

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

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

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

**Minutes of  
Special Delegate Conference**

**Held in**

**Sheffield and  
online  
6th May 2022**

## List of Delegates Present

Total delegates: 56

Hilary Hosking	Anglia No 3
Malcolm Wallace	Anglia South General
Robin Whittaker	Anglia South General
Catherine Murphy	Crewe & Cheshire General
Pauline McArdle	DWG
John Gilchrist	East Midlands Railway
Sarah-Jane McDonough	Euston
Tim Price	Euston
Sophie Davis-Williams*	FutureTSSA
Steven Rowsome	Irish Committee
Ian McDonald	Kent
Aneurin Redman-White	Lancs & Cumbria General
Steven Horsfall*	Lancs & Cumbria General
Tim Young	Lancs & Cumbria Retred
Nik Anthony	London & Bus Rail Operators
Steve Floyd	London & Bus Rail Operators
Stephen Halliwell	London & Southern Retired
Debbie Taylor	London Met. 454
Simon Ponsonby*	London Met. 454
Mike Wood	London North West Retired
Dinesh Bhardwa	LT Retired
Esther Lathan	LU MATS & Operating Managers
Barry Finch	Merseyside General
Kieran Crowe	Midlands General
Bob Bayley	Midlands Network Rail
Colin Waters*	Midlands Network Rail
Peter Vincent	Midlands Retired
Steve Andrews	Network Rail Anglia North
Richard Magner	Network Rail London and Anglia South
Dave Barnes	Network Rail London South
Paul Mangan*	Network Rail London South
Irene Wright	Network Rail Milton Keynes
Andy Bain	Network Rail North London
Aidan McGrady*	Network Rail North London
Hongjian (Hong) Luo*	North East General

David Howarth	North East General
Andi Fox	North East Operations
Jayson-Mark Gill	North East Operations
Tim Bartlett	North Eastern Retired
Adam Wilson*	NR Milton Keynes
Luke Howard	Retired Members Group
Katrina Faccenda*	Scotland North & East General
Ewan Ward*	Scotland North & East General
Alec Smith*	Scotland Retired
Ian Dorrell	Southeastern Metro
John Morris	Southeastern Metro
Caroline Cheales*	TFL Central
Chris Clark*	TFL Central
Abdel Zaki	TSSA Underground No. 1
Mary Anastasiou*	TSSA Underground No. 1
Malcolm Harrison	Wales and Wester Retired
Gareth Davies	Wales No. 1
John Haynes*	Wales No. 1
Allan O'Hare	West Scotland General
Lorna Barclay	West Scotland General
Jill Murdoch	Women in Focus

\* Attended on Zoom

**Executive Committee**

Mick Carney  
Al Stoten

President  
Treasurer

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

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

\* Attended via Zoom

### **Standing Orders Committee**

Gerry Kennedy      Chair  
Joe Kavanagh  
Anand Pillai  
Cheryl O'Brein

### **Head Office Staff**

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

\* attended via Zoom.

# SPECIAL DELEGATE CONFERENCE

Held in

# Sheffield and online

6 MAY 2022

## 1. Introduction to Conference.

## 2. President's Address

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

## 3. Steward's Report on Attendance.

Final attendance figures show that 56 delegates attended. This included 41 delegates attending in person and 15 attending online. Delegates represented 39 Branches & SOGs, and with members of the Executive Committee, Standing Orders Committee and the paid staff, there were a total of 80 present. There were also several online visitors throughout the Special Delegate Conference.

