Session - TSSA members and staff only

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

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

	35 Rule Alteration									
1	Preface: To give members of equalities groups guaranteed representation on the	1								
2	Executive Committee	2								
3	Rule 9 THE EXECUTIVE COMMITTEE	3								
4	9.2 ELECTION OF PRESIDENT, TREASURER AND EXECUTIVE COMMITTEE	4								
5	Clause (a)	5								
6	To insert <u>between</u> ‘purpose’ <u>and</u> ‘, and’ <u>in line 2</u> , ‘or by members of the relevant	6								
7	SOG,’.	7								
8	New Clause (c)	8								
9	To insert new Clause:	9								
10	‘Nominations for SOG Positions	10								
11	(c) SOG members may nominate one candidate from their membership for their	11								
12	respective protected Executive Committee seat.	12								
13	The candidate for the Executive Committee must meet the requirements for	13								
14	membership of that SOG.’	14								
15	<u>To re-letter subsequent clauses.</u>	15								
16	Existing Clause (g)	16								
17	To insert new paragraph at end:	17								
18	‘Each member of a SOG shall have one additional vote for the respective Executive	18								
19	Committee position.’.	19								
20	Electoral Districts, existing Clause (i)	20								
21	To insert ‘and one member from each SOG’ <u>between</u> ‘districts’ <u>and</u> ‘shown’ <u>in line 2</u> .	21								
	<u>To delete existing table and substitute:</u>									
	<table style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 40%; padding: 5px;">Election in 2022 only for:</td> <td style="padding: 5px;">Retired Members’ Group; FutureTSSA; Disability Working Group; LGBT+.</td> </tr> <tr> <td style="padding: 5px;">Election in 2022 and every third year thereafter for:</td> <td style="padding: 5px;">Scotland; London North West; North West; Women in Focus; BAME.</td> </tr> <tr> <td style="padding: 5px;">Election in 2023 and every third year thereafter for:</td> <td style="padding: 5px;">Ireland; London Transport; North East; London South; FutureTSSA; Disability Working Group.</td> </tr> <tr> <td style="padding: 5px;">Election in 2024 and every third year thereafter for:</td> <td style="padding: 5px;">Midlands; Wales & Western; Anglia & London North East; LGBT+; Retired Members’ Group</td> </tr> </table>	Election in 2022 only for:	Retired Members’ Group; FutureTSSA; Disability Working Group; LGBT+.	Election in 2022 and every third year thereafter for:	Scotland; London North West; North West; Women in Focus; BAME.	Election in 2023 and every third year thereafter for:	Ireland; London Transport; North East; London South; FutureTSSA; Disability Working Group.	Election in 2024 and every third year thereafter for:	Midlands; Wales & Western; Anglia & London North East; LGBT+; Retired Members’ Group	
Election in 2022 only for:	Retired Members’ Group; FutureTSSA; Disability Working Group; LGBT+.									
Election in 2022 and every third year thereafter for:	Scotland; London North West; North West; Women in Focus; BAME.									
Election in 2023 and every third year thereafter for:	Ireland; London Transport; North East; London South; FutureTSSA; Disability Working Group.									
Election in 2024 and every third year thereafter for:	Midlands; Wales & Western; Anglia & London North East; LGBT+; Retired Members’ Group									
22	Existing Clause (k)	22								
23	To insert ‘, SOGs’ <u>between</u> ‘Branches’ <u>and</u> ‘or’ in line 1.	23								
24	Casual Vacancies - Elections, existing Clause (l)	24								
25	To insert ‘or SOG’ <u>between</u> ‘district’ <u>and</u> ‘concerned’ <u>in line 3</u> .	25								
	<i>(EC oppose)</i>									
	FutureTSSA	Mover								
	Wales No. 1	Seconder								

ORDER PAPER**R4****Closed Session - TSSA members and staff only**

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

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

36 Rule Alteration		
1	Preface: to give all EC members equality in the number of years they can serve on the	1
2	Executive.	2
3	Rule 9 THE EXECUTIVE COMMITTEE	3
4	9.2 ELECTION OF PRESIDENT, TREASURER AND EXECUTIVE COMMITTEE	4
5	Clause (a)	5
6	<u>To insert 'to a maximum of six years' between 'nominated' and '. Their' in line 5.</u>	6
7	<u>To delete all between 'Committee' and 'whose' in line 15.</u>	7
8	<u>To delete all between 'Committee' in line 16 and 'for' in line 17.</u>	8
	<i>(EC oppose)</i>	
	Wales No. 1	
	Mover	
	Seconder	
37 Rule Alteration		
1	Preface: To increase the number of elected members of SOC from four to five.	1
2	Rule 10 ANNUAL AND SPECIAL DELEGATE CONFERENCES	2
3	10.1 ANNUAL DELEGATE CONFERENCE	3
4	Standing Orders Committee, Clause (m)	4
5	<u>To delete 'four' in line 1 and substitute 'five'.</u>	5
	<i>(EC oppose)</i>	
	Women in Focus	
	Mover	
	Seconder	

ORDER PAPER**R4****Closed Session - TSSA members and staff only**

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

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

38 Rule Alteration		
1	Preface: To allow more time for Branches and SOGs to consider the EC Report and	1
2	Accounts, while ensuring that the EC have adequate time to prepare the Report.	2
3	Rule 10 ANNUAL AND SPECIAL DELEGATE CONFERENCES	3
4	10.1 ANNUAL DELEGATE CONFERENCE	4
5	Executive Committee's Report and Accounts, Clause (n)	5
6	<u>To delete '4' in line 1 and substitute '16 April or 6'.</u>	6
7	<u>To insert 'whichever is the later.' between 'Conference' in line 2 and 'Questions' in</u>	7
8	<u>line 3.</u>	8
	<i>(EC oppose)</i>	
	Retired Members' Group Mover	
	Secunder	
39 Rule Alteration		
1	Preface: To ensure that the Report and Accounts are sent to Branches and SOGs in a	1
2	timely manner even if Conference is postponed or cancelled for any reason.	2
3	Rule 10 ANNUAL AND SPECIAL DELEGATE CONFERENCES	3
4	10.1 ANNUAL DELEGATE CONFERENCE	4
5	Executive Committee's Report and Accounts, Clause (n)	5
6	<u>To add after 'Annual Conference.' in line 6 new paragraph:</u>	6
7	'In the event of postponement or cancellation of Conference then the original	7
8	date of commencement of Conference shall apply. The Report and Accounts	8
9	shall be sent to Branches and SOGs, and the Executive Committee's replies to	9
10	questions (together with the questions themselves) shall be circulated to all	10
11	Branches and SOGs within 7 days of the original date for commencement of	11
12	Conference.'	12
	<i>(EC support)</i>	
	North East General Mover	
	Secunder	

Closed Session - TSSA members and staff only

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

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

40 Rule Alteration		
1	Preface: To restore to the Association’s elected Scrutineers full responsibility for the	1
2	duties as outlined in this Rule.	2
3	Rule 11 ELECTIONS, DELEGATIONS, ETC	3
4	11.1 TSSA SCRUTINEERS	4
5	Duties of Scrutineers, Clause (c)	5
6	Sub-Clause (1)	6
7	<u>To insert ‘and determine the validity of’ between ‘examine’ and ‘all’ in line 1.</u>	7
	<i>(EC oppose)</i>	
	North East General	
	Mover	
	Secunder	
41 Rule Alteration		
1	Preface: to synchronise the publication of the voting papers for Conference elections	1
2	with that of the Conference Preliminary Agenda.	2
3	Rule 11 ELECTIONS, DELEGATIONS, ETC	3
4	11.4 CONFERENCE ELECTIONS	4
5	Clause (c)	5
6	<u>To delete ‘February’ in last line and substitute ‘the preceding December’.</u>	6
7	Clause (e)	7
8	<u>To delete ‘2’ in line 1 and substitute ‘3’.</u>	8
	<i>(EC support)</i>	
	TfL Central	
	Mover	
	Secunder	

