

## **ANNUAL CONFERENCE MOTIONS 2009**

### **Change of Rules**

#### **1-Rule 1.1-Name, Objects and Constitution-Executive Council**

That this Conference agrees that if the Union is to survive as an independent trade union, then there is a need to move from the present Distinct structure to a Regional structure. The number of regions to be determined by the executive council after consultation. The number of full time officials per region will be determined by the executive council subject to consultation with Regional Councils and full time officials committee.

#### **2- Rule 1.1-Name, Objects and Constitution-No 2 Regional Council**

That this conference agrees to support to delete the word "minimum" and add the word "living".

#### **3-Rule 1.3-Name, Objects and Constitution-No 5 Regional Council**

That this conference agrees that the restructuring of this Union involves the abolition of Districts in favour of Regions that District Branches be retained under whatever name they operate.

#### **Amendment-No 5 Regional Council**

On line 1 insert the word "if" between the words 'that' and 'the'

#### **4-Rule 1.3-Name, Objects and Constitution-Executive Council**

That this conference agrees to delete "districts" and replace with branches. Also to delete section (d)

#### **5- Full Time Officers-Executive Council**

That this conference agrees to delete all references to Organising District Secretary, District Secretary, District Officers and Regional Organisers and to replace them with Organising Regional Secretaries.

#### **6- District and Regional Boards-Executive Council**

That this conference agrees to replace all references within the rule book to "District Board and Regional Boards" with Regional Council. This to include any abbreviations of these bodies. Also remove all references to District Office or District.

#### **7- District Committees-Executive Council**

That this conference agree to replace all references to "District Committees" with "Regional Committees".

#### **8- Rule 5.1-Contributions and Benefits- No 5 Regional Council**

That this conference agrees and supports the principle of the introduction of a reduced contribution rate of 50% less than the full rate for weekend and workers that work less than 12 hours per week. Retail shop workers that such a reduced rate to be linked to reduced benefits. Reduced benefits to be suggested by the Executive Council and to be ratified by Annual Conference in 2010.

#### **9- Rule 5.1-Contributions and Benefits-No. 4 Regional Council**

That this Conference agrees that a reduced rate for part-time workers be introduced. There is a potential member increase if this was introduced. Most other Unions provide this facility.

10- Rule 5.1-Contributions and Benefits-No. 3 Regional Council

That this Conference agrees that the contribution rates for part time workers with a view of reducing their present level of sick pay to a level linked to the reduction in the reduced contribution rate.

11 Rule 5.2-Benefits-Branch 452

That this conference agrees that Rule 5.2, Benefits, needs updating-and that the Rule is applied fairly and consistently.

The paragraph "Contributions are due for every week of the year except in the case of members being certified sick or unemployed. Members on long-term sick leave will, after 6 months, pay no less than unemployed members."

Also the next paragraph "In the case of a member being on Maternity Leave and having exhausted all monetary benefits, then said member shall be allowed to pay contributions at the same rate as retired members until they return to work"

12-Rule 5.2-Benefits-No. 3 Regional Council

That this conference agrees that the present 14 days deferment period before union sick pay is paid, should be reduced to the statutory minimum 3 waiting days, to recoup the cost to the union of this change, the rate of sick pay can be reduced to proportional level.

13-RULE 5.12-Unemployment Benefits-South Western Postal Branch

That this Conference agrees: to delete Paragraph 9 of this Rule and insert "Rule 5.2"

14-Rule 11.1-Complaints Procedure-South Western Postal Branch

That this conference agrees: to add to the end of the paragraph "in the event of a complaint being raised against a District Secretary, the responsibility for calling these meetings shall fall upon, either, the Regional Officer or, one of the Regions other District Secretaries.

15-Rule 11.3-Conduct of Full Time Officers-South Western Postal Branch

That this conference agrees to add: "Branch member(s)" after complaint of misconduct from any Branch.

16-Rule 14.8-Shop Stewards-No 5 Regional Council

That this conference agrees that when Stewards step down from their position as a shop steward unless it is through ill health or domestic emergency that they are unable to apply for two years for that position.

17- Rule 15-District Boards-No. 4 Regional Council

That this conference agrees that the time has now come for this Union to abolish Districts and be run by Regional Councils, with all Rules appertaining to Districts to be so changed under Rule.

18-Rule 15- District Boards-No. 4 Regional Council

That this Conference agree that due to there being too many Full Time Officials for the amount of members to review the policy on secondees's.

19- Rule 16.1-Regions- No 2 Regional Council

No. 2 Region-"Consisting of the Districts of South Wales and South Western". Replace with "No 2 Region-Consisting of Wales".

