



Congress Final Agenda



2018

Final Agenda for GMB Congress 2018

3rd to 6th June 2018

Brighton

Welcome, GMB Congress delegates from UnionLine!

UnionLine is your law firm. It's owned jointly by GMB and CWU, which means we operate for the good of our members, not to line anyone's pockets.



We want to hear from you this congress!

Come and visit our stand in the Exhibition Hall and take part in our workshop on Monday (Room 1 b on Monday lunchtime) to find out more about what we do and have your say.

UNIONLINE

YOUR TRADE UNION LAW FIRM

0300 333 0303

www.unionline.co.uk

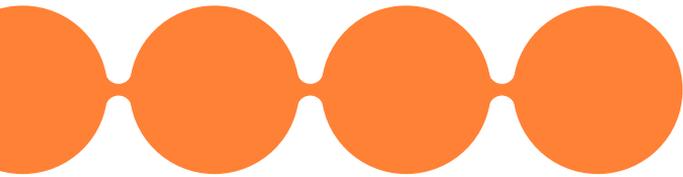
Come and visit our stand!

— **UnionLine services – we can help with everything from personal injuries to employment law to general legal advice.**

— **Campaign to prevent a change to the law that will deny access to justice for working people – the government want to change the law on small claims to help big business and insurance companies make more profits. These changes will directly effect you and your members' cases. Come and join the campaign!**

We might even throw in a free pen....





FINAL AGENDA

**GMB CONGRESS 2018
GMB SECTION CONFERENCES 2018**

BRIGHTON

SUNDAY 3 JUNE - WEDNESDAY 6 JUNE



**MAKING
A DIFFERENCE**

1974 CONGRESS, BLACKPOOL

MOTION 257

PRE-CONGRESS DELEGATE MEETINGS

Congress agrees that in order to widen the area of debate, and to achieve a more democratic expression of Congress delegates, Pre-Congress meetings should determine their voting intentions, with regard to resolutions from within their own Region, and matters reflecting a point of principle. But should not determine an intractable attitude to resolutions from other Regions until the conclusion of the general debate.

PERIVALE BRANCH
(London Region)

GMB ZERO TOLERANCE STATEMENT

In today's modern society all form of discrimination –including intimidation and behaviour patterns, words and or actions that harm or undermine a person's well-being or career is unacceptable.

GMB will not tolerate any form of discrimination and will have no place in its organisation for those who would seek to discriminate.

GMB also hold as core principles the right to equality, dignity, and fairness in industry and society as contained within the Rule book 'Our Purpose' states: 'We will aim to end exploitation, discrimination and injustice.'

GMB policies also state that our union will not tolerate any gestures, verbal or written or electronic communication or physical act that can reasonably be perceived as being discriminatory

Any persons within GMB who are subjected to such unwanted behaviour cannot function properly and are impeded from giving our membership the high quality of service that they deserve.

Harassment and discrimination, even in their most subtle forms, directly conflicts with the law and GMB policy and will not be tolerated at any level throughout the union. No employee or member of the GMB at any level should be fearful of reporting acts of discrimination.

GMB will treat all complaints of discriminatory behaviour seriously and will independently investigate them promptly, efficiently and in confidence.

GMB is furthermore committed to promoting respect and non-discrimination through on-going training, education and awareness raising programmes at all levels of the union lay and employee structures.

This statement applies to;

GMB members

GMB post holders

GMB employees - direct or indirect workers performing functions in relation to GMB

Adopted by GMB Congress 2014 as part of the GMB Women's Project CEC Special Report

CONGRESS FINAL AGENDA INDEX

REPRESENTATION STATEMENTS	2
GUIDELINES FOR CONGRESS BUSINESS	16
STANDING ORDERS COMMITTEE REPORT NO 1	21
INDEX OF MOTIONS	25
UNION ORGANISATION	34
CONGRESS	34
GENERAL	37
RECRUITMENT & ORGANISATION	39
REPRESENTATION & ACCOUNTABILITY	41
FINANCES & CONTRIBUTIONS	42
UNION BENEFITS & SERVICES	45
EDUCATION & TRAINING	47
EQUALITY & INCLUSION	49
EMPLOYMENT POLICY	55
HEALTH, SAFETY & ENVIRONMENT	55
PENSIONS & RETIREMENT	60
RIGHTS AT WORK	62
INDUSTRIAL & ECONOMIC POLICY	67
GENERAL	67
TAXATION	70
PUBLIC OWNERSHIP AND CONTROL	73
POLITICAL	78
GENERAL	78
BREXIT	81
THE LABOUR PARTY	84
LABOUR PARTY CONSTITUTIONAL ISSUES	86
DEMOCRACY & CONSTITUTIONAL REFORMS	87
IMMIGRATION & MIGRATION	88
RACISM & FASCISM	91
SOCIAL POLICY	94
GENERAL	94
JUSTICE	96
HARASSMENT & ABUSE	99
NHS & HEALTH ISSUES	103
SOCIAL CARE	105
YOUNG PEOPLE	106
EDUCATION & TRAINING	107
THE ENERGY & UTILITIES MARKET	110
HOUSING	112
TRANSPORT	114
WELFARE RIGHTS & SERVICES	117
INTERNATIONAL	120
GMB NATIONAL EQUALITIES CONFERENCE MOTION	120
COMPOSITE MOTIONS	122
CENTRAL EXECUTIVE COUNCIL RULE AMENDMENTS	143
EXISTING POLICY MOTIONS	144
COMMERCIAL SERVICES SECTION CONFERENCE	149
MANUFACTURING / FINE MANUFACTURING SECTION CONFERENCE	158
PUBLIC SERVICES SECTION CONFERENCE	165

CENTRAL EXECUTIVE COUNCIL AND NATIONAL OFFICE

GENERAL SECRETARY AND TREASURER

ROACHE, TIM

NATIONAL SECRETARIES

AZAM, REHANA
BOWDEN, JUSTIN
BRIMBLE, JUDE

GENERAL MEMBER AUDITORS

SWAINSON, JOHN

CENTRAL EXECUTIVE COUNCIL LAY MEMBERS (49)

ABUBAKIR, KATHY

Public Services

GILLIGAN, DEAN

Public Services

MINNERY, JUNE

Public Services

BATSON, JUDITH

Commercial Services

GREGG, MARGARET

Commercial Services

MODLOCK, BILL

Public Services

BEARCROFT MBE, SHEILA

Manufacturing

GUNTER, COLIN

Manufacturing

MURPHY, CATHY

Commercial Services

BLACKMAN, LIZ

Public Services

HOPE, DAVID

Public Service

NEWMAN, ANDY

Commercial Services

BUCHANAN, KEVIN

Commercial Services

HUGHES, MARGARET

Commercial Services

PLANT, BARBARA

Public Services

CLARKE, MARGARET

Commercial Services

HUSBANDS, MICHAEL

Commercial Service

RICHARDSON, GORDON

Manufacturing

CLARKE, RICHARD

Public Services

HUTCHINSON, MARY

Manufacturing

RIDDELL, PHYLLIS

Manufacturing

CLARKE, JIM

Public Services

IRVING, ANDY

Manufacturing

ROBINSON, PENNY

Public Services

CLEMENTS, DAVE

Commercial Services

JACKSON, MARTIN

Public Services

SAGE, MALCOLM

Commercial Services

COLLINSON, NEIL

Public Services

JONES, KEVIN

Public Services

SLATER, KATHLEEN

Commercial Services

DALEY, ELAINE

Commercial Services

KANE, PETER

Commercial Services

SMART, VIV

Public Services

DANIELS, KEN

Public Services

KERR, COLIN

Commercial Services

STRIBLEY, JAMES

Commercial Services

DEAN, ANNE

Public Services

MARNELL, EDDIE

Manufacturing

SUTTON, CATHERINE

Commercial Services

DOWSON, RAYMOND

Manufacturing

MCDONNELL, JOHN

Manufacturing

SYKES, MARK

Public Services

FARR, BRIAN

Manufacturing

MCGIVERN, ANDY

Manufacturing

WELHAM, ROBERT

Manufacturing

GAGLANI, SHAILESH

Manufacturing

MEYRICK, PETER

Fine Manufacturing

WHEATLEY, PAUL

Manufacturing

GIBBS, GORDON

Public Services

CEC OBSERVERS

DAWSON, CRAIG
LEWTHWAITE, CARL
IONS, BECCIE
HUSON, LYNNE

NATIONAL OFFICE

ANDREW, NELL	JENKINS, ROGER	PARKER-DEAN, JON
BARNES, ANNA	JOHNSON, LISA	PERRIN, HILARY
BARTLAM, WENDY	JONES, ALEX	RIX, MICK
BARTLETT, MELANIE	JULIUS, MONICA	SCHOUWENBURG, BERT
BLAIR, HELEN	KEANE, PAULA	SHEARS, DAN
BRANDSTATTER, KEVIN	KELLY, TOM	SHORT, STEVE
CAMPBELL, VARRIE	KEMP, STEVE	SPEIGHT, CATH
CARTER, GARY	KILPATRICK, GARY	SMITH, BARRY
CROSBY, BOB	LEONARD, KAREN	SMITH, KAREN
DOW, GRAHAM	MANN, LYNSEY	SMITH, KERRY
FEGAN, STUART	MCGHEE, NICHOLAS	STAMMERS, JOHN
FOSTER, NEIL	MURDOCH, ROSS	TINNEY, LAUREN
GANNON, PAT	O'HEARN LARGE, EAMON	TURNER, LAURENCE
GEORGIU, GEORGE	OWEN, SARAH	WARNETT, TOM
HARRIS, SUE	NICHOLS, CHARLOTTE	WILDE, SHARON
HOLDEN, ROSS	PANTON, KEVIN	WYLIE, ALLAN
HOLDER, SHARON		

BIRMINGHAM & WEST MIDLANDS REGION

REGIONAL SECRETARY

MORGAN, JOE

ELECTED ORGANISER

COMPTON, ESTER
FARRINGTON, RUSSELL

REGIONAL STAFF

ATKISS, ADELLE

SENIOR ORGANISER

GRIFFITHS, COLIN

NON-ELECTED ORGANISER

CASWELL, KATE
WAY, CERYS

LAY DELEGATES (26)