Closed Session - TSSA members and staff only

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

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

	42 Rule Alteration	
1	Preface: to ensure that authorised industrial action is not terminated prematurely.	1
2	Rule 13 INDUSTRIAL ACTION	2
3	New Clause 13.3	3
4	<u>To insert new Clause:</u>	4
5	' 13.3 Termination of Industrial Action	5
6	Authorised industrial action may not be terminated ahead of a declared end-date	6
7	or time, unless the objective(s) of the action have been definitively achieved,	7
8	except by vote of the Executive Committee at a quorate meeting, whether face-to-	8
9	face or electronic, where not less than 75% of those present vote to support a	9
10	cessation.'	10
	<i>(EC oppose)</i>	
	LT Retired	
	Mover	
	Seconder	
	43 Rule Alteration	
1	Preface: to assist the Irish committee to fill all delegate seats at Annual Conference	1
2	and to enable participation at Annual Conference by a wide age group of the Irish	2
3	membership.	3
4	Rule 15 IRELAND	4
5	15.1 IRISH COMMITTEE	5
6	Annual Conference Delegation Candidates for Ireland, Clause (e)	6
7	<u>To delete '26' in last line and substitute '35'.</u>	7
	<i>(EC support)</i>	
	Irish Committee	
	Mover	
	Seconder	

Closed Session - TSSA members and staff only

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

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

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

Closed Session - TSSA members and staff only

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

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

	46 EC Report on Subscription Bands and Political Fund Contributions	
1	That this Conference notes the EC report and agrees to:	1
2	• a campaign to update salary information, and	2
3	• a campaign to encourage political fund opt-ins.	3
	<p>Conference urges the EC to work together with other trade unions on the campaign encouraging opt-ins to the political fund, as this is an issue common to all unions with political funds and there is potential to build a campaign across the labour movement. Conference further urges that this campaign, and related activity within the Labour Party, should draw attention to the contrast between the transparent and accountable nature of TU contributions to Labour and the secretive nature of individual and corporate donations which are the main source of Conservative Party funds.</p> <p><i>(EC support)</i></p> <p>Executive Committee Mover</p> <p>TfL Central Secunder</p> <p>Amendment -</p> <p><i>To add at end</i> “subject to the following amendment to the report: <u>“To delete all between table in lines 21-24 and ‘Network’ in line 33 (of report).”</u></p> <p><i>(EC oppose)</i></p> <p>London Bus & Rail Operators Mover</p> <p>Secunder</p>	

Closed Session - TSSA members and staff only

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

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

	46A Rule Alteration	
1	Rule 4.3.1 Subscription rates	1
2	Clause (c)	2
3	<u>To delete ‘2018’ in line 1 and substitute ‘2022’.</u>	3
4	Clause (d)	4
5	<u>To delete ‘£20,000’ in line 4 and substitute ‘£24,000’.</u>	5
6	<u>To delete ‘£20,001’ in line 5 and substitute ‘£24,001’.</u>	6
7	<u>To delete ‘€25,000’ in line 9 and substitute ‘€29,000’.</u>	7
8	<u>To delete ‘€25,000’ in line 10 and substitute ‘€29,001’.</u>	8
	<i>(EC support)</i>	
	Executive Committee	
	Mover	
	Seconder	
	Amendment -	
	<i>To delete all between “rates” in line 1 (of motion) and “To” in line 5 (of motion) and substitute:</i>	
	<i>“Clause (b)</i>	
	<u>To delete entire clause and re-letter subsequent clauses accordingly.</u>	
	<i>Existing Clause (c)</i>	
	<u>To delete entire clause and re-letter subsequent clauses accordingly.</u>	
	<i>Existing Clause (d)</i>	
	<u>“To delete first ‘The’ in line 1 and substitute ‘From January 2022 the’ ”.</u>	
	<i>To add at end (of motion - new paragraphs):</i>	
	<i>“Clause (i)</i>	
	<u>To delete entire clause and re-letter subsequent clauses accordingly.”.</u>	
	<i>(EC oppose)</i>	
	North East General	
	Mover	
	Seconder	

Closed Session - TSSA members and staff only

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

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

Em2/3	TSSA Report & Accounts (<i>Composite Emergency Motion</i>)	
1	That this conference notes that the EC Report and Audited Financial Statements for	1
2	2020 have not been published by 21st August 2021 as required under rule 10.1(n).	2
3	Conference is very concerned at this failure. This has occurred even though Conference	3
4	is taking place more than three months after it was planned. Conference further notes	4
5	that in recent prior years the EC Report and Audited Financial Statements were not	5
6	published in accordance with TSSA rule 10.1(n). It is vital that the Association's	6
7	finances are managed effectively and reported to the membership in a transparent and	7
8	accountable fashion: the failure to ensure that this takes place is a major breach of the	8
9	EC's responsibilities.	9
10	Conference also notes that, in the Auditors' Report on the Audited Financial	10
11	Statements for 2019, the Auditors reported that the EC breached its legal duty to	11
12	maintain proper accounting records.	12
13	Conference believes that the failure of the EC to publish the Audited Financial	13
14	Statements as required under rule and to offer satisfactory and timely explanations of	14
15	its lack of compliance with its legal duties is totally unacceptable as well as	15
16	constituting a denial of the rights of members at Conference to exercise democratic	16
17	oversight of the financial decisions and judgements of the EC.	17
18	Conference instructs the EC to:	18
19	(a) provide a verbal explanation to Conference for the failure to produce the 2020	19
20	Report and Accounts on time;	20
21	(b) circulate a full explanation for this failure to branches, Divisional Councils and	21
22	SOGs within a month of the end of Conference;	22
23	(c) conduct a comprehensive review into the successive late Reports over several	23
24	years. This review should address:	24
25	• the roles played by union officers, auditors, the EC, Trustees and other	25
26	relevant parties;	26
27	• the timing of requests and the exchange of information between the auditors	27
28	and the union;	28
29	• any explanation offered by the auditors for delays, and	29
30	• the payment of fees to the auditors;	30
31	(d) put changes in place to ensure that these breaches are not repeated and	31
32	transparency and accountability are improved as soon as possible, and definitely to	32
33	take effect in time for consideration of the 2021 Report and Accounts, and	33
34	(e) report to branches, Divisional Councils and SOGs on the progress of the review and	34
35	actions in December 2021, March 2022 and to Conference 2022.	35
	London & Southern Retired	Mover
	Retired Members' Group	Secunder

ORDER PAPER**F1**

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

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

	47 TSSA Organisation	
1	That this Conference believes that relationships between members, reps, Branches and	1
2	union staff could be improved if the Association were to adopt a formal quality	2
3	management system.	3
	Conference welcomes recent moves towards improving accountability and	
	transparency, such as asking SOGs to have a defined vision and purpose. However, it	
6	remains the case that the Association’s current arrangements lack transparency and	6
7	oversight, not only for members, but for representatives and elected officials. Many	7
8	members and elected officials are frustrated by this situation and it may be a cause for	8
9	the poor health of the Branches as they lack an effective means to engage in the day-	9
10	to-day running of the Association and for the elected representatives that look to the	10
	branches for guidance and support.	
	Quality management systems have been well researched and are used across all types	
	of businesses and organisations globally since the 1960s. By placing the needs of the	
	member at the heart of all activities, such a system would improve transparency and	
	consistency and reduce errors and waste. This would increase member satisfaction and	
	boost recruitment, as well as encouraging participation from reps, branch activists and	
	others.	
23	Conference instructs the EC to establish an organisational improvement project to	23
	implement a quality management system. The project should aim for such a system to	
	be substantially in place by the 2023 Annual Conference, with a report on progress	
	presented to the 2022 Annual Conference.	
	<i>(EC oppose)</i>	
	TfL Central	Mover
	Network Rail Milton Keynes	Secunder