20-Rule 16.1-Regional Organisers- Branch 505

That this Conference agrees that after 'Regional Organiser' on line one insert 'at the discretion of the Executive Council'

21-Rule 20-Duties & Payment of National Officers & the Executive Council Management-No 7 Regional Council

Conference in view of the membership numbers which has a direct bearing on the finances of the union and the forth coming retirement of our General Secretary action needs to be taken now on the structure of the union for the future. In order to move forward Rule 20 should be amended to encompass change.

20.1 to read. The general management of the union shall be invested in a committee of management termed the Executive Council and consisting of a Chief Executive Officer, two members from each region, the female representative should be elected by the Executive Council from the females elected to the Executive Council at their first meeting following conference. In the case of a female not being elected to the E.C, then a separate election should be held for the position. For the purpose of this rule Regions 6 and 7 shall have only one position each on the National Executive.

Amendment-Branch 701 Belfast

The words "Chief Executive Officer" to be deleted and replaced with the words "General Secretary".

22-Rule 22.2-Nmination and Election of Delegates for Annual Conference-South Western Postal Branch

That this Conference agrees to delete the word March and insert "December" the first and third paragraph only.

23-Rule 22.6-Power of Conference-No. 4 Regional Board

That this conference agrees that Regional Councils elect their own Executive Council member at Regional Council.

24- Rule 22.14-Order of Business of Conference-Branch 452

That this conference agrees to amend Rule 22.14 to read:

"Delegates are not to leave the Conference unless by consent of the President. Any Delegate being late for the start of Conference, or leaving before business is finished, or falling asleep whilst in session, and Delegates must show their Conference passes to the Doorkeepers when entering each session at Conference. If not, will forfeit their £5 Delegates fee for that day's sitting.

"Delegates are on paid release from work so the Conference Hall is opur place of 'work' for the duration. It is Delegates duties to represent their members in the work[place and to take back information to the membership-this cannot be done whilst asleep!!"

## **General Motions:**

### **Industry**

#### **25-Union Structure-No 5 Regional Council**

That this Conference agrees the executive Council, Full Time Officer's committee and others are authorised to discuss and make recommendations with regards to the Unions structure, make up and future.

#### **26-Emergency Motions-Union structure-No 5 Regional Council**

That this Conference agrees for this conference only motions aimed at improving the finances and structure of the Union to be allowed to be brought to the Conference floor as emergency motions. We recognise that in the strictest sense of the rule they may not be emergency motions but given the situation we find ourselves in we need emergency measures to be debated by Annual Conference.

#### **27-Full Time Officer Replacement-No 5 Regional Council**

That this conference agrees that if the restructuring of the Union Full Time Officials will not necessarily be replaced- will the Executive Council give consideration as to whether or not to replace the General Secretary thereby leading by example and showing and that decisions are relevant to all positions.

#### **Amendment-No 5 Regional Council**

On line one insert "in" between the words 'if' and 'the'

#### **28- Executive Council Minutes-South Western Postal Branch**

That this conference agrees to support that this conference agrees that the Executive Council Minutes be sent to all Regions immediately after the meeting subject to ratifications.

#### **29-Trades Union Councils-No. 4 Regional Council**

That this Conference agrees that we inform all Branches to affiliate to Trade Union Councils.

#### **30-Training and development-Branch 582**

That this conference agrees that employers must annually provide a reasonable percentage of their profit towards the training and development of all staff to continue to meet the demands of technological improvements.

#### **31-Learning Agenda- No 5 Regional Council**

That this conference agrees that the Union will make provisions for the learning support agenda to continue if funding through the Union Learning Fund ceases to find projects so that learning will continue.

#### **32- Young Workers-No. 4 Regional Council**

That this Conference agrees that we develop policies in relation to attracting young workers and that we explore how we can work closer with organisations like connexions, student unions and use our parliamentary group to encourage the Government to encourage workers rights as part of the education syllabus.

#### **33-Apprentices Training-Branch 582**

That this conference agrees that the State must enforce employers to train apprentices to help narrow the shortages in skilled jobs for the future and develop employment opportunities for school leavers.

#### 34-Employment Rights-Branch 230

That this conference agree more rights for employees with less than 1 years service. So many are cast aside within the year and sacked for menial things by the employer, knowing the employee does not have the same rights as someone with over 1 years service.

#### 35-Shift Premiums-No. 4 Regional Council

That this Conference agrees to protect premiums obtained for night workers and shift workers and to oppose the equalisation of pay that companies are trying to impose on our members.

#### 36-National Minimum Wage-South Western Postal Branch

That this conference agrees that the minimum wage highest rate should commence at 18 years of age.