ADAMS, BRIAN

S74 Stoke/Shropshire Gas

FAGAN, SAM

S85 Sandwell Community

MCINTOSH, LEON

B01 Birmingham Forward

BAKER, KEVIN

C15 General

GRIMMETT, LEONARD

B43 Birmingham City
General

PAYNE, LINDA

A15 Asda

CARSON, WILLIAM

S20 Security

GUMBRIA, PATRICIA

C40 Care

PERRY, ROY

C80 Dudley

COOKE, BYRON

W50 Wellington

HAYE, LEONARD

B01 Birmingham Forward

PICKERILL, PAUL

N45 Newcastle & Chesterton

CORBETT, ANDREW

D40 Dudley Engineering

INGLEY, JACKIE

T10 Tamworth

PRICE, IAN

W10 Walsall Education

DUDSON, ALAN

W18 Walsall Local Authority

JONES, BRIAN

B95 P H Jones

ROBERTSON, STEPHEN

B10 Banbury

DUFFY, GABRIEL

A15 Asda

JUSS, WARINDER

X13 Birmingham General

STANCZYK, WIESLAWA

B43 Birmingham City General

DWYERS, DALE

K10 Kidderminster

LAL, MADAN

W70 Willenhall

YATES, SHARON

S75 Stoke Unity

DYDE, PHILIP

C91 Coventry No.3

MANDER, ROGER

R35 Rocester JCB General

LONDON REGION

REGIONAL SECRETARY

KENNY, WARREN

MEMBERSHIP DEVELOPMENT OFFICER

GREER, COLIN

REGIONAL STAFF

BARGER, CHRIS
CLEMO, IDA
PACE, CHARLOTTE
PRYLE, OLIVIA

SENIOR ORGANISERS

GRAHAM, SHAUN
WARR, TONY
WILLIAMS, KEITH

NON-ELECTED ORGANISERS

MCLEOD, TREVLYN

LAY DELEGATES (64)

ADEBONOJO, ANDREW
Tower Hamlets Apex

HENDRY, KIM
GMB @ PCS

PUSEY, GARY
GMB @ EEAS

AKASIE, GODWIN
GMB London Security

HOLLAND, CATHY
Essex Public Services

REID, DAVE
Huntingdon & Wisbech

AKBAR, MOHAMMAD
London Ambulance Health

HUGHES, ELIZABETH
Ipswich & District

REIS, WENDY
Southend on Sea

AMADI,OBI
GMB UNITE

HURLEY, SARAH
Holborn

RICHMOND, JAMES
Newham Apex

ASLAM, ZAHIDA
London Central General

HUSSEIN, FEVZI
GMB CWU Staff

RIGBY, DOUGLAS
Braintree & Bocking

BARNES, CLAIR
Ealing

JENNINGS, MARIA
Islington 1 & Haringey

RONEY, CLIFFORD
Thames General

BELGRAVE, PAMELA
Harrow Public Services

JONES, ANN
Harrow Public Services

RUPARELIA, ROHIT
Aviation Security

BLOCK, PAUL
Energy Central

JONES, CATHERINE
Asda Bedford DC

SHAW, BRIAN
GMB @ PCS

BROOK, ANDREW
Camden Apex

LAKE, MATT
Barking

SHILLINGFORD, DENISE
East & Essex NHS

CHANA, TARANJIT
Ealing

LAW, ALAN
King's Lynn No 1

SMITH, JAN
East Dereham

CHOLERTON, ANTHONY
London Zoological

MARTIN, EVELYN
Islington 1 & Haringey

SMITH, SANDRA
Essex Public Services

CLOUDEN, NICOLA
Bucks County

MARQUES, ANDRE
ASDA Bedford DC

STEWART, EUTON
Hendon

DALEY, MADELINE
Redbridge

MCCORMACK, MARIE
Islington Apex

THOMAS, VAUGHAN
Norfolk Public Services

DARCI, JAICUCLAL
Central Wembley

MENPES, KAREN
GMB Professional Drivers

TIDY, ANGELA
London Stores General

DOHENY, JAMES
Fulham 1

MOFFETT, JOHN
Cambridge 2

TOTTMAN, JOHN
GMB Professional Drivers

DUDLEY, KAREN
Beds County

POLLARD, LIAM
Whittington Services

LONDON REGION (CONT)

LAY DELEGATES (CONT)

DUFFIELD, BRENDAN
Barking & Dagenham LGO

FAITH, DANNY
BA Hatton Cross

FRASER, GEORGE
Home Counties General

GOODSON, MARY
Barnet Public Services

HAMBLIN, HEATHER
East Dereham

HARRINGTON, PAUL
Hounslow

O'HAGAN, KRISSY
Hillingdon

OSWICK, WAYNE
Stansted Airport

PAULINO, VIC
North West London

PINHEIRO DE VILLA, PATRICIA
Hendon

POULLEY, CHRISTOPHER
East & Essex NHS

TYLER, ALAN
Islington 1 & Haringey

THOMAS, VIVIEN
Norfolk Public Services Branch

WATSON, MARK
Barking & Dagenham LGO

WHITTINGTON, WENDY
Havering

WILLSON, SHARON
Norwich General

WOODBURN, BEVERLEY
City of London

MIDLAND & EAST COAST REGION

REGIONAL SECRETARY

WORTH, ANDY

ELECTED ORGANISERS

PURKIS, JED
TODD, COLIN
WAUDBY, LESLEY

REGIONAL STAFF

CASTLEDINE, DAVID
EVANS, CHERYL
OLIVER, RICHARD
STOCKLEY, KAREN

SENIOR ORGANISERS

ALLEN, MARTIN

LAY DELEGATES (38)

ALEXANDER, STEPHEN
Leicestershire 2000

GOLDING, JIMMY
Peterborough Food & Allied

MORRELL, KAREN
Grantham Community

ALLINSON, SHANE
Hull Paint and Engineering

GRAHAM, TONY
Hull No.1

MUNNS, DIANE
Peterborough General

BLADES, SUSAN
Scarborough & North Yorks
Com.

HARRIS, PHILIP
Nottingham Tec

OKURE, DEVONTAY
Nottingham City

BRANNIGAN, PETER
Hull Retail & Distribution

HARRISON, MARY-LOUISE
Leicester Services

ROBERTSON, CAROL
Ashfield No.1

BUCKLEY, MATTHEW
Lincoln Tec General & Apex

HELEY, BILL
Midland Healthcare

SHAW, JAYNE
Staythorpe & Newark Tec &
Gen

BURKETT, IAN
GMB Energy & Utilities

HODGKISON, IAN
GMB Derby Rolls Royce

SIMPSON, DARREN
Hull No.7

BURTON, IAN
GMB Emas

HODGKINSON, SHANE
Nottinghamshire County

TINLEY, DENISE
Derbyshire Community

CLARKE, BRENDA
Nottingham No1

HUMPHREYS, KERRY
East Midlands Police Staff

TROOP, DANIEL
Long Eaton CFTA

CLARKSON, CAROL
Hull Retail & Distribution

JOHNSON, HELEN
Eurotec

WASS, VICKY
Bassetlaw & Worksop

COOK, BEN
GMB Mid Lincs

LAMBERT, BRIAN
Mansfield Central

WHITEHEAD, PAUL
Notts & Derby Health

COOK, SHARON
Sherwood Forest Hospital
Trust

LE BLANC, ALBERT
Melton Mowbray CFTA

WHILDING, ROB
Buxton

ELLINGER, PETR
Hull No.7

LOWNDES, LINDA
Sherwood Forest Hospital
Trust

WOODWARD, ALAN
GMB East Midlands Police
Staff

EVANS, JASON
Leicester Water

MILLS, DOROTHY
Alfreton No. 1

NORTHERN REGION

REGIONAL SECRETARY

COATES, BILLY

ELECTED ORGANISERS

JUKES, CHRIS
THOMPSON, STEPHEN

REGIONAL STAFF

JONES, DEBBIE

NON-ELECTED ORGANISERS

SLACK, OLI
WYNN, JULIE

LAY DELEGATES (32)

CARLIN, CHARLOTTE
Northern Elec Industrial

CARR, MICHAEL
Middlesbrough 5

CLEGG, DAVID
Durham County LA

CONWAY, CLAIRE
Northern Elec Industrial

DOWSON, ELLEN
Asda Stores

EMMERSON, GEORGE
Sth East Northumberland
Gen

FLITCROFT, DALE
Northumberland LA

FOSTER, SUZANNE
Durham General

FOX, KEVIN
Sunderland City LA

HENWOOD, COLIN
Middlesbrough 5

BIRNIE, SUSAN
Asda Stores

HUNTER, TOM
South Shields 2

IDDON, STEPHEN
Northern Utilities

JONES, JAMES ALLAN
Middlesbrough 5

LEYLAND, DARREN
Northern Elec Industrial

LINES, CAROLE
Durham County LA

MCCORMACK, LOUISE
Northumbrian Water

MURRAY, GEORGE
Newcastle & Nth Tyne Gen

PARKES, ALAN
Hartlepool 2

RIDDLE, DAVID
Sunderland City LA

ROBSON, FRANCESCA
Cumbria Public Services

SAMPLE, BRIAN
Middlesbrough 5

SAWDOON, PETER
Stockton 3 Eng

SERRECHIA, LINDA
Durham General

SPEAKMAN, RICHARD
Darlington Eng

TIMBEY, LES
Durham County LA

TUBURU, BINA
Gateshead LA

WALKER, PETER
Metal Box Carlisle Ind

WALLER, EMILY
Hartlepool 4

WARCUP, JOHN
Asda Stores

WEBSTER, DAVE
Barrow 5

WILLIAMS, ERIC
Asda Stores

NORTH WEST & IRISH REGION

REGIONAL SECRETARY

MCCARTHY, PAUL

ELECTED ORGANISERS

CARR, STEPHEN
HOLLERAN, PAUL
SMITH, NEIL

REGIONAL STAFF

DAVIES, JANET
FARRINGTON, ROSS
REED, DEBBIE

SENIOR ORGANISERS

HOLDEN, NEIL
WALKER, DENISE

LAY DELEGATES (52)