ORDER PAPER**F1**

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

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

	48 TSSA Organisation	
1	That this Conference, bearing in mind some of the practical issues raised in the	1
2	Democracy Report of 2020, and in welcoming the EC’s decision to press ahead with a	2
3	new and revamped website, calls on the EC to ensure that the Association’s IT systems	3
4	facilitate the activities of the democratic structures within the union. Specifically, the	4
5	interfaces between Head Office and members, and between Branches/Divisional	5
6	Councils/SOGs and members.	6
7	Conference therefore calls on the EC to prioritise work on:	7
	(a) updating the membership system as soon as possible, in conjunction with the new	
	website - after a clear definition of requirements - to ensure online facilities that	
	fully serve the members, reps, branches and SOGs;	10
10	(b) easy to use systems based on the above and geared specifically for Branches,	11
11	Divisional Councils, SOGs and reps to facilitate their organisational activities;	12
12	(c) giving Branches and SOGs access to and control over updating the spaces reserved	13
13	for them on the website. For some time staff have not had time to make such	14
14	updates (as they should not have to in an organising union), and	15
15	(d) an accessible digital comms package, linked to the membership system, that can	16
16	facilitate and encourage on-line meetings and discussions, including on-line	17
17	participation at physical meetings once they resume, whether nationally, regionally	18
18	or locally (preferably all three) and including company reps’ meetings.	19
19	Conference believes that, in order to achieve the above, the EC must:	20
20	(i) use fully transparent processes in project management to ensure proper	21
21	delivery of the clearly defined outcomes (as above), and	22
22	(ii) re-establish the IT working group with significant knowledgeable lay input from	23
23	reps and branch activists. This group should act as the formal client for	24
24	projects and develop/establish requirements for further developments.	25
25	Conference calls on the EC to adopt the above with urgency and warmly welcomes the	26
26	work already being undertaken towards these goals.	
	<i>(EC oppose)</i>	
	North East General	Mover
	Women in Focus	Seconder

ORDER PAPER**F2**

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

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

	49 TSSA Organisation	
1	That this Conference recognises that at the beginning of the Covid pandemic, most	1
2	people had never heard of Zoom technology but now it, and other video conferencing	2
3	technologies, have become the basic means of conducting trade union business.	3
	Conference congratulates the Association reps and branches that took imaginative	
	steps to maintain contact with members, setting up online or telephone meetings and	
	using other means to ensure that members’ concerns were put before employers	
	despite the challenging environment.	
4	These technologies have allowed members to participate in meetings that previously	4
5	they could not have attended in person, whilst other members, who would normally	5
6	have attended in person, have been unable to participate due to a lack of equipment	6
7	or broadband internet access.	7
	Conference notes that there is a high likelihood that patterns of flexible working and	
	working at home will become established permanently in many workplaces. This will	
	present challenges for members and the Association. Traditional means of union	
	recruitment, organising and representation will be more difficult, while union support	
	for employees will be more necessary than ever.	
	However, Conference is concerned that there has not been enough encouragement	
	from the EC and little effort has gone into promoting best practice and encouraging	
	this sort of approach throughout the Association.	
8	Conference instructs the EC to review the experiences of video conferencing during the	8
9	pandemic, and to provide guidance for its continued use whilst also addressing the	9
10	issue of making it accessible for all.	10
	Conference calls on the EC to ensure that comprehensive guidance, support and	
	encouragement is provided to reps and branches to make sure that the union’s	
	functions of:	
	(a) campaigning in workplaces, locally and nationally;	
	(b) representing and supporting members, and	
	(c) appealing to and recruiting non-members	
	continue and increase in the difficult environment we face.	
	<i>(EC support)</i>	
	TfL Central	Mover
	Crewe & Cheshire General	Seconder

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

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

50	TSSA Organisation	
1	This Conference instructs the EC to ensure that when Association members retire, they	1
2	are directed to transfer their membership of the Association to a local Retired Branch.	2
	Conference however notes that not all Divisions have a retired members branch and branch officers are permitted to remain within their existing branch. The EC will need to assist individuals to contact the Retired Members’ Group where there is no retired branch.	
	Conference also notes that Head Office already have a new Retirement Form prepared by the Retired Members’ Group. This form has already been accepted for use and encourages members to remain in membership upon retirement.	
	Conference instructs the EC to ensure that universal use of this form is compulsory at all levels of the Association including all branches, divisional councils and SOGs. Conference further instructs the EC to ensure that the form is used by TSSA staff when dealing with impending member retirement.	
	<i>(EC oppose)</i>	
	Lancs & Cumbria Retired Mover	
	London & Southern Retired Secunder	
	Amendments -	
	A. <i>To delete 'directed' in line 2 and substitute 'advised'.</i>	
	<i>To insert between 'Branch' in line 2 and 'Conference' in line 3 'and be given details of the Retired Members' SOG'.</i>	
	<i>(EC support)</i>	
	West of Scotland General Mover	
	Secunder	
	B. <i>To delete 'directed to' in line 2 and substitute 'to be advised that they can'.</i>	
	<i>To insert between 'Branch' in line 2 and 'Conference' in line 3 'if they so wish.'</i>	
	<i>(EC oppose)</i>	
	South East Wales General Mover	
	Secunder	

ORDER PAPER

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

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

	51 TSSA Organisation	
1	That this Conference recognises the extensive work and commitment of many	1
2	Association members who have been rewarded for those achievements with Honorary	2
3	Life Membership (HLM). This illustrious list includes past Presidents and other senior lay	3
4	officers.	4
5	Conference is deeply concerned that these HLMs are being neglected by the	5
6	Association.	6
7	Conference instructs the EC to maintain the details of HLMs to the same standard as all	7
8	other members. Conference asks the EC to send each HLM an individual letter each	8
9	year, and to copy these letters to the Retired Members’ Group and the appropriate	9
10	Branch (either the relevant Retired Branch or the Branch covering the member’s	10
11	former workplace) to help branches and the RMG maintain contact with these	11
12	members.	12
	<i>(EC oppose)</i>	
	Retired Members’ Group	
	Mover	
	Seconder	

ORDER PAPER

G1

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

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

	53 TSSA Democracy	
1	That this Conference notes that, under Rule, most elected positions in the Association	1
2	have a limitation of the number of terms or years that the position can be held. EC	2
3	members, SOC members, Scrutineers etc can all hold office for a maximum number of	3
4	years.	4
5	There are two clear exceptions: the positions of President and Treasurer. Under Rule	5
6	9.2(a) they are elected for a period of two years and can be re-elected any number of	6
7	times if nominated.	7
8	While Conference is aware that the possibility is always there for a change through the	8
9	election process, Conference questions why all elected lay officers of the Association	9
10	are not subject to similar rules.	10
11	Conference therefore calls on the EC to look at the relevant rules and consider whether	11
12	a change would be beneficial to the Association, in particular as a preliminary step	12
13	towards achieving some gender balance amongst elected lay officers.	13
	<i>(EC oppose)</i>	
	North East Operations	
	Mover	
	Seconder	
	54 TSSA Democracy	
	<i>(Withdrawn)</i>	