#### 37-Trades Union Congress-No. 4 Regional Council

That this Conference agrees that regional Councils receive updated information in relation to forwarded BFAWU motions put forward to the Trades Union Conference.

### **Economy**

#### 38-Financial Crisis-Branch 582

That this Conference agrees that the Government must provide the same level of financial aid and security to those struggling to meet their mortgage requirements and repossession of their homes as the financial institutions whose self-indulgence has led to the recent financial crisis.

#### 39- Low Wages- No 7 Regional Council

Conference agrees that it is vital that the government of the day conduct an inquiry into low wages (minimum wage) in many cases that are paid in the food industry. Given that in most cases food suppliers are held to ransom by the large retailers whose profits continually grow bigger as a result of their strong arm tactics.

#### 40-Company Liquidation-No. 4 Regional Council

That this Conference agrees that any Director who takes a company into liquidation or receivership is automatically disqualified from owning or becoming a Director of any other business for a minimum period of 25 years.

#### 41-Ownership within the Energy Sector, Bank & Building Societies- No.2 Regional Council

That this Conference agrees to support the Government must review ownership within the energy sector, banks, building societies and all money lending societies. The market must be regulated and controlled, and the Government must hold on to shares in the banks that they bailed out with taxpayers' money.

#### 42-Public Services- No. 2 Regional Council

That this conference agrees to support Britain's water, gas and electricity-to be accountable public services, not source of private profit.

#### 43-State Benefits-Branch 230

That this conference sees the need to get more people off Britain's benefit system and back to work. A high number of people and bleeding the country dry by claiming benefit and refusing to work. The sooner something is done the better it will be for the country.

44- Centenary State Pension-Branch 505

That this conference agree that in the light of the economic situation this conference calls upon the government to Introduce the link of earnings to the basic state pension with immediate effect.

45-Council Housing-South Western Postal Branch

Conference agrees to support government must lead and fund a council house building programme.

46-Council Collections-Branch 582

That this Conference agrees that local Councils return the collection of wheelie bins to a weekly basis.

**Health, Safety & the Environment**

47-COSHH Regulations-No. 4 Regional Council

That this Conference agrees large fines to company's who brake the COSHH Regulations and a yearly MOT to be given to the Health & Safety Executive.

48-Working Time Regulations-breaks-Branch 582

That this conference agrees that the allowance for tea breaks laid down by the "Working Time Regulations" are improved to help reduce the increasing threat of stress related illness at work.

49-Working Time Directive/Reference Period-No. 4 Regional Council

That this Conference agrees the Union will strive wherever possible to observe the 17 week reference period set out within the Working Time Regulations 1988.

50-Smoking Ban-No. 3 Regional Council

That this conference agrees that in light with the ban on smoking in public places, clubs etc., that steps are taken to ensure that a smoking room is set aside in all those places for all those who wish to smoke, if this resolution is passed then it should be taken to the Trades Union Congress as a submission to the Government.

51-Disability Discrimination Act-No. 4 Regional Council

That this Conference agrees more automatic inclusion to Disability Discrimination Act.

52-Health Care Lottery-Fox's 568 Branch

That this conference agrees to lobby the government that the lottery postcode they run our health service on wants stopping. You should not have to be facing an uncertain future because you live in the wrong place and they should not have the right to say who can and can't be treated.

53-Hospital Parking-No. 4 Regional Council

That this conference agrees to ask the Government to look into the cost of hospital parking fees. The price they charge is a disgrace. If you have to be there all day as a patient or with relatives it is costly. It is about time this was sorted out.

54-Prescriptions for Asthma Sufferers-Branch 452

That this Conference agrees to free prescriptions for Asthma sufferers and the Government of today should provide free medication for these people as they need it just to stay alive.

55-Cannabis-No.4 Regional Council

That this Conference agrees to lobby the Government to legalise cannabis for medical purposes and to be supplied on prescription.

56-Prostitution Protection-No 5 Regional Council

Branch 561 (British Bakeries) would like this conference to support a motion to bring about changes to the current legislation regarding prostitution and brothels to protect people who are forced to work against their will in this industry but also not forgetting people who work in this industry of their own choice and are members of the trade union International Union of sex workers (IUSW) affiliated to the GMB.

57- Trade Union ideology-National Curriculum-Branch 582

That this conference agrees that trade union ideology must be incorporated into the national curriculum to support future generations to understand and challenge the threat to workers and the environment from the culture of profit at any cost.