## 4. EC Motion (item 1)

*That this Special Delegates Conference [notes the EC report and instructs the EC to conduct a briefing and survey of members to establish the views of members.*

*However, before the formal ballot is held. Conference instructs the EC to carry out due diligence on the IBB and report its findings to members and to agree and publish a joint statement between the Association and the IBB that affirms:*

- a) *That the rights and roles of members who have retired will continue to operate as now until the TSSA District changes its rules to determine otherwise;*

- b) *That members of the TSSA District shall have the right to determine its banking arrangements;*
- c) *That references in the IBB Constitution that refer to Communist membership or activity such as 17.1.3 and 24.1 are not applicable to TSSA District members and to specify how any other matters that conflict with the IBB Constitution will be reconciled;*
- d) *That legal opinion is sought to confirm that TSSA District support for international solidarity bodies to which we are affiliated, plus our Rule Book and practices, will not fall foul of US legislation, or impact on our relationship with the IBB;*
- e) *That new members joining the Association will not have to pay an admission fee unless this is agreed by the TSSA District, and*
- f) *The assets that will be retained in the name of the District as required by the UK Certification Officer.*

*This Report shall also be subject to the following additional clause at the end of the report.*

*To add new lines to follow on from line 69 of the Report:*

*All the rights and privileges enjoyed on 01 January 2022 by the Association's members, branches and SOGs in any new arrangement with any other union will be retained unchanged for not less than the first ten years from any merger, take-over, new affiliation which replaces the Association as an independent entity. Such rights and privileges as valid on 01 January 2022 for that minimum ten-year period shall then be negotiable within the replacing organisation.]*

notes the EC's report and instructs the EC to pause all merger and other talks (outside of operation of the strategic partnership) with IBB until such time as:

- a) the Association's finances for the last three years have been presented in full detail to the membership and there has been an opportunity for members to question them at an Annual Conference;
- b) the latest detailed accounts for the IBB and each of its Districts has been presented to the Association's membership;
- c) the membership has sight of written guarantees from IBB regarding its detailed commitments to the TSSA in exchange for our assets;
- d) the IBB provides written guarantees regarding the operation of its rule barring members of the Communist Party and similar from membership, and
- e) members have sight of an expert report from a specialist in US law detailing the potential effect on the Association's future international solidarity commitments of the US embargo on Cuba, its sanctions against Venezuela and its approach to Palestine, along with climate justice and any other international solidarity activities that the Association traditionally undertakes or votes to undertake in the future.

Until the financial case has been made for merger, including clear evidence of GBR's plans and until all risks, financial, legal and political have been professionally assessed. Conference is concerned about the secrecy underlying the talks so far and believes that the EC is acting with excessive haste.

Conference instructs the EC to produce the required information for presentation to the members in plenty of time to allow an informed and considered debate at Annual Conference 2023.

**Mover:** Manuel Cortes (Executive Committee)

**Seconder:** Malcolm Wallace (Anglia South General)

**CARRIED**

### **Amendment A**

*To delete all after 'Conference' in line 1 and substitute:*

'the supreme authority of the Association notes the EC's report and is aware of the following:

- a) that the financial case for immediate merger has not been made especially with the lack of detailed Reports and Accounts over the last three years, and
- b) that no professional and thorough risk assessment has been undertaken on the future financial, legal, political and other aspects of the proposed merger.

While Conference recognises the potential for a big hit on membership numbers, Conference believes that:

- i. the jury is still out on the actual effect of the current threat and a merger with anyone undertaken in haste is very dangerous, and
- ii. the talks with IBB have been excessively secretive only revealed to the membership a few days before Annual Conference in September 2021 and the case for its urgency has not been made.

As a result, Conference is deeply concerned by the current irrevocable changes proposed by the EC. Conference therefore instructs the EC to:

- 1) put all current talks and negotiations with outside Trade Unions on hold;
- 2) undertake with use of independent assessors a full analysis of the Association's financial position and to circulate the results around the membership, and
- 3) consider employing for at least one year, one or two professional recruiters to maximise the Association's membership among old and new transport and travel staff, while the need for more organisers in this role is assessed.'

**Euston**

**OUT OF ORDER**

### **Amendment B**

*To delete all after 'Conference' in line 1 and substitute:*

'notes the report by the EC and requests that a clear case which demonstrates an immediate need for a merger with the IBB is presented to the membership.

This would include:

- a) detailed Association financial reports for the last three years which have been properly scrutinised by members;
- b) sight of the original strategic partnership agreement and information on how this has benefitted the Association and IBB;
- c) assessments from rail experts on the future of rail;
- d) assessments from an independent source on the legal implications, and
- e) IBB financial reports.