ORDER PAPER**G1**

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

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

	55 TSSA Democracy	
1	That this Conference believes that improvements can be made to how members’	1
2	democratic voices on workplace issues are acted upon. On this basis, Conference urges	2
	the Association to take further steps to advance its promise to be a member-led	
	organisation.	
	Members of certain workplace Branches, such as the Network Rail Milton Keynes	
8	Branch, are currently discriminated against as decisions concerning workplace issues	8
9	are exclusively determined by Industrial Relations (IR) representatives without the	9
10	requirement for affected members’ endorsement. The IR representatives are elected	10
11	every three years, and members have no mechanism to recall their representatives, or	11
	complain about or voice their preferences on their representatives’ actions or	
	decisions.	
18	The only democratic mechanism open to Association members is via a Branch motion.	18
19	However, due to the unspecified scope of Branch authority in the Association Rule Book	19
20	in relation to representatives’ actions during collective bargaining, there is a lack of	20
21	accountability in the relationship between representatives on one hand and members	21
22	and Branches on the other. This has resulted in IR representatives and Association staff	22
23	members negotiating collective agreements with employers without clear endorsement	23
	by the membership.	
27	To remedy this accountability gap, Conference seeks increased access to democracy for	27
	Association members.	
	In order to empower members with clearer democratic rights, Conference further	
	resolves the following as requirements of Association representatives and Branches:	
	(a) A motion shall only be open for vote by members that are impacted by the	
	collective agreement in question, and	
	(b) Workplace representatives shall engage and feed back to members through	
	relevant Branch meetings and activities.	
	<i>(EC oppose)</i>	
	Network Rail North London Mover	
	Network Rail Milton Keynes Seconder	

ORDER PAPER

G2

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

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

	Su1 TSSA Education	
1	That this Conference calls on the EC to look into bringing back TUC recognised courses	1
2	as part of training for all reps as the in-house and GFTU courses have proven not to be	2
3	working properly and we are getting a backlog of reps waiting for courses to take	3
4	place. We have also identified that the courses provided by GFTU are not fit for	4
5	purpose as, at this present time, they have been compressed into three days whereas a	5
6	TUC stage 1 course takes 10 days to complete and provides a qualification which the	6
7	GFTU courses do not.	7
	<i>(EC oppose)</i>	
	London Metropolitan	
		Mover
		Secunder

ORDER PAPER**G2**

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

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

Su3 TSSA Accessibility		
1	Conference demands that our union recognise once and for all that members with	1
2	impairments have equality with able-bodied members. It is unacceptable that members	2
3	with impairments are still being treated as 'second class citizens' by their union.	3
4	It is disappointing that our union fails to deliver for our members on these issues that we take employers to task for.	4
6	Every year since 2015 Annual Conference in Eastbourne, members with impairments	6
7	have had to take issue with our union over very basic requirements at meetings and in	7
8	particular at annual conferences. Conference instructs the EC to provide information for all activities within the Association such as branches, Divisional Councils and Self Organised Groups on the requirements needed to make venues accessible for all.	8
9	We have repeatedly had to raise issues with regard to lift access, fire evacuation and	9
10	Personal Emergency Evacuation Plan (PEEP) policies, ramps and accessible rooms to	10
11	name just a few.	11
12	Conference instructs the EC to implement the motion on accessibility carried	12
13	unanimously at 2015 Annual Conference (Minute 60, TSSA Meetings) with immediate	13
14	effect.	14
	Conference further instructs the EC to undertake a review of all its existing offices to ensure they comply with current standards for disabled access and facilities, and to undertake appropriate alterations and modifications to achieve compliance with those standards (for example by providing a step free entrance to the TSSA office / meeting room in York).	
	Disability Working Group	Mover
	North East General	Seconder
	Supported by: Lancs & Cumbria General	
	North East General	
	Retired Members' Group	
	Minute 60, 2015 Annual Conference	
	TSSA Meetings (Item 58)	
	<i>That this Conference instructs the EC to direct and ensure that in order for any meeting organised by the Association to take place, the venue has to be accessible. Where the venue is not accessible, the Association is to look for an alternative venue and where necessary to provide the appropriate financial support for this to be possible.</i>	
		CARRIED

ORDER PAPER**G3**

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

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

	56 TSSA Conference Elections	
1	That this Conference endorses the EC report. <i>(EC support)</i>	1
	Executive Committee	
	Mover	
	Secunder	
	57 TSSA Annual Conference	
1	That this Conference, bearing in mind the difficulty in influencing Government policy and actions and the number of companies whose staff the Association represents, with most negotiations being carried out by Company Council members, instructs the EC to bring a report to the 2022 Annual Conference detailing the value and relevance of holding a conference annually.	1
2		2
3		3
4		4
5		5
6	The report should detail the ‘pros’ and ‘cons’ of a Biennial conference against an Annual one. <i>(EC oppose)</i>	6
7		7
	Midlands Retired	
	Mover	
	Secunder	
	58 TSSA Diary	
1	That this Conference notes with regret the poor quality of the 2021 TSSA diaries, which have thin floppy covers and a binding which prevents the diary opening flat. Conference also notes that the diaries were sent out so late that some members did not receive them until after the start of the year.	1
2		2
3		3
4		4
5	Conference instructs the EC to ensure that future diaries are of not less quality than the 2019 diaries with stiff board covers in a business-friendly colour or colours and with a binding that allows the diary to open flat. <i>(EC support)</i>	5
6		6
7		7
	Midlands Retired	
	Mover	
	Secunder	
	Amendment -	
	<i>To add at end, 'and include details of ALL of the SOGs.'</i>	
	<i>(EC support)</i>	
	West of Scotland General	
	Mover	
	Secunder	

ORDER PAPER**G3**

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

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

	59 TSSA Credit Union	
1	That this Conference believes that Association members could benefit from a TSSA	1
2	credit union.	2
3	Other trade unions have credit unions that enable their members to benefit from	3
4	ethical savings accounts and low interest loans. In these uncertain financial times, such	4
5	a scheme would both benefit our existing members and draw prospective members.	5
6	Conference requests that the EC fully investigates the benefits and risks of setting up a	6
7	TSSA credit union and report their findings back to Branches, with a view to potentially	7
8	setting one up if viable.	8
	<i>(EC oppose)</i>	
	TfL Central	
		Mover
		Secunder
	60 TfL Pension Fund	
1	That this Conference notes that the TfL Independent Funding Review, published in	1
2	December 2020, found that the TfL Pension Fund was ‘outdated and must be reformed’	2
3	and that a commission be established to look at options for modernising the scheme	3
4	and reducing TfL’s costs. The report called for the work of this commission and the	4
5	implementation of its recommendations in 2025.	5
6	Conference believes that ‘reformation’ and ‘modernisation’ of pension schemes in	6
7	reality means attacks on pension benefits, resulting in members paying in more and	7
8	receiving less in their retirement.	8
9	Conference instructs the EC to lead on and actively oversee a concerted campaign of	9
10	action in response to any and all attempts on the part of TfL and/or the Government to	10
11	reform or modernise the TfL Pension in any way acts to the detriment of TfL workers,	11
12	including the use of strike action.	12
	<i>(EC support)</i>	
	LU MATS & Operational Managers	
		Mover
		Secunder