58-Healthy Lifestyle-No. 4 Regional Council

That this Conference agrees to help families and new parents to follow a healthy living style-example, to teach families and new parents to introduce healthy foods to their children to stop obesity as some parents cause cruelty through ignorance on healthy diets.

59-Sport in Schools-No. 4 Regional Council

That this Conference agrees that all sports are free for under 17's. The Government and National Health Service are telling us that the youngsters are getting obese and things are getting progressively worse-assist families by making facilities free.

60-Drink Driving-No. 4 Regional Council

That this Conference agrees that the Government enforce zero tolerance on the amount of alcohol and driving limits.

61-Retail sales of alcohol- No 4 Regional Council

That this Conference agrees that supermarkets and shops sell alcohol in a separate part of the store-and the sale of these products is enforced and restricted via tight control.

62- "Bags for Life"-452 Branch

That this Conference agrees that we all have to play our part in recycling and green issues, but should pressure the Supermarkets, through the Government to also play their part. All Supermarket Giants are now pushing "Bags for Life" and jute/canvas bags and are making us pay for the service!! The bags offered are varying in size and price-and at the same time they are restricting/removing the free carrier bags.

63-White Ribbon Campaign-No. 4 Regional Council

That this Conference agrees to support the White Ribbon Campaign. This is the wearing of a white ribbon by men to end the violence against women, especially domestic violence.

## **Political.**

### **64-Labour Party Constitution-Branch 505**

That this conference calls upon the Labour Party to reintroduce the original Clause 4.

### **65-Election of Labour Government-South Western Postal Branch**

Conference agrees to support all members of our union and Labour Party members to go all out to elect a Labour Government at the next General Election. The alternative is a Tory Government that will destroy all what Labour has achieved over the past 11 years especially the Health Service where David Cameron has promised to cut employers contributions and return it to the employer and employ extra staff.

### **66- E.U Policy- No 7 Regional Council**

Conference agrees to adopt this motion and to take it to the next labour party conference. E.U policy should be in place that prevents member states offering greater incentives to companies that are already set-up within the E.U.

### **67-Trade Union membership-No 5 Regional Council**

That this conference agrees to lobby the Government to actively encourage trade union membership to promote and protect fair working conditions for all workers.

### **68-Paternity Leave/Pay-No 4 Regional Council**

That this Conference agrees that fathers get more time off with their new families and paternity pay is at 100%

### **69-Paternity Pay-No 5 Regional Council**

That this conference puts pressure on the Government to increase payments for paternity and increase equality.

### **70-Supermarkets and religious Holidays-No 5 Regional Council**

That this conference puts pressure on the Government to stop supermarkets and department stores opening on Religious holidays and observe peoples Religious rights to time off at Christmas and Easter.

### **71-Regeneration of Seaside towns-No 4 Regional Council**

That this Conference agrees that when a town/city becomes a Grant area and the need for Government to understand that sea side towns are not just fish and chips and bars of rock, they also have manufacturing areas that need help.

### **72-Energy pricing/Renationalization-No 4 Regional Council**

That this Conference agrees to lobby the Government to renationalize the energy companies and to stop the exorbitant price increases that the privatized firms are charging.

### **73-Pre-payment meters-No 4 Regional Council**

That this Conference agrees to lobby the Government about the energy companies charging the most vulnerable people in our society more for gas and electric when people have pre-payment meters.

### **74 Cold Weather Payments-No 4 Regional Council**

That this Conference agrees that cold weather payments should be paid for each day and not as it stands at present waiting 5/6 days.

75-Pensions and Social Security-No 5 Regional Council

Branch 561 (British Bakeries Bradford) would like this conference to support the motion that the Union pressure the Government that when the new pension legislation comes into effect in 2012 where employees are required to join a pension scheme unless the employee opts out that the final pension is guaranteed to be considerably greater than if the employee had not joined it-but due to social security benefits etc their income is the same as someone who paid into it. We at 561 Branch do not want this good legislation to be used as a way to reduce social security entitlement.

76-Care Homes-No 4 Regional Council

That this Conference agrees more help for families to keep the elderly out of care homes.

77-Pension Credits-No 5 Regional Council

That this conference agrees that the 4.6billion pounds built up through lack of information held by the Government in unclaimed pension credit entitlements is a disgrace. That the Union concludes to ensure this information on claiming this benefit is made available as widely as possible.

78-Concessionary Passports-No 4 Regional Council

That this Conference agrees to lobby the Government of the day to introduce free or concessionary passports for all old age pensioners.

79-Rail Discounts-No 5 Regional Council.

That this conference agrees that the Executive Council negotiates with passenger service providers for British Rail discounts for our members and their families.