ALI, KAMRAN
RMB1

BARTON, JAMES
Z15

BOYLAN, PAUL
D78

BROPHY, SEAN
E76

BUTTERWORTH, STEPHEN
Z01

CAIRNS, GILL
A56

COOPER, ANDY
N45

DAVIES, JAYNE
L35

DOHERTY, KAY
W80

FIRTH, KEITH
C51

FLANAGAN, DAVID
P42

FLANAGAN, KEVIN
Q22

FLATLEY, ALAN
B23

FRANCEY, PAUL
NIR

GOULDING, BILLY
P41

GRAHAM, SCOTT
B90

GRAY, DAVID
G40

PLATT, WILL
U88

HALL, WENDY
N61

HARGREAVES, CLARE
M01

HARRISON, ANNA
A56

HENRY, DOUGLAS
M35

HINDLE, PAUL
OPS1

JOYCE, DEIDRE
A62

KEIGHT, JEFF
L50

LALKHAM, BERNARD
J01

MACKLIN, PETER
Q78

MAWDSLEY, VINCENT
L25

MCCANN, ANDREW
B85

MERCER, JOHN
A08

MOFFETT, PETER
X02

MONTAGUE, DAVID
L33

MOUNFIELD, AIMEE
M96

NEAGLE, HEATHER
X39

PATRICK, TRACEY
X07

PRICE, PHIL
LCC1

PITCHFORD, JO
B23

RAWSTHORNE, BARBARA
Y03

REGAN, PAUL
TU3

REID, NOEL
S70

RICHARDS, PAUL
K28

SMITH, JOE
W87

STEADMAN, NEIL
B40

STODDART, ANN
HC1

STODDART, BARBARA
N32

SWIFT, STEVE
M15

TAYLOR, ALLISTER
B91

VAUGHAN, JANET
M24

WHITTAKER, IAN
A62

WILSON, MARTIN
N89

WINSON, LORRAINE
B15

GUNN, BOB
F72

GMB SCOTLAND

REGIONAL SECRETARY

SMITH, GARY

NON-ELECTED ORGANISERS

LEONARD, VICKI

REGIONAL STAFF

CARR-POLLOCK, TOM
 FLYNN, JANICE
 McLUCKIE, ALEX
 ROBERTSON, CHARLIE
 SMITH, DREW
 WELSH, PETER

SENIOR ORGANISERS

DUFFY, DREW

LAY DELEGATES (33)

ALI, USMAN

Glasgow General (APEX)

FINN, MARY

Glasgow NE & SW Health
 Service

MULLIN, SAM

Glasgow Health Service
 (APEX)

ARNOTT, MICHAEL

LA Staffs Tayside (APEX)

FLYNN, JIM

Aberdeenshire PS

NATTRESS, JOHN

Scottish Ambulance Service

BOYD, MARGARET

Glasgow Nurses

GAULD, JULIE

Asda Retail

PATERSON, RAYMOND

South Lanarkshire Public
 Services

BRANSCOMBE, FIONA

Glasgow NE & SW Health
 Service

HILLS, JEFFREY

Remploy Lanarkshire 306
 (CFTA)

REED, MORAG

Scottish Security & Aviation

CAIRNS, PETER

North Lanarkshire No2

LOGAN, ALEX

Port Glasgow No 4
 Engineering

ROSS, STUART

East Ayrshire PS

CARSON, BRENDA

Clyde Bonding

LYNN, MALCOLM

Renfrew Engineering

SMITH, RAYMOND

Falkirk Public Services

COLLINS, SARAH

Glasgow General (APEX)

MACKENZIE, RODERICK

Dumbarton 2

STEWART, DAVID

Wilko

COWAN, KAREN

Fife Council

MACLURE, SCOTT

Scottish Gas

THOMPSON, ANDREW

Scottish Water

DOLAN, JOHN

Upper Clyde Eng &
 Shipbuilding

MCCROSSAN, JAMES

Castle Douglas

WALKER, LINDA

Highlands & Islands

DRYLIE, ANNETTE

Fife Public Services

MCNEILL, FRAN

Glasgow 66 Engineering

WILLIAMS, SARAH

Tollcross Biscuits

D'SOUZA, SAVIO

Private Care

MILLER, JAMES

North Ayrshire PS

DUFFY, PATRICK

North Lanarkshire No2

SOUTHERN REGION

REGIONAL SECRETARY

MALONEY, PAUL

ELECTED ORGANISERS

GORDON, MICHELLE
NIXON, NICOLA
SIMPKIN, MICK

REGIONAL STAFF

SHURGOLD, JULIE
WIJE, ASHA

SENIOR ORGANISERS

PRENDERGAST, ANDY

NON-ELECTED ORGANISERS

WHITFIELD, ELIZABETH

LAY DELEGATES (38)

ABEL, JOE

W32 Wimbledon

ADJE, CHARLES

X98 LFEPA

BROTHERS, EMILY

K19 SW London General

CASSIDY, DANIEL

B59 Brussels

CHANCE, IAN

G36 Security

CLARKE, JULIE

W15 Wiltshire & Swindon

DE BRUXELLES, MARTHA

W15 Wiltshire & Swindon

DENNIS, JAMIE

D27 Dungeness Elec

DOLAN, MARTIN

A53 Didcot & Oxon

DONOVAN, JOHN

B50 Sussex

DUGGAN, PATRICK

L26 LB Wandsworth

DWUM, FRANCIS

G50 St. Georges NHS

PHULL, MATTHEW

X96 S.London Universities

FRASER, ROXANA

S37 Southampton

GALLAGHER, RYAN

X17 Medway General

KELLY, KARIMAH

W47 Wilkinsons

LANGLOIS, TIM

J11 Jersey

LEAK, DAVID

Z39 North Kent Eng.

MASON, STEPHEN

X23 Dover Ferries

MCMULLEN, DAVID

S71 East Berkshire

NEWMAN, MARK

S69 SECAMB

NKUM, CHARLAINE

L26 LB Wandsworth

OAKES, STEVE

L16 LB Greenwich

O'CONNOR, HELEN

W32 Wimbledon

PATTISON, SARAH JANE

D30 Dorset CC

ENNIS, PATRICIA

L09 LB Lambeth

RAZA, SYED

P29 S.Coast Gas & Utilieis

SCALES, AMANDA

B50 Sussex

SCANTLEBURY, ANTHONY

G33 Greenwich Ambulance

SILVERA, HORTENSE

G50 St. Georges NHS

SMART, PENNY

L32 LB Sutton

SMITH, JAMES

D30 Dorset CC

SPICER, DONNA

L16 LB Greenwich

STACEY, SUE

K19 SW London General

THOMPSON, SHERINE

M27 LB Merton

VENKATASAWMY, DRAUPADIAMAL
(MAYA)

G50 St. Georges NHS

Watt, Ava

C60 Croydon

Wilkinson, Daniel

X98 LFEPA

GMB WALES & SOUTH WEST REGION

REGIONAL SECRETARY

PHILLIPS, JOHN

ELECTED ORGANISERS

BECK, JEFF
COLEY, HELEN
GASKELL, LORRAINE
GIBBS, ROB

REGIONAL STAFF

GORDON, ASHLEY
HOYLES, TOM
MORLEY, KAREN
PARRY, JULIE
WHYMAN, CAROLE

SENIOR ORGANISERS

BENNETT, RUTH
HUGHES, NICK

LAY DELEGATES (46)

ALLEN, SARAH
A50 Asda Joint Branch

BAYLISS, DEREK
P70 Asda Bristol

BERRY, CHRISTOPHER
E35 Exeter

BOHIN, PAUL
B86 Bristol 6

BREWER, DEREK
C02 Glos Community

BRINKWORTH, GWYLAN
S62 South Wales Police Staff

BUTLER, MAXINE
W66 Wrexham

CLARKE, LYNDON
N31 Newport County

DANIELS, ROBERT
C48 Cardiff 1

DOCHERTY, MARGARET
C55 Chepstow 2

EDWARDS, THOMAS
A50 Asda Joint Branch

ESTABANEZ, CAROL
R45 Rhondda Cynon Taff

FARLEY, PAUL
W23 Western Power
Distribution

FERGUSON, HOLLY
B15 British Gas Energy

FUNNELL, NEIL
C22 Caerphilly County

HARRISON, SHARON
H15 Hengoed Engineering

HARRISON, TRACEY
A03 Asda North Wales

HUNT, PAUL
W71 Welsh Water

INCE, REMA
C21 Camborne

ISMAY, DEAN
C02 Glos Community

JONES, CRAIG
R45 Rhondda Cynon Taff

JONES, MARTYN
M53 Merthyr Bus

KEMPTON, PAUL
C48 Cardiff 1

LEADER, ANN
P80 Ponty General

LEGG, BRIAN
Z17 Swansea Bms

MCDONALD, MARIE
C03 County Of Powys

MCGUIRE, PAUL
W21 Wilkinson

MOORE, LINDA
C21 Camborne

OWEN, SUSAN
W42 Gwynedd

PARKER DELAZ AJETE, LORRAINE
P18 Plymouth

PHILLIPS, PAULINE
M58 Merthyr Tydfil

PURSEY, PAUL
A57 Asda Bristol/Somerset

REED, DARRYL
A57 Asda Bristol/Somerset

REES, MARTYN
Z14 Port Talbot Boilermakers

SEAMAN, BRETT
B15 British Gas

SHILLABEER, JOHN
P18 Plymouth

SIBLEY, CHARLENE
P19 Plymouth Health

SMITH, GABRIELLE
W21 Wilkinson

SMITH, JENNIFER
M63 Mid Glamorgan C&T

SUTTON, JEFFREY
A55 Avon + Wessex

THOMAS, PAUL
P72 Porth 2

VALE, CARLY
H15 Hengoed Engineering

WALSH, DAN
X12 Cardiff & District

WARN, NIGEL
D19 Devonport

WILSON, MICHAEL
D15 Dwr Cymru Welsh Water

WORGAN, ELAINE
C03 Powys

YORKSHIRE & NORTH DERBYSHIRE REGION

REGIONAL SECRETARY

DERRICK, NEIL

NON-ELECTED ORGANISERS

ALDWINKLE, ANDREW
BARNES, SARAH
BOOTH, STACEY

REGIONAL STAFF

FORD, MARIA
JONES, CAROLINE
ROACHE, MANDY

SENIOR ORGANISERS

WOOD, SUE

LAY DELEGATES (42)