Conference is concerned by the short timescale for consultation, the lack of alternative options considered and the potential implications for the Association.

Conference instructs the EC to postpone the proposed date for merger to allow transparent discussions with other Trade Unions to be explored and to give the membership the opportunity to properly consider the current and future position of the Association.’.

### **West of Scotland General**

**Mover:** Lorna Barclay (West of Scotland General)

**Secondly:** Formally

**LOST**

### **Amendment C**

*To delete all after ‘Conference’ in line 1 and substitute:*

‘notes the EC’s report and instructs the EC to pause all merger and other talks (outside of operation of the strategic partnership) with IBB until such time as:

- a) the Association’s finances for the last three years have been presented in full detail to the membership and there has been an opportunity for members to question them at an Annual Conference;
- b) the latest detailed accounts for the IBB and each of its Districts has been presented to the Association’s membership;
- c) the membership has sight of written guarantees from IBB regarding its detailed commitments to the TSSA in exchange for our assets;
- d) the IBB provides written guarantees regarding the operation of its rule barring members of the Communist Party and similar from membership, and
- e) members have sight of an expert report from a specialist in US law detailing the potential effect on the Association’s future international solidarity commitments of the US embargo on Cuba, its sanctions against Venezuela and its approach to Palestine, along with climate justice and any other international solidarity activities that the Association traditionally undertakes or votes to undertake in the future.



Until the financial case has been made for merger, including clear evidence of GBR's plans and until all risks, financial, legal and political have been professionally assessed. Conference is concerned about the secrecy underlying the talks so far and believes that the EC is acting with excessive haste.

Conference instructs the EC to produce the required information for presentation to the members in plenty of time to allow an informed and considered debate at Annual Conference 2023.'

### **Women in Focus**

**Mover:** Jill Murdoch (Women in Focus)

**Seconder:** Irene Wight (Network Rail Milton Keynes)

**CARRIED**

### **Amendment D**

*To delete 'endorses' in line 1 and substitute 'notes'.*

*To delete all after 'report' in line 2 and substitute:*

' . Conference also notes that the Association financial assets will be transferred to IBB ownership with no written guarantees concerning their use being given:

- a) that written guarantees over the rights of members in SOGs have not been provided;
- b) that no undertaking has been given by IBB to amend its constitution to include those rights;
- c) that full disclosure of the Association's financial position and that of IBB has not been provided;
- d) that no due diligence processes have been undertaken or published, and
- e) that no independent advice on the merits or demerits of the merger has been provided.

Conference therefore instructs the EC to fully investigate and report back in full detail with independent external verification as appropriate on the items listed above at three monthly intervals and to arrange for a Special Delegates Conference to seek authority to enter into formal merger negotiations with IBB or another relevant Trade Union.'

### **London & Southern Retired**

**OUT OF ORDER**

### **Amendment E**

*To delete 'endorses' in line 1 and substitute 'notes'.*

*To delete all after ‘report’ in Line 2 and substitute:*

‘. Although an item of concern is that the latest financial reports were late and it is difficult to judge whether the Association is in serious financial trouble or indeed that despite the potential reduction of members because of the Rail Industry Recovery Group (RIRG) voluntary severance packages, (which the Association withdrew from talks from) and whether any recent “promises” by the current Government to increase spending in the rail and bus sectors will offset any recruitment opportunities to the Association in the future.

Conference notes that a date was originally set for 1 July 2022 for the merger to take place questioning the need for a specific deadline and asks: “what’s in it for the IBB?”.

Conference instructs the EC to ensure that due diligence, transparency and an assurance that the legal identity of the proposed “TSSA District” is acceptable for all members before any voting takes place and before any merger date is agreed.’.