ORDER PAPER

G3

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

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

	61 Maternity Discrimination	
1	That this conference notes that employees who take maternity leave are not entitled	1
2	to ‘credit’ (for example for performance related pay purposes) for their time after the	2
3	first 28 days. Employees who undertake volunteering with release from work and jury	3
4	service are not penalised in this way.	4
5	The detriment seems to be a clear case of discrimination. Conference calls on the EC	5
6	to negotiate with all employers where the Association represents members to change	6
7	this situation. Conference further calls on the EC to use all possible means to persuade	7
8	the Labour Party to ensure that a future Labour government changes the relevant law	8
9	on maternity pay.	9
	<i>(EC remit/oppose)</i>	
	Women in Focus	
	Mover	
	Seconder	

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

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

62 Apprenticeships		
1	That this Conference believes it is time to end the exploitation of apprentices for	1
2	cheap labour. Too many employers see apprenticeships as an opportunity for cheap	2
3	labour, offering minimal training and measly wages.	3
4	By paying below minimum wage, employers discriminate against those from less	4
5	affluent backgrounds, and from older people looking to change career.	5
6	Apprentice minimum wage stands at £4.15 an hour for those under 19 or in the first	6
7	year of their apprenticeship (February 2021). This is £5.35 less than the UK Living Wage	7
8	(determined by the Living Wage Commission in November 2020) and £6.70 below the	8
9	London Living Wage. Whilst it is understandable that some salary is sacrificed whilst	9
10	apprentices are unable to carry out the duties of an experienced employee, this rate is	10
11	unacceptable, particularly in roles where the apprentice undertakes the same duties as	11
12	any other employee.	12
13	Whilst apprentices are often paid below the living wage, there is no concession in the	13
14	cost of housing, food and utilities, often meaning young people are unable to leave	14
15	home to find opportunities further from their family homes.	15
16	This Conference appreciates the recent offering of trade union organiser apprentices	16
17	within our own staff. This stands to set a precedent in apprenticeships, offering a fair	17
18	wage, meaningful training, and the opportunity for personal growth.	18
19	Conference instructs the EC to work with young members to formulate an	19
20	apprenticeship charter, to promote best practice and offer guidance to employers in	20
21	the transport and travel industries on what should be expected of a fair and meaningful	21
22	apprenticeship. Conference further instructs the EC to take the result of consultation	22
23	into discussions with sister unions in order to share best practice with a view to	23
	developing a protocol to be adopted by the TUC, in order to improve apprenticeships	
	across all workplaces.	
	<i>(EC oppose)</i>	
	FutureTSSA	Mover
	North East General	Secunder

ORDER PAPER**G4**

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

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

	63 Home Working	
1	That this Conference notes that during the pandemic there has been a great increase in	1
2	home working, much of which may become permanent. Staff working from home may	2
3	not have adequate facilities such as a proper office, internet facilities and appropriate	3
4	office furniture. Conference believes that all employers requiring workers to work from	4
5	home, or where there is an agreement to work from home, or a Government directive	5
6	to work at home, should be liable to provide them with the appropriate equipment at	6
7	the employer’s expense.	7
8	Conference instructs the EC to campaign for these rights and to raise this issue with	8
9	the TUC and the Labour Party.	9
	<i>(EC support)</i>	
	Lancs & Cumbria General	
	Mover	
	Seconder	
	Amendment -	
	<i>To delete ‘the appropriate equipment’ in line 6 and substitute ‘suitable and sufficient</i>	
	<i>appropriate equipment, and ensure that safety standards applicable in the</i>	
	<i>conventional workplace are suitably adopted in the home environment,’.</i>	
	<i>(EC support)</i>	
	LT Retired	
	Mover	
	Seconder	
	64 Labour Party	
1	That this Conference notes the Labour Party defeat in the latest General Election in	1
2	December 2019 and is concerned that many key areas of former Labour constituencies	2
3	turned away from previously strong support.	3
4	Conference is concerned, following the Covid pandemic that the Party cannot wait for	4
5	four years to highlight key issues, such as the NHS, public ownership and pay for low-	5
6	paid, but ‘key’ workers including those on zero-hour contracts, in the gig economy, and	6
	in precarious employment.	
7	Conference is convinced that the trade unions should take a more active role and step	7
8	up campaigning for these key issues.	8
9	Conference instructs the EC to join with other trades unions and with the TUC to	9
10	campaign on these issues and to keep up the pressure on the existing Government and	10
	Labour Party.	
	<i>(EC support)</i>	
	London Bus & Rail Operators	
	Mover	
	London North West Retired	
	Seconder	
	Supported by Midlands General	

ORDER PAPER**G4**

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

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

	65 Labour Party	
1	That this Conference is concerned that the present Tory Government will start to	1
2	further weaken worker rights.	2
3	Conference notes that it is also probable that further anti-trade union legislation will	3
4	be enacted.	4
5	Conference instructs the EC to convey our concerns to the Labour Party Leadership and	5
6	the NEC and to demand of them that future Labour Party policy will include the	6
7	protection and enhancement of workers’ rights and the repeal of various anti-trade	7
8	union Acts from 1980.	8
9	In the absence of a satisfactory response from the Labour Party, as determined by the	9
10	EC, the EC will consider a reduction in contributions to the Labour Party.	10
	<i>(EC oppose)</i>	
	Euston	Mover
		Secunder
	Amendment -	
	<i>To delete all after ‘1980’.</i>	
	<i>(EC support)</i>	
	South East Wales General	Mover
		Secunder

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

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

	66 Labour Party	
1	That this Conference is very concerned that the divisiveness within the Labour Party	1
2	has become so intense, and has not presented the face of unity, essential if voters are	2
3	expected to support it as the leading opposition party to the disastrous Tory	3
4	Government at the next general election. The current Labour leadership has caused	4
5	mayhem with its suspension of constituency Labour party officers and individual	5
6	members, for seeking to restore full parliamentary rights to former Party leader	6
7	Jeremy Corbyn, or for daring to question or disregard the party’s General Secretary’s	7
8	instruction not to debate the issue at meetings.	8
9	Conference congratulates the General Secretary and the EC for taking a principled and	9
10	public stand on this issue so far, and urges the EC to escalate this concern further.	10
11	Also of considerable concern are the ongoing expulsions and suspensions of so many	11
12	active and principled socialist and anti-racist members on false accusations of alleged	12
13	anti-Semitism. At time of writing, there are as many as 35 Jewish members of the	13
14	Labour Party under investigation too for breaches of discipline, or preposterously for	14
15	anti-Semitism!	15
16	Conference urges the Labour Party leadership to cease this clear-out of members on	16
17	flimsy charges and to restore full parliamentary status to Jeremy Corbyn. Until it is	17
18	clear that the Labour Party have followed this advice, this Conference regrettably	18
19	recommends that the EC make no additional donations to the Labour Party other than	19
20	the affiliation fee.	20
	<i>(EC oppose)</i>	
	Kent	Mover
		Secunder
	Amendment -	
	<i>To insert between ‘election.’ and second ‘The’ in line 4, ‘Conference has no confidence in Sir Keir Starmer and David Evans and calls on them to resign their positions as Leader and General Secretary of the Labour Party.’.</i>	
	<i>To add at end (new paragraph):</i>	
	<i>‘Conference instructs the EC to campaign to pressure the Labour Party to call a special Conference to discuss this matter and further instructs the EC to support any proposals that are debated at future Labour Party Conferences that seek the resignations of Sir Keir Starmer and David Evans.’.</i>	
	<i>(EC oppose)</i>	
	Anglia South General	Mover
		Secunder