BAGNALL, PETER
L10 – Leeds School
Support Staff

BEARDSHALL, ROBIN
C18 – Chapeltown

BIRCH, GARY
S15 – Smart Energy

BROOK, CHRISTOPHER
A55 – Asda Stores

BURLEY, AMANDA
L18 – Leeds Civic

BURTON-KEEBLE, ALEXANDRA
B15 – Barnsley Health Service

BUTLER, IAN
S37 – Sheffield Waste &
Recycling

BYWATER, ROBERT
A40 – Asda Distribution

CALVERT, TERENCE
B25 – Bradford & District Care
Trust

DALTON, PAMELA
S20 – Transport & Distribution

DEAN, DAWN
B15 – Barnsley Health Service

DOWSON, ALBERT
R75 – Ripon & Thirsk General

EARLY, JOHANNA
C41 – BASF Chemicals

EQUIANO, HASHIM
L30 – Leeds Local Govet Staff

GAVIN, CINDY
X20 – Leeds General

GILBERTHORPE, KEN
Z13-S Yorkshire & N Derby
Boilermakers

GILL, COLIN
L65 – Leeds Works Department

GOLDING, BRIAN
Y22 – Rowntree & Associated

HARTLEY, MEL
S38 – Sheffield Mcp & Light

HILL, PHILIP
L18 – Leeds Civic

HINSLIFFE, WILLIAM
Y27 – Yorkshire Copper Works

HUNTER, MOIRA
A56 – Asda South

JARVIS, GRAHAM
B12 – Barnsley GMB

KELLY, SARAH
Y28 – Yorkshire Ambulance
Service

KEMP, IAN
P20 – Parkgate

KIELY, PAULINE
Y28 – Yorkshire Ambulance
Service

KNOWLES, RITA
A56 – Asda South

KOWALSKI, TOM
B05 – GMB Organising

MOYES, JANINE
W80 – West Yorkshire Police
Support Staff

MURRAY, MICHAELA
P45 – Pontefract Central

PINDER, CATHERINE
B05 – GMB Organising Branch

RAFFERTY, LIAM
W57 – Wilko Hardware

ROWLING, KAREN
B05 – GMB Organising Branch

RYALLS, JANET
R62 – Rotherham General & Mcp

STEER, PHILIP
L14 – West Yorkshire manufacturing

SUMMERSCALES, ANTHONY
P55 – Pontefract & Castleford
Central

THOMPSON, SHAUN
S38 – Sheffield Mcp & Light

WALKER, SUSAN
A55 – Asda Stores

WALLAGE, NATALIE
L65 – Leeds Works Department

WECK, PETER
Y10 – York General

WILSON, GARY
D31 – Derbyshire County Council

WYDELL, GLYN
K20 – Kirklees

CONGRESS LAY DELEGATES

MALE / FEMALE BREAKDOWN

REGION	NOMINATED		ELECTED AND APPOINTED	
	M	F	M	F
BIRMINGHAM & WEST MIDLANDS	24	6	24	6
LONDON	48	34	34	30
MIDLAND & EAST COAST	40	20	23	15
NORTHERN	24	10	24	10
NORTH WEST & IRISH	48	28	36	16
GMB SCOTLAND	24	12	24	12
SOUTHERN	24	17	24	17
GMB WALES & SOUTH WEST	31	23	26	20
YORKSHIRE & NORTH DERBYSHIRE	29	19	26	16
TOTALS	292	169	241	142

Leigh Day

Proud to support



We fight for
workplace equality

www.LeighDay.co.uk

GUIDELINES FOR CONGRESS BUSINESS

These guidelines provide a broad, but flexible, framework for dealing with Congress business and have been drawn up in accordance with the Rules of the Union. They are intended as guidelines for the President, Congress and the Standing Orders Committee itself.

1. CONGRESS

Congress is convened and delegates are elected subject to the provisions of the Union Rule Book. Congress shall conduct its business at the following times:

Monday 4 June – Tuesday 5 June

9.30 am – 12.30 pm, 2.00 pm – 5.30 pm

Wednesday 6 June

9.30 am – 12.30 pm, 2.00 pm – close of business

Changes in these times will be discussed between the President of Congress and the Standing Orders Committee.

2. STANDING ORDERS COMMITTEE

The Standing Orders Committee shall be appointed in accordance with Rule 9. The members of the Standing Orders Committee shall elect a chair from amongst their own number.

The Standing Orders Committee shall have power to recommend to Congress proposals on the conduct of Congress business as covered by these guidelines.

The Standing Orders Committee shall meet as and when may be necessary to arrange Congress business.

The Central Executive Council may appoint up to three Observers to advise Standing Orders Committee.

3. GENERAL MOTIONS AND RULE AMENDMENTS

Motions on general policy and to amend rules shall be placed on the agenda according to the provisions of the Rule Book.

It is the responsibility of the Standing Orders Committee at Congress to make recommendations to Congress for the handling of the agenda.

The Standing Orders Committee has three responsibilities in respect of Motions submitted to Congress:

- (1) The Committee shall determine whether or not each Motion is “in order” for debate at Congress i.e.
 - whether the Motion ought to be dealt with by a more appropriate body (for example a JIC or a Section or Delegate Conference);
 - whether, at a Congress which is not a Rules Revision Congress, the Motion conflicts with a rule, or is an explicit rule amendment or would require a consequential rule amendment to give effect to its provisions;
 - whether the Motion covers more than one subject;
 - whether, after consultation with the delegation, the provisions of the Motion are still relevant and appropriate to the present situation (i.e. whether the Motion has been “overtaken by events”);
 - whether the wording of the Motion is incomprehensible;
 - whether at a Rules Revision Congress, a rule amendment Motion would leave a rule deficient;
 - whether the Motion conflicts with a previous Congress resolution that it does not expressly seek to overturn.

If a Motion comes within any of these categories, it shall be ruled “out of order” by the Standing Orders Committee, and the Committee shall recommend to Congress accordingly.

- (2) The Committee shall make proposals to Regional delegations on the withdrawal of a Motion in favour of another Motion on the Congress agenda. In determining whether to recommend the withdrawal of a Motion, the Committee shall ensure that the

principles and proposals incorporated in that Motion are fully covered by the Motion that will remain on the agenda.

A Regional delegation is entitled to reject the Committee's proposal to withdraw, and to allow its Motion to stand on the agenda.

If a Regional delegation agrees to the withdrawal of its Motion the Standing Orders Committee will, if it wishes, recommend the right to second the other Motion or the right to speak in support of it. The Standing Orders Committee will report the recommendation accordingly to Congress.

- (3) The Standing Orders Committee shall assist Regional delegations in the drafting of composite resolutions and shall make proposals and recommendations accordingly.

In determining proposals on composite resolutions, the Committee shall bear in mind the following points:

- that the principles and proposals of the Motions concerned are covered in the composite resolution
- that the wording of the composite resolution reflects the meaning of the original Motions.

The first Report of the Committee shall, as far as possible, report on agreed composite Motions, and/or indicate those Motions which are being considered for compositing and fix the time and place at which Regional delegations are required to meet the SOC either to discuss the compositing of Motions, or any other matters relating to Motions standing in the name of a Regional delegation.

In the event of a delegation failing to respond to an invitation to meet the SOC this shall be reported to Congress with the recommendation that the Motion shall fall.

If in the opinion of the SOC a Regional delegation has unreasonably declined to composite a Motion, this shall be reported to Congress with any recommendations that the Chair of SOC deems appropriate.

If it is proposed to composite Motions on which the CEC has adopted different attitudes, the CEC Observers shall consult

with the General Secretary. The Standing Orders Committee and the Delegations involved in the proposed compositing shall be informed of the CEC attitude prior to the proposed composite being finalised.

If the Regional delegation agrees to a composite resolution, agreement will then be sought between the delegations concerned on which shall move and second the resolution and, where appropriate, which Regional delegation shall have the right to speak in support of it. The Standing Orders Committee will report the recommendation accordingly to Congress.

Priority in debate will be given to those delegates who assist in achieving a composite.

4. EMERGENCY MOTIONS

Any Delegate wishing to submit an Emergency Motion shall in the first instance seek the agreement of his/her Regional delegation that the Motion is an Emergency Motion. It shall then be referred to the Standing Orders Committee, which shall decide whether the Motion is an Emergency Motion after taking account of the following points:

- whether the Motion involves a serious situation needing quick action
- whether the Motion relates to events that have occurred after the closing date for motions as prescribed in the Rule Book
- whether the Motion relates to a decision already taken by the Congress which is in session and would consequently amend or rescind the decision.

Emergency Motions can be composited.

5. WITHDRAWAL OF MOTIONS

If a Regional delegation wishes to withdraw a Motion in the name of a branch of the Region, or in the name of the Regional Committee, the Regional Secretary shall notify the Standing Orders Committee.

6. MATTERS OF URGENCY

Any delegate wishing to bring before Congress “a matter of urgency” not on the agenda shall in the first instance seek the agreement of his/her Regional delegation that the matter is one of urgency. It shall then be referred to the Standing Orders Committee, which shall recommend whether or not the matter is one of urgency, after taking account of the following points:

- whether the matter needs immediate decision and is a matter which is not (whether by Motion or otherwise) already on the agenda
- whether the matter could have been dealt with adequately in an ordinary Motion placed on the Congress agenda, or by an Emergency Motion.

The Standing Orders Committee shall inform the President of Congress and Congress of its recommendation. The President shall put the Motion that the matter be taken as a matter of urgency, and it is then the responsibility of Congress to decide whether the matter be so brought forward.

7. CENTRAL EXECUTIVE COUNCIL

The Central Executive Council has the right within rule to submit Motions to Congress. The Central Executive Council will notify Regional delegations of these Motions prior to their pre-Congress meetings.

The Central Executive Council shall have the right to submit Motions as “a matter of emergency” to Congress. The Central Executive Council should notify the Standing Orders Committee of their intention to do so.

Subject to the provisions of Rule 8, the Central Executive Council members should only speak at Congress where they are representing Central Executive Council policy. Where a Central Executive Council member is asked by his/her Regional delegation to speak to the Regional delegation’s policy, he/she shall only do so provided the delegation’s policy is not in contravention with Central Executive Council policy.

8. DEBATING PROCEDURE

The Procedure for debating Congress Motions shall normally be at the discretion of the President who will indicate to Congress wherever appropriate, the procedure or procedures he/she intends to adopt.

In determining the procedure for debating Motions, the President shall have regard to the following points:

- no resolution of the Congress in session can be amended, rescinded or negated by a subsequent Motion, at that Congress;
- precedence in debates shall be given to a Motion of the Central Executive Council;
- rule amendments take precedence in debate over general Motions;
- personal attacks on colleagues should not take place.

The Standing Orders Committee shall advise the President what Motions will fall if another motion or a Special Report is carried. **If a CEC Special Report is carried then any Motions in opposition to the Report in whole or in part will fall and not be debated.**

9. TIME LIMITS FOR SPEAKERS

The times for speakers will be recommended by the Standing Orders Committee, taking account of the amount of business on the agenda.

It may be necessary, in order that the business of Congress is properly completed, that time for speakers be curtailed. The Standing Orders Committee shall recommend revised times for speakers to Congress.