## **London Bus & Rail Operators**

**OUT OF ORDER**

### **Amendment F**

*To delete ‘endorses’ in line 1 and substitute ‘notes’.*

*To delete all after ‘report’ in line 2 and substitute:*

‘but Conference is aware that we have seen many enthusiastic statements from the EC on the merger but have seen few guarantees from IBB and no expert legal opinion about future finances, future organising, future political and policy autonomy. Similarly, members have seen no clear statements about equalities and other aspects of Trade Union life that Association members hold dear.

Conference believes that the case has not been made for the desperate urgency shown by the EC to complete this merger. Members have seen no detailed financial accounts since the 2018 Accounts and cannot be expected to make an irrevocable decision based entirely on our financial situation, without sight of detailed accounts for 2019, 2020 and 2021 and the opportunity to question their contents.

The secrecy and haste with which the EC has sprung this proposed merger on the members despite apparently long gestation cause Conference to instruct the EC to:

- a. pause all negotiations with the IBB forthwith;
- b. provide detailed financial accounts to branches;
- c. acquire expert legal opinion on future political autonomy in any merger situation;
- d. seriously examine possibilities within the UK and Europe for a merger when the need for one is established, and

- e. take a breath and wait at least a year to see exactly what the effect on membership of government policies towards the railway actually is.’.

## **North East General**

**OUT OF ORDER**

### **Amendment G**

*To delete ‘endorses’ in line 1, and substitute ‘notes’.*

*To delete all after ‘to’ in line 2, and substitute:*

‘make approaches to other British and mainland European Trade Unions, such as Unite the Union whose management has changed substantially since our previous negotiations with them and the reputable German railway staff union EVG (Eisenbahn-und Verkehrsgewerkschaft) for example and any other suitable Trade Unions in the UK and Mainland Europe.

Conference believes it is perilous to consider merger negotiations in such haste with a US-based Trade Union, with so few transport workers in their membership at present and who in spite of assurances given to the membership of the Association by the General Secretary at Annual Conference 2021, could always be subject to any draconian laws introduced and imposed by the US Government under a future Republican Government. Furthermore, the leadership of the IBB includes at least 23 officers on six-figure salaries and we question what motivates them primarily to seek positions with such high salaries, plus additional generous benefits.

Conference further instructs the EC and General Secretary to report back to Annual Conference 2022 and to the wider membership on the outcomes of these discussions and whom they were held with to assist important decisions by the membership on the future of the Association.’.

## **Kent**

**OUT OF ORDER**

### **Amendment H**

*To delete ‘endorses’ in line 1, and substitute ‘notes’.*

*To delete all after ‘to’ in line 2, and substitute:*

‘take more time and use more resources to ensure that the best decision is made in the interests of the Associations members.

Conference asks the EC to bring back proposals on merger or otherwise to the 2023 Annual Conference.

During the period until then the EC should allocate adequate resources to:

- a) continue discussions with IBB while the Association commissions an in-depth risk assessment using independent legal and financial expertise. Based on the results of these assessments, assuming they are encouraging, obtain firm guarantees from IBB on fair input of resources to support existing and new Association members over the next 10 years as well as on aspects of IBB rules and procedures that members have questioned and are yet unconfirmed. All resulting information should be presented to the membership for consideration, and
- b) Invite other UK unions to engage in genuine discussions in the interest of the Associations members, on merger or other resource sharing options.’.

### **Network Rail North London**

**OUT OF ORDER**

### **Amendment I**

*To delete 'endorses' in line 1 and substitute 'notes'.*

*To delete all after 'and' in line 3 and substitute:*

‘call a Special Delegate Conference to consider the final draft of the merger agreement (including without limitation all supporting rules and procedures and other documents) supported by:

- a) a report from the EC detailing the benefits and adverse effects of the proposed merger and their recommendations;
- b) a report by Morrish LLP detailing the result of an examination of the final draft of the merger agreement, and
- c) a report by American lawyers appointed by the EC to represent the Association in the United States of America detailing the result of an examination of the final draft of the merger agreement including, without limitation, responses to all questions submitted by Branches and SOGs regarding the application of American law to the proposed District and conflicts between the IBB rulebook and the proposed District rulebook.’.

### **Midlands Retired**

**OUT OF ORDER**