ORDER PAPER**G4**

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

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

	67 Labour Party	
1	That this Conference notes with growing concern the attacks on democracy within the	1
2	Labour Party. There is no doubt that the former leader Jeremy Corbyn could have	2
3	handled things differently when the report into anti-Semitism during his leadership was	3
4	released. The report itself went some way to exonerating him from a lot of criticism	4
5	and in actual fact pointed the finger where it firmly belonged, at the party’s previous	5
6	General Secretary. The party leadership was left with little choice but to act when	6
7	Corbyn made comments downplaying the report within moments of its release.	7
8	However, once these remarks had been quantified and Corbyn was let back into the	8
9	party that should have been the end of the matter. Instead, on the back of calls from	9
10	the usual suspects, Corbyn was prevented from taking up the whip. This at best	10
11	appeared churlish and at worst vindictive.	11
12	Since then, the former leader has been treated as a pariah, CLPs suspended for passing	12
13	motions of supporting Corbyn and, more damaging, a complete failure to act on those	13
14	from within the Party who deliberately attacked our electoral chances in 2017.	14
15	Conference reaffirms its support for the Party and strongly believe that the best for	15
16	working people in this country is a Labour Government. However, this support is not	16
17	unconditional. Attacks on the democracy within our Party are deeply alarming. The	17
18	Party should remain a free space for all legitimate views.	18
19	Conference instructs the EC to bring the sentiments of this motion to the attention of	19
20	the Labour leadership and party.	20
	<i>(EC support)</i>	
	Southeastern Metro	Mover
		Secunder
	Amendment -	
	<i>To delete all between ‘Party.’ in line 2 and ‘However’ in line 8 and substitute ‘The report into anti-semitism during Jeremy Corbyn’s leadership showed that the quantity of cases being examined went up once Jennie Formby became General Secretary of the Party in 2018, backed by Jeremy Corbyn. It also showed that there was “an improvement in the rate of determining cases” under Corbyn’s leadership. The Party leadership chose to suspend Jeremy Corbyn when he commented after the report’s release that the scale of the problem was overstated for political reasons.’</i>	
	<i>(EC support)</i>	
	Euston	Mover
		Secunder

ORDER PAPER**G4**

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

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

Em4 Labour Party (Emergency Motion)		
1	That this Conference notes with concern the decision of Labour’s National Executive	1
2	Committee on 20 July to proscribe four groups, that may lead to over 1,000 members	2
3	being automatically expelled from the party. This accompanies a decision to establish a	3
4	panel to consider bans of other groups. Conference congratulates Andi Fox, the TSSA	4
5	member elected to the trade union section of the NEC, for opposing these decisions.	5
6	We do not wish to express any support for the organisations affected, and re-emphasise	6
7	our opposition to racism in all its forms, including anti-Jewish racism. However,	7
8	Conference is concerned at the restriction of party democracy and the precedent set	8
9	by this NEC decision on auto-exclusions as well as by the retrospective nature of the	9
10	bans which is against all concepts of natural justice. Conference notes that there have	10
11	been calls to add other organisations that have contributed greatly to party activity in	11
12	recent years to the banned list.	11
12	This NEC vote follows a succession of decisions by paid officials of the party to restrict	12
13	and control debate, such as edicts that some subjects could not be discussed by	13
14	constituency parties, prolonged suspension of many party officers and some entire	14
15	constituency parties without adequate justification and the over-ruling of the elected	15
16	London Regional Board to set an unreasonably early date for the London Regional	16
17	Conference.	17
18	A united party is more essential than ever to challenge the criminal incompetence,	18
19	negligence, contempt and corruption of the Tory Government. Although Sir Keir	19
20	Starmer promised to bring the party together at the time of his election as Leader, his	20
21	leadership has seen a succession of attacks on the left of the party, denial of the	21
22	legitimacy of a significant wing of party opinion, and tacit abandonment of popular	22
23	policies that formed the 2019 manifesto. This has led to a dramatic loss of party	23
24	membership, the disillusionment of many party supporters (particularly younger	24
25	members who were inspired to become active by the popular policies offered in recent	25
26	years) and a party machinery much more engaged in internal fights than in attacking	26
27	the Government’s failures. “t has also led to a worsening of Labour’s position versus	27
28	that of the Tories in polls of voting intention.	27
28	Conference remains committed to the Labour Party as the best vehicle to deliver a new	28
29	deal not only for TSSA members but for working people in general, and instructs the EC	28
30	to call on the Labour leadership to:	28
31	(a) urgently review these bans and suspensions;	29
32	(b) ensure that party officials understand that they are there to serve the party	30
33	membership, not to instruct local parties what they can debate;	31
34	(c) redouble attacks on the Tories’ failed and fatal policies, and	32
	(d) concentrate on building a strong, united, growing and well funded party that can	33
	work with trade union affiliates to take forward positive and progressive policies.	34
	TfL Central Mover	
	Women in Focus Seconder	
	Supported by Southeastern Metro	

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

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

	68 Labour Party	
1	That this Conference notes with deep disappointment the poor performance of the	1
2	Labour Leader, Sir Keir Starmer, since his election and the Parliamentary Labour Party	2
3	in general.	3
4	Specifically, Conference notes the following examples of sub-optimal performance:	4
5	(a) that membership of the party has dropped by over 50,000 since the election of Sir	5
6	Keir Starmer as leader;	6
7	(b) that Sir Keir Starmer suspended Mr Jeremy Corbyn MP in October 2020, in so doing	7
8	making Mr Corbyn the only former leader of the Labour Party ever to be suspended,	8
9	for his statement in response to the publication of the EHRC report on its	9
10	investigation into anti-Semitism in the Labour Party;	10
11	(c) subsequent to Mr Corbyn’s reinstatement following a NEC hearing, Sir Keir Starmer	11
12	undermined the authority and autonomy of the National Executive Committee by	12
13	withdrawing the whip from Mr Corbyn, for which fourteen members of the NEC,	13
14	including the Association’s representative, signed a letter to the Labour Party	14
15	General Secretary calling on him to admonish the Labour Leader for his actions;	15
16	(d) that Sir Keir Starmer drew criticism for describing the Black Lives Matter	16
17	movement, which was born from the brutal slaying of George Floyd by Minneapolis	17
18	law enforcement, as ‘a moment’, a turn of phrase he later stated that he	18
19	regretted, but did not apologise for;	19
20	(e) that Sir Keir Starmer stated, in an article he wrote for The Mail on Sunday,	20
21	published on 15th August 2020, that ‘My message to the Prime Minister: I don’t just	21
22	want all children back at school next month, I expect them back at school. No ifs,	22
23	no buts, no equivocation.’, a statement which boxed in the Leader of the	23
24	Opposition and the Parliamentary Labour Party in light of evidence that the	24
25	opening of schools, colleges and universities had led directly to the second wave of	25
26	coronavirus and daily cases reaching 58,000 by the beginning of January 2021;	26
	<i>(Continued)</i>	