If, in the interests of saving Congress time, a Motion that the Central Executive Council is accepting without qualification is formally moved and seconded, there shall be no CEC speaker on the Motion.

10. VOTING

It shall be within the discretion of the President to determine the manner of voting, whether it be by a show of hands, a tellers vote or a card vote.

Only Delegates seated in the Congress Hall should vote. If, in exceptional circumstances, the President instructs that the doors to the Hall be closed, he/she should give prior warning to Delegates.

Show of Hands: The President shall call for those in favour to show, and shall then call for those against.

Teller Vote: The tellers elected for each Region shall, when the President of Congress instructs, count the hands raised In Favour. They will report this total to the General Member Auditors. The tellers then shall likewise count the hands raised Against, and similarly report the total to the General Member Auditors. The General Member Auditors shall report the result to the President.

Card Vote: A book of voting cards will be issued to each delegate. Each book will contain numbered cards marked "For", and cards marked "Against". The number on each card is to identify the number of the vote, and cannot be used to identify the individual voting. The appropriate voting card will be selected and used by the delegate to vote either "For" or "Against". The card must not be marked in any way, but placed in the ballot box provided by the teller.

When the President has decided that a card vote is necessary:

- (a) tellers will provide a ballot box for each regional delegation;
- (b) the President will announce the number of the card to be used – for example: 'Card Vote number 1';
- (c) delegates will choose the appropriate numbered card, marked either "For" or "Against" from their book of voting cards and place it into the ballot box provided;
- (d) once the President has announced 'Card Vote completed' tellers will take the ballot boxes to the General Member Auditors;
- (e) the General Member Auditors will count the votes, and notify the President of the result

President: The President of Congress shall have no vote. If there is a tied vote, then the motion shall fall.

11. VOTING FOR PRESIDENT AND VICE-PRESIDENT

The President and Vice-President of the Union shall be elected by Congress, in accordance with the provisions of Rule 12 and 13. Ballot papers bearing the names of the candidates will be issued at Congress.

12. LITERATURE

No literature or leaflets – other than official GMB literature – may be distributed inside the Congress Building without the prior permission of the Standing Orders Committee.

Literature, wherever distributed, which is intended to influence the voting intentions of delegates to Congress, should be brought to the attention of the Standing Orders Committee.

13. PREVIOUS CONGRESS DECISIONS

The following Motions, carried at previous Congresses, relate to the conduct of Congress.

1974 CONGRESS, BLACKPOOL, MOTION 257 PRE-CONGRESS DELEGATE MEETINGS

Congress agrees that in order to widen the area of debate, and to achieve a more democratic expression of Congress delegates, Pre-Congress meetings should determine their voting intentions, with regard to resolutions from within their own Region, and matters reflecting a point of principle. But should not determine an intractable attitude to resolutions from other Regions until the conclusion of the general debate.

PERIVALE BRANCH (London Region)

1985 CONGRESS, BLACKPOOL, SPECIAL MOTION CORE RULE 34

Congress re-affirms the powers of the Central Executive Council as provided for within Rule to revise Officials' salaries and matters related to conditions of service.

CENTRAL EXECUTIVE COUNCIL

1993 CONGRESS, PORTSMOUTH, MOTION 14.4 CONGRESS DOCUMENTS

Congress agrees that at future Congresses, all documents provided by the Central Executive Council and any Motions with several components, shall be voted on by paragraph or section, where that year's Congress decides by a majority vote to do so. Congress can thus reject parts of documents and Motions without rejecting all that is presented.

MELTON GENERAL BRANCH (Midland & East Coast Region)

1999 CONGRESS, BLACKPOOL, MOTION 9 CONGRESS DEMOCRACY

Congress has previously resolved that Pre-Congress meetings should not determine an intractable attitude to resolutions from other regions until the conclusion of the general debate (1974 Congress).

Congress now demands the end of the practice of regions mandating delegates on any motions other than those of their own region, unless a major matter of principle is involved.

NORTH WEST LONDON BRANCH (London Region)

2003 CONGRESS, BLACKPOOL, MOTION 11 UNION DEMOCRACY

Congress calls for delegates to have democratic freedom.

It would be of assistance to have voting procedures explained at start of Congress.

At last Congress many delegates supported motions but voted against because they were instructed to oppose.

New delegates were not aware they could have free votes.

THAMES VALLEY BRANCH (London Region)

2017 CONGRESS, PLYMOUTH. MOTION 1

This Congress calls on the Standing Orders Committee and Central Executive Council to ensure that delegates are provided with a written copy of the CEC's stance in response to their motions(s) ahead of any Pre-Congress delegate's meetings as to better facilitate and inform lay members during Congress each year.

LOWESTOFT BRANCH (London Region)

2017 CONGRESS, PLYMOUTH, MOTION 2 SAVE MORE TIME FOR CONGRESS DELEGATES TO SPEAK

This Congress is concerned at the extended period over which the business of annual Congress is conducted, and agrees the crucial importance of lay delegates having a full opportunity of contributing to the development of GMB policy.

We call upon Congress, therefore, to ensure that the time of this event is used as optimally as possible and, whilst accepting that paid officials and guest speakers have a role to play at Congress itself, to limit the amount of time set aside for their respective contributions.

TORBAY AND SOUTH DEVON BRANCH (Wales & South West Region)

STANDING ORDERS COMMITTEE REPORT No.1

The business of Congress will be conducted in accordance with the Agenda, the Programme and the Guidelines for Congress Business, subject to changes at the President's discretion.

Times for Congress

The Standing Orders Committee wishes to draw the attention of Delegates to the starting times of the morning and afternoon sessions set out in the Congress programme as follows:

Monday 4 June – Tuesday 5 June

9.30 am – 12.30 pm, 2.00 pm – 5.30 pm

Wednesday 6 June

9.30 am – 12.30 pm, 2.00 pm – close of business

The Standing Orders Committee recommends that the President be authorised to close each session when appropriate, without further reference to the Standing Orders Committee or to Congress.

Times for Speakers

The Standing Orders Committee recommends the following Time Limits for Speakers.

General Motions and Rule Amendments:

Movers up to	4 Minutes
Seconders up to	2 Minutes
Other Speakers up to	2 Minutes

Officers' Reports:

General Secretary up to	10 Minutes
Movers of Section Reports up to	5 Minutes
Questions up to	1 Minute

Officers' and Section Reports, and questions to them, should relate only to matters of general policy, and not to details of negotiations.

Special Reports and CEC Statements:

Mover up to	6 Minutes
Seconder up to	3 Minutes
Other Speakers up to	3 Minutes

It would help the business of Congress enormously if, wherever possible, motions could be formally seconded, and if replies to questions and debates were kept to a minimum.

The Standing Orders Committee draws Delegates' attention to the rostrum and asks speakers to be ready by the rostrum when it is their turn to speak. Chairs will be provided at the front of the hall for speakers awaiting their turn.

Questions on Balance Sheet and Auditors' Report

Questions on the Balance Sheet and Auditors' Report must be submitted in writing to the Congress platform no later than 5.30 pm on Monday 4 June 2018.

Congress Motions and Section Conference Motions

In accordance with Recommendation 14 of the "Framework for the Future of the GMB: Moving Forward" CEC Special Report endorsed by Congress 2007, the Standing Orders Committee is recommending that Motions should be dealt with either by Congress or by Section Conferences as appropriate according to the subject matter for debate in the Motion. The Motions are printed in the Congress Final Agenda or the appropriate Section Conference Agenda.

Motions Out of Order

The Standing Orders Committee has ruled that the following Motions are Out of Order for the reasons specified:

1. The Motions listed below require Rule Amendments to give effect to their provisions, and Congress 2018 is not a Rules Revision year. The Motions are therefore out of order.

Motion 4 Cost of Holding Annual Congresses

The Motion calls for "annual section conference". This would require a Rule Amendment since Rule A3.1 provides that Section Conferences are held every two years.

Motion 5 Rule Changes Every Year

The Motion calls for changes to the rule book to be presented and accepted at every main annual GMB Congress. This would require a Rule Amendment since Rule 9.3 provides for consideration of amendments to rules being restricted to the Ordinary Congress in 2009 and thereafter to every second Ordinary Congress.

Motion 7 CEC and Congress Speakers

The Motion calls for Regional Secretaries not to be allowed to speak at Conference. This would require a rule Amendment since Rule 8.8 provides the list of those entitled to speak at Congress and this includes Regional Secretaries.

Motion 22 Recruitment

The Motion calls for Congress to be held every two years. The Motion also calls for Organisers to have Recruitment and Industrial roles and responsibilities separate from each other. This would require Rule Amendments since Rule 8.2 provides that Congress will be held every year, and Rule 17b provides that Organisers work under the direction of the Regional Secretary.

Motion 23 Recruiting Young Members

The Motion calls for entry level membership for young workers increasing to full membership over a period of time. This would require a Rule Amendment since Rule 45 sets the reduced rates for younger members: Non-working students £1 a month, Apprentices £2 a month, Under 18 £7.72 a month.

Motion 35 Branch Twinning

The Motion calls for the “twinning” of branches in certain circumstances. This would require a Rule Amendment since Rule 35 contains the rules on branches and in 35.20 states that members of branches will not be entitled to or allowed to take part in another branch’s meetings unless this has been approved by the Regional Secretary.

Motion 60 Reduced Subscription Rates for Low Paid Workers

The Motion calls for “a fairer” subscription rate for those on very low pay, under 10 hours per week, on minimum wages, and those on zero hours contracts who may not work 20 or above hours per week. The Motion also calls for reduced subscriptions of £3 per month. This would require a Rule Amendment since Rule 45 sets contribution rates.

Motion 62 Minimum Wage Subs

The Motion calls for reduced subscriptions for people on the minimum wage and that those

on £7.76 per hour should not pay the same as those on £20 per hour. This would require a Rule amendment since Rule 45 sets contribution rates.

Motion 253 Labour Party

The Motion calls for the union to stop giving money to the Labour Party. The consequences of the motion are that the union would no longer pay an affiliation fee and therefore would no longer be affiliated to the Labour Party. This would require Rule Amendments since Rule 12.1 provides that the President will go to Labour Party Conference and Rule 19.10 provides that where required by the Central Executive Council Regional Councils will elect representatives to go to Labour Party Conference.

2. The Motions listed below refer to the pay of GMB employees. Congress 1985 adopted a Special Motion (printed in the “Guidelines for Congress Business”) reserving such matters to the Central Executive Council. The Motions do not seek to reverse the 1985 resolution. Rule 17.a.1 provides that the CEC has full authority over all national, sectional, and regional officers and has the final say over all matters relating to their conditions of employment or otherwise. The Motions are therefore out of order for these reasons.