80-British National Party-South Western Postal Branch

Conference agrees to support campaigning against the British National Party to prevent further electoral gains.

81-Pedestrianisation of Schools-No. 4 Regional Council

That this Conference agrees on the pedestrianisation outside of schools-to ensure that our children can enter and exit school safely.

82- "Swimming for All"-Branch 452

That this Conference agrees and welcomes the Government initiative of "swimming for all by 2012", but why should the majority of us have to wait until then? This initiative applies immediately to the under 16's (isn't this already on the school curriculum?) and to the over 60's. In today's society, obesity is on the increase, and we are being told that our lifestyles and behaviours are costing the NHS thousands of pounds. This Government needs to act now-for the good of all- not wait till 2012.

83-Abuse of Emergency Services-No. 4 Regional Council

That this Conference agrees that individuals who misuse the emergency 999 service are penalised and dealt with through the law. The emergency services have the individuals number and this should be followed up.

84-Police red tape- No 5 Regional Council

That this conference support a motion to put pressure on the current Government to cut the amount of red tape that the police have to deal with when arresting criminals so that it gives them more time to do what they are supposed to do which is policing and reducing the ever escalating crime on our streets.

85- Death Penalty-Branch 230

That this conference support the reintroduction of the death penalty in Britain. Too many needless deaths are committed and the guilty party are living off the tax payer in these so called tough prisons. People should be punished to the degree of the crime and if they are guilty murder then they should be sentenced to death.

86-War on our streets-Fox's 568 Branch

Conference agrees that the government is not doing enough to support the victims of the gangs that are roaming our streets which is affecting many people and making them prisoners in their own homes.

87-Anti-social Behaviour-No 4 Regional Council

That this Conference agrees that a stronger enforcement in areas that anti-social behaviour is being committed and more support for the victims of this act.

88-Review of Judicial System-Branch 452

That this conference agrees to pressure the Government to review the whole judicial system and to ensure that sentences' reflect the seriousness of the crime!! The UK is fast becoming a "laughing stock". Some of the sentences currently being dished out are no deterrent to would be criminals and are a disgrace to the victim's families. Some of the fines for trivial motoring/parking offences are often not much lower than those dished out to individuals who have carried out far worse offences and attended court.

89-Training of Social Workers-Branch 452

That this conference agrees to lobby the Government to look at the training and recruitment of social workers. I bring this forward in light of "baby P" and the scandalous way this whole issue was dealt with.

90-Social Services Procedures-Branch 582

That conference agrees that the tragic events that led to the mis-management and death of baby P must not be allowed to happen again and that procedures must be implemented to regain the trust of the public.

91-Human Rights Bill-Branch 452

That this conference agrees to lobby the Government to overhaul the Human Rights Bill. We are Trade Unionists and do support Human Rights, but this law is being used to make us a laughing stock of the world.

92-Euthanasia- No. 4 Regional Council

That this Conference agrees that the government should legalise euthanasia. If this is monitored and correct procedures are put in place-it can alleviate an individual's anxieties- and give the individual their right to dignity. Also that the insurance companies pay out on this criteria.

93-Regulation of Politicians Expenses-South Western Postal Branch

Conference agrees to support and calls for the regulation of the House of Commons and Members of Parliament expenses. Also applies to Euro-Parliament and farming subsidies. The present situation is unacceptable.

94-State Funerals-No 4 Regional Council

That this Conference agrees that the union make our feelings known to our Government that this evil woman Thatcher should not get a State funeral.

**International.**

95-Guantanamo detention centre-South Western Postal Branch

Conference agrees to support that the United States Military Commission trials at Guantanamo should be abandoned. The military Commission process is deeply flawed and does not meet international standards of justice.

96-Israel attack on Palestinian children/use of phosphorous Bombe-No. 3 Regional Council

That this conference deplores the vicious attacks by the Israeli army in January 09 on the Palestinian people, including the indiscriminate attacks that killed over 500 children and the use of phosphorous bombs which are banned by the Geneva Convention, the UN and all civilised societies. These deplorable act should be taken by our Union to the TUC and Labour Party Conferences.

97-The Plight of Africa's Hungry People-No.2 Regional Council

That this conference agrees to support calling on all Governments of the developed world to press on with the plight of Africa's hungry people. Meetings alone are not enough, whilst millions of people are dying every day.

98-Venezuela-South Western Postal Branch

Conference agrees to support the democratically elected administration of Venezuela.

99- Bolivia-South Western Postal Branch

Conference agrees to support the democratically elected administration in Bolivia.

100-Missile Defence Shield-South Western Postal Branch

Conference agrees to support increased tensions between Poland and Russia require Missile Defence review.