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

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

	68 Labour Party (Continued)	
27	(f) that Sir Keir Starmer and the Shadow Cabinet failed to back the actions of the	27
28	National Education Union, which held an online meeting on 3rd January which was	28
29	attended or watched by 400,000 NEU activists and supporters and which called on	29
30	its members to refuse to work on the ground of health and safety in the face of	30
31	Government intransigence on schools opening following the Christmas holidays on	31
32	January 4th 2021;	32
33	(g) that Sir Keir Starmer ordered his MPs to abstain on the Covert Human Intelligence	33
34	Sources Bill (also known as the ‘Spycops Bill’), which set out new legal rights for	34
35	state undercover agents to commit crimes in order to ‘maintain economic well-	35
36	being’ or ‘prevent disorder’, a Bill heavily criticised by Amnesty International;	36
37	(h) that Sir Keir Starmer was forced to back down and instruct his MPs to vote against	37
38	the Overseas Operations Bill, a change in policy from the prior position of	38
39	abstaining on a Bill which would legalise war crimes and torture by British soldiers	39
40	serving abroad by introducing a five year ‘statute of limitations’ on almost all	40
41	crimes committed overseas, and	41
42	(i) that Sir Keir Starmer instructed Labour MPs to vote in favour of the European Union	42
43	(Future Relationship) Bill, despite personally voting against the Brexit deal put	43
44	before Parliament in December 2018 and despite the Association’s General	44
45	Secretary calling on Labour MPs to vote against the Bill in an article in The	45
46	Guardian on 29th December 2020.	46
47	Conference believes that the current Government has been one of unbridled	47
48	corruption, shameless cronyism and blithering incompetence since being elected in a	48
49	landslide General Election victory in 2019. The Covid pandemic has exposed the fault	49
50	lines which exist in the Government’s free-market, neoliberal ideology and that	50
51	ideology’s impotence in effectively protecting society from the ravages of the biggest	51
52	pandemic this planet has seen in over 100 years. Yet, this Government has rarely been	52
53	held to account, either inside or outside Parliament, by an Opposition which apparently	53
54	exists in name only.	54
55	Conference further believes that if the Labour Party truly does stand for working	55
56	people, as it pontificates, then this must start and end with fighting to defend the	56
57	interests of all working people in this country, whatever their struggles.	57
58	Conference instructs the Executive Committee to:	58
59	(i) Convey the terms of this motion to the Labour Party, and	59
60	(ii) To commence a consultation exercise with members on our Association’s future	60
61	relationship with the Labour Party.	61
	<i>(EC oppose)</i>	
	LU MATS & Operational Managers	
	Mover	
	Seconder	

ORDER PAPER**H1**

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

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

	69 International Relations	
1	That this Conference notes the continued threat to peace from the USA which has over	1
2	800 foreign military bases.	2
3	Conference calls for the British Government to add its support to those working to de-	3
4	escalate the moves towards a Cold War.	4
5	The Cold War, moves towards military threats and ultimately the risk of war with	5
6	Venezuela, Syria, Iran, Russia, and China will not solve problems that their people may	6
7	have, as was promised before the wars in Afghanistan, Iraq and Libya.	7
	<i>(EC support)</i>	
	Network Rail North London	Mover
		Seconders
	Amendment -	
	<i>To insert between ‘Conference’ and ‘calls’ in line 3, ‘is dismayed that following the election of US President Biden, foreign policy remains no less aggressive than that of the former President. Conference is concerned that this policy has been supported by the British Government and the loyal opposition. Conference’</i>	
	<i>To insert between ‘Government’ and first ‘to’ in line 3, ‘and the Labour Party’</i>	
	<i>To delete ‘its’ in line 3 and substitute ‘their’.</i>	
	<i>To add at end (new paragraph):</i>	
	‘Conference instructs the EC to bring this motion to the attention of the Government and Labour Party and to support motions at conferences, attended by TSSA delegates, that seek to reduce international tensions.’.	
	<i>(EC support)</i>	
	Anglia South General	Mover
		Seconders
	70 European Relations	
1	That this Conference believes the new relationship with Europe means it is in the	1
2	interests of working people and trade unions that the United Kingdom remains intact	2
3	and supports moves and energies from trade unions to form new, as well as retain	3
4	existing, relationships with our Continental neighbours.	4
5	Conference believes that this relationship should be based on equal interests and	5
6	partnership. Conference calls on the EC to bring this motion to the attention of the	6
7	TUC and other trade unions.	7
	<i>(EC support)</i>	
	London and Southern Retired	Mover
		Seconders

ORDER PAPER**H1**

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

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

	71 Parliamentary Scrutiny of Trade Deals	
1	That this Conference was dismayed by the lack of time available for Parliamentary	1
2	scrutiny of the Bill containing the Brexit Trade deal that was presented to Parliament	2
3	for ‘rubber stamping’ on Wednesday 30th December 2020. Conference is deeply	3
4	concerned that this may set the pattern for any future trade deals that the	4
5	Government negotiates - whether with the EU or other countries - with either no, or	5
6	minimal opportunity for scrutiny by Parliament. Such a lack of transparency would put	6
7	environmental standards and workers’ rights at great risk.	7
8	Conference calls on the Labour Party to insist on Parliamentary scrutiny of all trade	8
9	deals negotiated by the Government and to demand that adequate time is given for	9
10	such scrutiny. Conference instructs the EC to use all of its influence within the Labour	10
11	Party, including motions to Labour Party Conference, to pressure the Party into	11
12	achieving this aim.	12
	<i>(EC support)</i>	
	North East General	Mover
		Secunder
	72 The Economy and Society	
1	That this Conference will continue to oppose those policies of the Conservative	1
2	Government that seek to undermine the well-being of working people and their	2
3	families. In doing so, it determines that the Association will seek to work with other	3
4	trade unions, including unions representing precarious workers, to identify the most	4
5	effective ways available to mobilise members, trades councils and others who share	5
	the same views.	
6	Covid has shown that the existing economic model is fundamentally broken and the	6
7	experiences of working people and their trade unions over the past months has opened	7
8	up a space to ask questions about what type of economy, and what kind of society, we	8
9	want to see. Conference, therefore, calls on the EC to promote its own policies to the	9
10	community and the wider movement in order to work collectively to advance the	10
11	interests of working people.	11
	<i>(EC support)</i>	
	Anglia South General	Mover
	London North West Retired	Secunder

ORDER PAPER**H2**

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

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

	73 COP26 and the Green New Deal	
1	That this Conference notes:	1
2	(a) the crises posed to sustainability and human life by the climate crisis, Covid and	2
3	the potential for future pandemics;	3
4	(b) that these crises throw inequalities into sharp relief and call out for a global Green	4
5	New Deal, as supported by the Association for many years;	5
6	(c) that we face a global and UK crisis of unemployment but also an opportunity to	6
7	invest in climate jobs, a just transition and a fairer society;	7
8	(d) that the UK is hosting the rescheduled COP26 international climate negotiations in	8
9	Glasgow in 2021, and	9
10	(e) that a commitment to climate justice and the Green New Deal was one of the key	10
11	pledges made by Sir Keir Starmer when he became Labour Leader.	11
12	Conference asks the EC to ensure that the Association:	12
13	(i) participates meaningfully in trade union and community actions to promote	13
14	climate justice and the Green New Deal, particularly actions addressed to	14
15	COP26;	15
16	(ii) encourages members to take part in such actions, through the COP26 Coalition	16
17	and other organisations;	17
18	(iii) works with the ITUC and in other ways to promote climate justice and extend	18
19	solidarity and support to delegations from the global south to COP26;	19
20	(iv) commits to continue campaigning in support of climate justice through the	20
21	Labour Party and related organisations, to deliver Labour conference policies	21
22	including the Green New Deal, public ownership, climate justice and a just	22
23	transition to environmental sustainability;	23
24	(v) promotes our affiliation to the Campaign Against Climate Change Trade Union	24
25	group to members, and encourages branch and individual affiliation to and	25
26	participation in CACCTU, and	26
27	(vi) sends delegates to the TUC Trade Union Sustainable Development Advisory	27
28	Group (TUSDAG).	28
	<i>(EC support)</i>	
	TfL Central	
	Mover	
	Seconder	
	Amendment -	
	<i>To add at end (new paragraphs):</i>	
	‘(vii) sends the General Secretary if possible, or a well-advised suitable alternative	
	TSSA representative, to the COP26 to observe whenever possible the relevant	
	sessions on transport, and participate in relevant fringe meetings where	
	transport is a primary issue, and to report back to the EC afterwards, and	
	(viii) urges the relevant train operating companies and the Secretary of State for	
	Transport to promote and encourage enhanced rail travel to the COP26 for	
	British and near-European participants, with additional trains from London	
	Euston and by Eurostar, with through bookings and reserved accommodation on	
	selected trains, as a highly-motivated alternative to travelling by air.’.	
	<i>(EC oppose)</i>	
	Kent	
	Mover	
	Seconder	