Motion 41 Regional Secretary Pay Award**Motion 42 Regional Secretary’s Pay****Motion 43 Regional Secretary Pay Award****Motion 44 Deliberate Uplift in Salaries Without A Job Evaluation****Motion 45 Fat Cats Within Our Ranks****Motion 46 ACAS Pay and Grading Guidelines Not Exempt for GMB Officials****Motion 47 GMB Trade Union Adheres to ACAS Guidelines as Recognised Employer**

3. The Motion listed below refers to the vehicles provided to GMB employees. Congress 1985 adopted a Special Motion (printed in the “Guidelines for Congress Business”) reserving such matters to the Central Executive Council. The Motions do not seek to reverse the 1985 resolution. Rule 17.a.1 provides that the CEC has full authority over all national, sectional, and regional officers and has the final say over all matters relating to their conditions of employment or otherwise. The Motion is, therefore, out of order for these reasons.

Motion 49 GMB Vehicle Provision

4. The Motion listed below has been “overtaken by events” and is out of order for this reason:

Motion 277 Replacement of the Independent Police Complaints Commission

The Motion calls for the disbanding of the Independent Police Complaints Commission. This was replaced on by the Independent Office for Police Conduct in January 2018. The Motion has, therefore, been “overtaken by events”.

Motions in line with Existing Policy

In accordance with recommendation 14 of the “Framework for the Future of GMB: Moving Forward” CEC Special Report endorsed by Congress 2007, the CEC has advised the Standing Orders Committee about those Motions which are in line with existing GMB policy. The CEC Report on “Existing Policy Motions” printed in the Final Agenda explains when and how existing policy was established in each case. The Standing Orders Committee has accepted the advice and is therefore recommending to Congress that the following Motions be put to Congress for endorsement without the need for debate:

Motion No:	Title
117	Carry On Campaigning for More Investment in the HSE
119	Health and Safety Inspections
123	Recording of work related Stress Injury in Health and Safety Statistics
135	Pensions Inequality
136	The rights of Women Against State Pension Inequality (WASPI)
143	Flexible Retirement
145	Drugs Testing in the Workplace
150	Trade Union Rights
151	Modern Apprenticeships
164	Remove Two Years’ Period for Dismissal On employment Law
173	Support of Low Paid Workers
174	Workers Need a Pay Rise
175	National Living Wage
179	Artificial Intelligence, Machine Learning, Robotics and the Future of Human Employment
180	Artificial Intelligence and Robots in Workplaces

183	Automation and the Threat of Jobs
188	Female Hygiene
195	Tax Havens
200	Existing Policy
204	Postal Service
243	Brexit Impact on Northern Ireland
260	Clause 4
294	Recycling in the UK
303	Decriminalisation of Sex Workers
325	70th Anniversary of the NHS
333	Crisis in Care Homes and Staffing Ratios in the Care Sector
336	More Financial Support for Hospices
362	Defend Council Housing
364	Social Housing Not Affordable Housing
365	Affordable Housing.....Where?
366	GMB Support For UK Housing Crisis
367	Housing Property Owners Scandalous Rents and Living Exploitations
373	People Having to Sleep Rough on the Street

Composite Motions

Agreement has been reached on the Composite Motions printed in the Final Agenda.

Election of President

Following the sad passing of Mary Turner there will be an election for President. In the event of a contested election, the Standing Orders Committee will issue a supplement to Report No 1 with a recommendation for the procedure for this election.

Mobile Phones

If mobile phones are brought into the Congress Hall, they must be switched off at all times when Congress is in session.

Film Cameras

The Standing Orders Committee has given permission for film cameras to be used in the Conference Hall for the GMB webcast. The Committee has been assured that filming will be carried out with no interference to Delegates.

DVDs, Videos etc

Requests to play DVDs, videos, etc should be submitted to the Standing Orders Committee for approval prior to being shown at Congress.

Bucket Collections

Requests for permission to hold Bucket Collections should be submitted in writing to the Committee by 11 am on the first morning session of Congress Monday 4 June 2018. (It is a term of Exhibitors' agreements with GMB that they will not request permission to hold a collection.) Requests must be submitted in writing by the Regional Secretary, and must have the support of the Regional Delegation. Priority will be given to requests for bucket collections which concern trade union or related issues. Where permission is granted, those requesting the collection must organise, count and bank the collection, if necessary liaising with the Congress office for support from Congress Stewards. They must then notify the Congress office of the amount collected, so that the President can inform Congress.

In the normal course of events the total number of bucket collections to be authorised by the SOC will be limited to a maximum of 3, except in exceptional and unforeseen circumstances at the discretion of the President. The SOC will limit consideration of requests for bucket collections to a maximum of 1 per Region, except in exceptional and unforeseen circumstances.

By agreement reached at Congress 96, Regional Committees will each contribute a further sum to the national Congress gift. So permission will not be granted for a collection to augment the Congress gift

INDEX OF MOTIONS

MOTION	TITLE
325	70TH ANNIVERSARY OF THE NHS
345	ABILITY TO RETURN SCHOOL ACADEMIES TO LOCAL AUTHORITY CONTROL
46	ACAS PAY AND GRADING GUIDELINES NOT EXEMPT FOR GMB OFFICIALS
106	ACCESS TO WORK
124	ACCIDENT INVESTIGATION FORM
53	ACCOMPANYING REPS ROLE REVIEW
205	ACTIVE SUPPORT FOR RAIL RE-NATIONALISATION
14	ADDITION OF GMB@TOLPUDDLE TO NATIONAL POLICY GUIDE
365	AFFORDABLE HOUSING.....WHERE?
126	AIR QUALITY (AN EXPECTATION OR A GIVEN RIGHT)
172	ALL OUTLETS TO BE CLOSED ON BOXING DAY
229	AMERICAN PRESIDENT
352	AN AGEING WORKFORCE AND THE SKILLS GAP
65	APPRENTICE RATE
152	APPRENTICESHIPS
241	ARE WE WITH EU OR WITHOUT EU?
180	ARTIFICIAL INTELLIGENCE AND ROBOTS IN WORKPLACES
179	ARTIFICIAL INTELLIGENCE, MACHINE LEARNING, ROBOTICS AND THE FUTURE OF HUMAN EMPLOYMENT
183	AUTOMATION AND THE THREAT OF JOBS
171	BANK HOLIDAY FOR ARMISTICE DAY
388	BASIC INCOME
226	BEMBRIDGE HARBOUR ISLE OF WIGHT
99	BOYCOTT THE DAILY MAIL
87	BRANCH SECRETARY AND BRANCH PRESIDENT TRAINING
35	BRANCH TWINNING
246	BREXIT - INTERNAL MARKET & CUSTOM UNION
248	BREXIT - THE RIGHTS OF EU CITIZENS LIVING IN THE UK, AND BRITISH CITIZENS LIVING IN THE EU
247	BREXIT AND IMMIGRATION
243	BREXIT IMPACT ON NORTHERN IRELAND
219	BRINGING OUTSOURCED CONTRACTS BACK IN-HOUSE
271	BRITISH IMMIGRATION DETENTION CENTRE
97	BULLYING AND HARASSMENT OF LGBT+ PEOPLE
380	BUS COLLISIONS
221	CALL TO END OUTSOURCING AND PRIVATISATION OF OUR PUBLIC SERVICES
235	CAMMELL LAIRD 1984

- 162 CAMPAIGN AND OPPOSE THE SCRAPPING OF THE WORKING TIME DIRECTIVE
- 337 CARE IN THE COMMUNITY
- 211 CARILLION
- 209 CARILLION COLLAPSE
- 212 CARILLION SHAME
- 117 CARRY ON CAMPAIGNING FOR MORE INVESTMENT IN THE HSE
- 7 CEC AND CONGRESS SPEAKERS
- 308 CHANGES TO EXISTING GMB POLICY - DOMESTIC VIOLENCE POLICY
- 305 CHILD SEX DOLLS OR ROBOTS
- 146 CHILDCARE AND WORKPLACE CRÈCHES
- 391 CHILDREN WITH LEARNING DISABILITIES
- 260 CLAUSE 4
- 322 CLINICAL COMMISSIONING GROUPS (CCGs)
- 284 COMBATTING FAR RIGHT EXTREMISM
- 141 COMPANY LAW
- 251 COMPREHENSIVE SICKNESS INSURANCE
- 6 CONGRESS REPRESENTATION
- 396 CONGRESS REPRESENTATION
- 159 CONTINUAL SERVICE RIGHTS FOR AGENCY WORKERS
- 216 CO-OPERATIVE AND SOCIAL ENTERPRISES
- 4 COST OF HOLDING ANNUAL CONGRESS
- 199 COUNCIL TAX REVENUE
- 234 COUNCILLOR PAY AND CONDITIONS
- 255 COUNCILLORS & TRADE UNION MEMBERSHIP
- 88 COUNSELLING SKILLS FOR UNION REPS AND BRANCH OFFICERS
- 357 CREATING JOBS - UNION IN RENEWABLE ENERGY
- 51 CREDIT CARD FACILITY
- 333 CRISIS IN CARE HOMES AND STAFFING RATIOS IN THE CARE SECTOR
- 378 DANGERS OF ELECTRIC CARS
- 233 DECLARATION OF FINANCIAL INTERESTS BY MPS AND THEIR FAMILIES
- 303 DECRIMINALISATION OF SEX WORKERS
- 362 DEFEND COUNCIL HOUSING
- 44 DELIBERATE UPLIFT IN SALARIES WITHOUT A JOB EVALUATION
- 270 DEMOCRACY AND VOTING - CURRENT POLICY
- 109 DEVELOPING A POSITIVE BLACK HISTORY MONTH STRATEGY
- 105 DISABLED WORKERS AND REASONABLE ADJUSTMENTS
- 115 DISCRIMINATORY SICKNESS AND ABSENCE POLICIES
- 140 DIVESTMENT - PENSION SCHEMES
- 236 DREADNOUGHT SUBMARINE PROGRAMME
- 145 DRUGS TESTING IN THE WORKPLACE

- 108 DYSPRAXIA – A HIDDEN DISABILITY
- 334 ELDERLY CARE HOMES DEFICIT
- 19 EMAIL SECURITY
- 137 EMPLOYEE PENSION FUNDS
- 84 EMPLOYERS – TRAINING
- 107 EMPLOYERS MUST UNDERGO DISABILITY TRAINING THAT MATCHES THEIR STAFF NEEDS
- 382 END THE DETRIMENTAL EFFECT OF UNIVERSAL CREDIT ON HOUSING
- 131 END THE USE OF SINGLE USE PLASTIC
- 200 EXISTING POLICY
- 389 FAIRER BENEFITS FOR DISABLED AND THOSE UNABLE TO WORK
- 355 FAKE DIPLOMAS CIRCULATING IN THE UK – ARE YOU REALLY SEEING A PROFESSIONAL?
- 45 FAT CATS WITHIN OUR RANKS
- 188 FEMALE HYGIENE
- 309 FIGHTING CUTS TO DOMESTIC ABUSE SERVICES
- 143 FLEXIBLE RETIREMENT
- 292 FOOD BANKS
- 293 FOODBANK SUPPORT
- 358 FRACKING
- 9 FRINGE MEETINGS NEED TO BE PROFESSIONALLY FILMED
- 94 GENDER PAY EQUALITY
- 93 GENDER PAY GAP
- 11 GMB AND THE TRADE UNION FRIENDS OF ISRAEL
- 79 GMB BRANCH CASE CONFERENCES
- 3 GMB CONGRESS
- 76 GMB CREDIT UNION
- 77 GMB CREDIT UNION
- 18 GMB MEMBERSHIP INFORMATION
- 31 GMB MONEY
- 184 GMB RESPONSE TO AUTOMATION
- 366 GMB SUPPORT FOR UK HOUSING CRISIS
- 47 GMB TRADE UNION ADHERES TO ACAS GUIDELINES AS RECOGNISED EMPLOYER
- 49 GMB VEHICLE PROVISION
- 361 GRENELL TOWER
- 86 GUIDANCE/EDUCATION FOR NEW BRANCH POST HOLDERS
- 282 HATE CRIMES
- 119 HEALTH & SAFETY INSPECTIONS
- 121 HEALTH & SAFETY LEGISLATION CHANGE
- 332 HEALTH CAMPAIGNS TOGETHER AFFILIATION

- 354 HELP FOR VETERANS
- 348 HELPING SCHOOL PUPILS INTO APPRENTICESHIPS
- 297 HILLSBOROUGH LAW
- 191 HMRC ENFORCEMENT
- 367 HOUSING PROPERTY OWNERS SCANDALOUS RENTS AND LIVING EXPLOITATIONS
- 208 IMPACT OF CARILLION'S COLLAPSE ON OUTSOURCED PUBLIC SERVICES
- 244 IMPACT ON UK WORKING DRIVERS' CONDITIONS DUE TO BREXIT
- 26 INCREASE IN COMMUNITY CAMPAIGNING
- 192 INCREASE IN NATIONAL INSURANCE CONTRIBUTIONS, INCREASE TO BE RING-FENCED FOR NHS
- 313 INDEPENDENT GRIEVANCE PROCEDURES FOR ALL
- 182 INDUSTRY 4.0 AUTOMATION
- 85 INDUSTRY SPECIFIC UNION TRAINING FOR BRANCH WORKPLACE REPRESENTATIVES
- 156 INEQUALITY OF SICK PAY
- 376 INTRODUCTION OF THE PAPER ROAD TAX DISC TO BE DISPLAYED IN VEHICLE WINDSCREENS
- 75 INVESTIGATE MAINSTREAMING THE GMB CREDIT UNION
- 299 INVESTIGATORY POWERS ACT
- 253 LABOUR PARTY
- 242 LABOUR PARTY & EUROPEAN UNION
- 264 LABOUR PARTY DEMOCRACY - BAME LABOUR
- 266 LABOUR PARTY DEMOCRACY - WALES AND SCOTLAND NEC REPS
- 263 LABOUR PARTY DEMOCRACY - YOUNG MEMBERS
- 265 LABOUR PARTY DEMOCRACY REVIEW
- 258 LABOUR PARTY REPRESENTATION
- 80 LEARNING EQUALITY FOR ALL
- 71 LEGAL ASSISTANCE
- 98 LGBT+ PROVISION IN WELSH SOCIAL CARE
- 343 LOCAL AUTHORITIES TO BRING BACK SCHOOLS FROM ACADEMIES WHICH HAVE FAILED
- 228 LOCAL AUTHORITY GRASS ROOTS WORKING PARTY
- 112 LONELINESS
- 278 LOVE MUSIC, HATE RACISM
- 256 LP AFFILIATIONS
- 328 MALE BREAST CANCER
- 12 MARY TURNER AWARD
- 29 MATERIALS AND PUBLICATIONS FOR MEMBERS
- 78 MEMBERSHIP BENEFITS
- 257 MEMBERSHIP QUALIFYING PERIOD
- 114 MIGRANT WORKERS

52	MILEAGE RATES
62	MINIMUM WAGE SUBS
96	MINISTER FOR LGBT RIGHTS
232	MISUSE OF THE MEDIA
151	MODERN APPRENTICESHIPS
91	MODERN DAY SLAVERY
336	MORE FINANCIAL SUPPORT FOR HOSPICES
285	MORE VISIBILITY AGAINST THE FAR RIGHT
133	MOTION ON SINGLE-USE PLASTIC CONTAINERS
104	MOTION TO RAISE AWARENESS OF THE IMPACT OF HIDDEN DISABILITIES AND LEARNING DIFFICULTIES
379	MOTORWAY AND HIGHWAY SAFETY DURING NIGHT TIME HOURS H&S ISSUE
185	NAPPY TAX
331	NATIONAL AFFILIATION TO 'HEALTH CAMPAIGNS TOGETHER'
178	NATIONAL INDUSTRIAL STRATEGY
175	NATIONAL LIVING WAGE
202	NATIONALISATION
203	NATIONALISATION OF THE SYSTEM FOR CARE
206	NATIONALISE ALL MAJOR SERVICES
335	NHS & SOCIAL CARE
169	NHS EMPLOYMENT PRACTICES
327	NHS: OPPOSE '5 YEAR FORWARD VIEW'
377	NO DISABLED BLUE BADGE EXEMPTIONS
288	NUISANCE CALLS
245	OPPOSE HARD BREXIT
103	OPPOSE TRANSPHOBIA
222	OUT SOURCING
218	OUTSOURCING OF PUBLIC PROJECTS, THE NHS AND LOCAL SERVICES
225	P.F.I. CONTRACTS
20	PAPERLESS GMB
302	PARENTAL EQUALITY
83	PART TIME MEMBERS
34	PARTICIPATION IN THE GMB
135	PENSION INEQUALITY
138	PENSIONS
142	PENSIONS
373	PEOPLE HAVING TO SLEEP ROUGH ON THE STREET
186	PERIOD POVERTY
187	PERIOD POVERTY
296	PETERLOO MASSACRE

132	PLASTIC
134	PLASTIC BAGS AND PLASTIC PACKAGING
128	PLASTIC POLLUTION
254	POLITICAL RESTRICTIONS
249	POST BREXIT TRADE DEALS
204	POSTAL SERVICE
250	POST-BREXIT BRITAIN
17	PRIVACY OF MEMBER RECORDS
368	PRIVATE HOUSING – RENTED SECTOR – LICENSING SCHEME
369	PRIVATE SECTOR LANDLORDS’ REGISTER
54	PROGRESS ON REVIEW OF GMB SUBSCRIPTION LEVELS
70	PROMOTION OF UNIONLINE
30	PROMOTION PACKS
371	PROPERTY SALE REGULATIONS
161	PROPOSAL TO AMEND LEGISLATION IN ORDER TO ENSURE FAIRNESS IN TREATMENT OF EMPLOYEES DURING ALLEGATIONS MADE AGAINST THEM
392	PROTECT SERVICES FOR DOMESTIC VIOLENCE VICTIMS
274	PROTECTION FOR MIGRANT WORKERS IN THE UK
210	PROTECTION OF FORMER CARILLION WORKERS
147	PROTECTION OF WORKERS DURING HOSTILE TAKEOVERS
223	PUBLIC SERVICE CONTRACTS
398	PUBLIC SERVICES MELTDOWN
311	PUBLIC SPACE PROTECTION ORDERS
166	PUT AN END TO HIDING EVALUATION SCORES
276	RACE PAY EQUALITY GAP
287	RECOGNISING ALL ANIMALS AS SENTIENT BEINGS
123	RECORDING OF WORK RELATED STRESS INJURY IN HEALTH AND SAFETY STATISTICS
23	RECRUITING YOUNG MEMBERS
24	RECRUITING YOUNG MEMBERS
22	RECRUITMENT
294	RECYCLING IN THE UK
304	REDRESS OF P.P.I.
60	REDUCED SUBSCRIPTION RATES FOR LOW PAID WORKERS
273	REFUGEE RIGHTS CAMPAIGN FOR ASYLUM SEEKERS RIGHT TO WORK
41	REGIONAL SECRETARY PAY AWARD
43	REGIONAL SECRETARY PAY AWARD
42	REGIONAL SECRETARY’S PAY
72	REGIONAL TALENT POOL LANGUAGE INTERPRETERS
370	REHOUSING OF RESIDENTIAL EMPLOYEES

164	REMOVE TWO YEARS' PERIOD FOR DISMISSAL ON EMPLOYMENT LAW
342	RENATIONALISATION OF SCHOOLS AND COLLEGES
356	RENEWABLE ENERGY SUBSIDIES
277	REPLACEMENT OF THE INDEPENDENT POLICE COMPLAINTS COMMISSION
27	REVIEW OF GMB@WORK
272	RIGHTS OF ASYLUM SEEKERS
338	RIGHTS OF CARERS
261	RIGHTS OF TRANSGENDER WOMEN
165	RIGHTS TO APPEAL FROM JOB INTERVIEWS
283	RISE IN ISLAMOPHOBIA
5	RULE CHANGES EVERY YEAR
238	SCRAPPING THE CHARTER OF FUNDAMENTAL RIGHTS
314	SECTION 40 EQUALITY ACT 2010
102	SELF-DECLARATION OF TRANS RIGHTS, SELF-DECLARATION AND TRANSPHOBIA
307	SEXISM IN SCHOOLS
306	SEXUAL HARASSMENT
318	SEXUAL HARASSMENT CASES
312	SEXUAL HARASSMENT IN THE WORKPLACE
1	SHORTENING OF CONGRESS
353	SKILLS SHORTAGES
351	SKILLS TRAINING
290	SMALL PRINT
364	SOCIAL HOUSING NOT AFFORDABLE HOUSING
89	SOCIAL MEDIA TRAINING
50	SOCIALLY RESPONSIBLE INVESTING (SRI)
393	SOLIDARITY WITH THE ROHINGYA
8	SPEAKERS ON MOTIONS
157	SSP WAITING DAYS
281	STAND UP TO RACISM - AFFILIATION
198	STATUTORY BODIES AND OFFSHORE ACCOUNTS
39	STEWARD SUPPORT
237	STRATEGIC DEFENCE REVIEWS
350	SUPPORT FOR APPRENTICES
15	SUPPORT FOR BURSTON STRIKE RALLY
289	SUPPORT FOR THE RAINBOW LACES CAMPAIGN
173	SUPPORT OF LOW PAID WORKERS
110	SUPPORTING BAME MEMBERS
397	SUPPORTING WORKING CARERS
347	TACKLING SCHOOL BULLYING