ORDER PAPER**H2**

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

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

74 Climate Change and the Railways		
1	That this Conference regrets the recent loss of life at Stonehaven, caused by the major	1
2	derailment of a train after the collapse of the railway embankment resulting from	2
3	severe heavy rainfall. This type of incident adversely affecting railway infrastructure	3
4	following storms, and more frequent weather deteriorations, causing flooding,	4
5	earthwork damage, trees blocking lines, and buckled rails, is becoming more frequent,	5
6	with scope for truly major disasters in future. Government needs to invest massively to	6
7	strengthen and rebuild where necessary on rail infrastructure, some of which may be	7
8	up to 170 years old.	8
9	Conference also notes that while, in its much proclaimed efforts to meet climate	9
10	change targets overall, the Government has pledged to make some investment in	10
11	reopening closed railway lines, only on a modest handful of lines are considered so far.	11
12	Some of their press releases are repeats of previous ones: for example the major East-	12
13	West (Oxford-Cambridge) part-route reopening was investigated in 2006, finance	13
14	promised in 2011, and the same scheme was reported again in the press at end of	14
15	January 2021 as if it was new money rather than actually reduced money, and without	15
16	the electrification proposed previously. Meanwhile the Government plan to spend £27	16
17	billion on new roads in 2020-25. This target may have slipped but remains their policy.	17
18	Conference therefore instructs the EC to raise with Government the essential need for	18
19	investment to be shifted from this absurd massive roads programme to comparable	19
20	expenditure on rail modernisation, with an 80% total route electrification target. The	20
21	HS2 project, now absurdly and unnecessarily expensive and environmentally unpopular	21
22	for many, cannot be the only significant rail project.	22
	Conference is disappointed that no reference was made in the budget on 3 March 2021	
	or in the policy document ‘Build Back Better’ about future railway policy or funding,	
	despite investing in the A66 Trans-Pennine upgrade or the Lower Thames Crossing road	
	schemes.	
23	Conference also urges the Labour Party and possibly other parties and the TUC to	23
24	campaign more forcefully on such policies, if the Government is really serious on	24
25	meeting its climate impact reduction targets, only achievable in transport by	25
26	significant modal shift being accomplished for both people and freight.	26
	<i>(EC support)</i>	
	Kent	Mover
	London Bus & Rail Operators	Secunder

ORDER PAPER**H3**

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

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

75 Transport Policy - Public Ownership		
1	This Conference is concerned at the lack of effort being employed by the current Tory	1
2	Government to implement change to the ownership and operation of the rail industry	2
3	in Great Britain. Conference is aware that the Government announced in September	3
4	2020 that they have ‘ended’ rail franchising. This is not true. What in fact they have	4
5	done is kicked franchising into the long grass by placing existing operators on	5
6	transitional contracts rather than taking back ownership of the contracts themselves.	6
7	The Williams Rail Review was established in September 2019, it was expected to	7
8	publish its findings and recommendations in Autumn 2019, with reform expected to	8
9	commence in 2020.	9
10	Conference believes the Tory Government is now using the Coronavirus pandemic as an	10
11	excuse to delay the change being introduced to the rail industry. How long will private	11
12	companies and international rail operators profit from taxes and for how long will the	12
13	travelling public suffer at the hands of the same operators? The wait for Williams is	13
14	delaying change.	14
15	Conference calls on the EC to challenge the Tory Government through all means	15
16	possible to have the railway returned to Public Ownership and have change made a	16
17	reality.	17
18	Conference instructs the EC to ask the Irish Committee to resist any future plans by the	18
19	Governments of either the Republic of Ireland or Northern Ireland to privatise any part	19
20	of the rail network in Ireland.	20
21	Furthermore, Conference requests that the Irish Committee take whatever action is	21
22	required to intervene and prevent the further selling of bus routes in the Republic of	22
23	Ireland.	23
	<i>(EC support)</i>	
	Irish Committee	
	Mover	
	Seconder	

ORDER PAPER

H3

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

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

	76 Transport Policy - Cross-Border Funding	
1	That this Conference is concerned at the loss of European funding for rail infrastructure	1
2	projects in Northern Ireland. Most of Northern Ireland Railways’ infrastructure projects	2
3	on urban and the cross border rail links were partially subsidised by the EU. With the	3
4	implementation of Brexit in January 2021 this funding has vanished. Northern Ireland	4
5	Railways’ cross border rail service is a vital direct land link to the EU marketplace and	5
6	a trade route essential to the economic growth of Northern Ireland. Translink (the	6
7	Northern Ireland Transport Holding Company) will now have to find this funding from	7
8	other sources.	8
9	Conference calls on the EC to request the Irish Committee to encourage joint union and	9
10	ICTU engagement with the Northern Ireland Executive and the Irish Government, with	10
11	the aim of having special status awarded to Translink for extra funding so this vital	11
12	trade link can be maintained and grown.	12
	<i>(EC support)</i>	
	Irish Committee	
		Mover
		Seconder

ORDER PAPER**H3**

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

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

	77 Transport Policy - Rail Freight	
1	That this Conference believes that rail freight is more environmentally friendly when	1
2	compared with road haulage over long distances, yet the total volume of rail freight	2
3	fell to its lowest level in 23 years in 2020.	3
4	Conference is concerned that, though goods transported by rail have a lower carbon	4
5	footprint, rail freight is decreasing in favour of road haulage. Rail infrastructure is	5
6	being removed to make way for more lorries and, though the capacity of a freight train	6
7	is greater than an HGV, more freight is being sent by road.	7
8	Conference calls upon the EC to ask the Labour Party to push for an increase in market	8
9	share for rail freight, and to put pressure on the Government, in order to reduce CO ₂	9
10	emissions and congestion on our roads.	10
	<i>(EC support)</i>	
	West of Scotland Mover	
	Wales No. 1 Secorder	
	Amendment -	
	<i>To insert between 'road.' in line 7 and 'Conference' in line 8 (new paragraph):</i>	
	'Conference is also aware that one of the leading issues for the various	
	Governments' historic promotion and justification for HS2 was that the transfer of	
	most long distance express north-south train services to the route would provide	
	badly needed additional route capacity on the classic rail routes, for large amounts	
	of freight to be transferred from the roads. However, Government press releases	
	have omitted all such justifications in more recent promotions and advocacy for	
	HS2. We urge the EC to remind them of this, and seek a response on how they will	
	persuade freight shippers to transfer existing traffic from roads to the railways	
	instead, and ask whether they will assist this objective through lower railfreight	
	charges and higher tax costs for road freight.'	
	<i>(EC support)</i>	
	Kent Mover	
	Secorder	

ORDER PAPER

K1

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

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

	78 Rule Alterations	
1	That this Conference, having duly passed the several Resolutions which involve	1
2	alterations to the Rules of the Association, hereby instructs the EC to give effect to all	2
3	such Resolutions by making the authorised amendments to the Rules affected	3
4	(including such re-numbering and verbal correcting as may be necessary) and to have	4
5	the same registered in accordance with statutory requirements - also to produce a	5
6	sufficient number of printed copies of the amended Rules to be made available to each	6
7	member on request; the revised Rules to come into operation forthwith, except where	7
8	otherwise provided for.	8
	<i>(EC support)</i>	
	Executive Committee	
		Mover
		Secunder

GLOSSARY

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