- 213 TAKING OPPORTUNITY OF THE 'CARILLION' COLLAPSE TO STRENGTHEN OUR 'KEEP PUBLIC SERVICES IN-HOUSE' CAMPAIGN
- 196 TAX AVOIDANCE
- 193 TAX 'AVOIDANCE' BY THE NHS
- 195 TAX HAVENS
- 67 TAX RELIEF FOR GMB CONTRIBUTIONS
- 68 TAX RELIEF ON GMB MEMBERSHIP SUBSCRIPTIONS
- 374 TAXI REGULATION ENFORCEMENT
- 190 TAXING ONLINE RETAILERS
- 189 TAXING ROBOTICS
- 90 TECHNOLOGY AND TRAINING
- 300 THE "SNOOPERS" CHARTER - DO YOU KNOW WHAT IT IS?
- 301 THE ABORTION ACT
- 136 THE RIGHTS OF WOMEN AGAINST STATE PENSION INEQUALITY (WASPI)
- 181 THE ROBOTS ARE COMING WILL THEY TAKE ALL OUR JOBS?
- 177 THE TAYLOR REVIEW
- 329 THE UNFAIRNESS OF FREE PRESCRIPTIONS
- 2 THE UNILATERAL SHORTENING OF DEMOCRACY
- 144 THE USE OF VEHICLE TRACKING TO DISCIPLINE MEMBERS
- 317 THIRD PARTY HARASSMENT
- 316 THIRD PARTY HARASSMENT PROVISION IN THE 2010 EQUALITY ACT
- 315 THIRD PARTY SEXUAL HARASSMENT WITHIN THE SECURITY INDUSTRY
- 116 TIGHTEN UP RIDDOR REPORTING
- 286 TIGHTER REGULATION AND CONTROL OF ONLINE GAMBLING
- 130 TIME FOR GMB TO THROW ITS WEIGHT BEHIND STOPPING PLASTIC BEING DUMPED IN THE SEAS AND OCEANS
- 13 TRADE UNION DAY
- 10 TRADE UNION FRIENDS OF ISRAEL
- 150 TRADE UNION RIGHTS
- 101 TRANS REMEMBRANCE DAY
- 40 TRANSPARENCY
- 262 TRANSPHOBIC ABUSE IN THE LABOUR PARTY
- 230 TRUMP
- 394 TURKEY STATE OF EMERGENCY
- 275 UK BORDER FORCE
- 139 UNDERFUNDED PENSION FUNDS
- 149 UNION RIGHTS FOR WORKERS IN UNIFORM
- 69 UNIONLINE
- 384 UNIVERSAL CREDIT
- 385 UNIVERSAL CREDIT

386	UNIVERSAL CREDIT
387	UNIVERSAL CREDIT & ASSOCIATED BENEFITS
231	VERIFICATION OF PARTY POLITICAL MATERIALS
295	WATER POINTS OR FOUNTAINS SHOULD BE AVAILABLE IN PUBLIC PLACES AND SCHOOLS
360	WATER SHARING SCHEMES
359	WATER SHORTAGE AND RESOURCES
340	WHEN AGE REALLY IS A NUMBER
197	WINDFALL TAX ON COMPANIES
390	WINTER FUEL ALLOWANCE
125	WINTER WEATHER – DRIVING TO WORK
92	WOMEN IN LEADERSHIP
298	WOMEN IN PRISON
148	WORKER REPRESENTATION AT BOARD LEVEL
174	WORKERS NEED A PAY RISE
81	WORKING CLASS EDUCATION
95	WORKING PARENTS
118	WORKPLACE DEFIBRILLATORS
168	WORKPLACE DEMOCRACY
28	WORKPLACE MAPPING
154	YOUNG WORKERS – MINIMUM WAGE
339	YOUNG WORKERS UNDER A FUTURE BREXIT
344	ZOMBIE SCHOOLS

KEY

-  Motions marked with  are in line with Existing Policy. They are reported in Standing Orders Committee Report No 1 and the policy positions are listed at the end of the Final Agenda.
-  Motions marked with a  followed by a number are part of a Composite Motion which are listed at the end of the Final Agenda.

UNION ORGANISATION CONGRESS

1. SHORTENING OF CONGRESS ^{C1}

This Conference is aware that Congress 2017 was a Special Congress shortened by the announcement of the General Election and the General Secretary remarked that this would not set the precedent for the future.

We would like this Conference to vote that if there is to be a permanent change to the length of Congress that it should be consulted with branches through the Regional Councils and Committees and only in exceptional circumstances should this decision be made without going through Congress, i.e. such as last year's snap election as a change of Congress is a policy change.

We understand that the CEC in Rule 8 decides on the dates for Congress, this motion is about the length of Congress and an opportunity for full participation in the democracy of our Union.

CAMBRIDGE 2 BRANCH

London Region

2. THE UNILATERAL SHORTENING OF DEMOCRACY ^{C1}

This Conference notes that GMB Congress 2017 was cut short due to the General Election.

GMB Conference also notes that the General Secretary, in his speech when addressing the issue of Congress 2017 being cut short, confirmed that this was an exceptional reason and that Congress next year (2018) will not be shortened, and this was not setting a precedent.

Conference notes that GMB diaries have the date for Congress from 3rd June 2018 to the 7th June 2018.

We were then informed that Conference will close on the 6th June 2018. Notwithstanding that 2018 includes a Sectional Conference, Conference notes that this is the members' Conference, an opportunity to make the changes/amendments/ and set the agenda of how we, as members foresee the future of our union. This democratic right to debate/ challenge/hold to account and make policy has been taken away from the members unilaterally.

Congress has always been set over 5 days and it has worked and will continue to work.

We therefore call upon Conference to:

1. Provide clarity, in writing, as to who made this decision, when it was made, why it was made and how it was reached?
2. Confirm that Congress 2019 and thereafter will not be shortened.
3. Provide answers in writing, as to why members were not consulted on this important issue.

EALING BRANCH

London Region

3. GMB CONGRESS ^{C1}

This Conference is deeply unhappy with the fact that Congress 2018 has been shortened as the General Secretary assured the 2017 delegates that this would not happen again, as it was a one-off event due to the General Election.

There may be some merit in a shorter Conference, but this should be investigated further, and options presented to Congress delegates for a decision as the supreme decision-making body.

HOLBORN BRANCH

London Region

4. COST OF HOLDING ANNUAL CONGRESS

This Conference fully recognises the costs of holding an annual conference.

However it's clear that since the return of annual Congress under the last General Secretary our democracy in the GMB has excelled. We can't go back to the days of putting cost before democracy.

Therefore this Conference wishes to retain an annual conference to ensure our members have a democratic right to submit motions and rule amendments that are important to building the union and important to them and their branches.

However, since the section conferences have been merged in to the main conference, GMB sections have lost the connective bond and impetus between regions, and members and at times we need to respond annually to changes

in law or indeed individual sections, and we have to wait for a section conference every two years to debate and decide the unions policy. This is clearly unacceptable.

It's important that we respond to attacks on areas like public services, decline of manufacturing, and building within commercial services. With Brexit looming it's important we gauge the views of our section members and we need to be able to respond in detail to consultation on any Brexit proposals that affect our sections ASAP not wait for two years to organise a response.

The same can be said where we have section pay awards every year and have a pay conference but not one that is organised and governed for the wider membership which could be managed at a section conference each year.

The views of members are that we have watered down the importance of section conferences and it's now time to revive the sections and give them autonomy to organise and to now move to annual conferences for all three sections.

Conference therefore demands that we have a return to annual sectional conferences so as to build within sections and return to a far more all-inclusive annual section conference.

Conference also refuses to accept that the main conference is cut short to accommodate the introduction of any section conference which must be separate to the main conference each year.

FULHAM 1 BRANCH

London Region

5. RULE CHANGES EVERY YEAR

This Conference demands that the GMB allows rule changes to the rule book to be presented and accepted at every main annual GMB Congress for debate and decision and members should not have to wait every two years.

We need to open up our democracy around decision making and the current two year rule change rule is seen as a means to block some changes that are proposed.

Therefore Conference demands we move to having rule changes at every main Congress and in doing so increase debate and improve

the decision making process where the union members can respond to any government changes as soon as possible and without delay.

FULHAM 1 BRANCH

London Region

6. CONGRESS REPRESENTATION

This Conference believes that recent regional delegations to Congress do not reflect the spirit of GMB Rule 8 and in particular Rule 8.7 as the final makeup of Congress delegates is a poor representation of the great diversity of our unions' members.

In recent years, we have seen fewer women being nominated for Congress and some regional delegations with an unequal gender balance and unequal strand representation.

Congress needs full member democracy and participation as it is a means for members to influence the policy and direction of our Union. Therefore we need to ensure that Congress delegates are as representative of regional composition as possible both industrially and socially.

The CEC Special Report to Congress 2017 on Reserved Seats will take its time to show progress and we hope that as a result many more women and equality groups will start to engage in union democracy however we believe more need to be done.

We call upon Conference to instruct the National Equality Forum to work with the SOGs and SMT on solutions to address this issue. This could include reviewing the wording of the 8.7 Rule and making changes to the nomination forms used for Congress so that regions have the fullest information to enable them to make an informed decision on make-up of their delegation.

We would like a report on the findings and recommendations to be published before November 2018 and then if necessary, propose Rule Amendments to Congress 2019.

HOLBORN BRANCH

London Region

7. CEC AND CONGRESS SPEAKERS

This Conference notes that the rights of lay members to have their views enshrined into

the GMB Rulebook and set policy of the union is mainly done by motions to Congress every year.

It's also well noted that Congress is a lay members Conference and it should remain so. However, every year we see members of the union get to the rostrum and although they are not part of the CEC they respond on behalf of the CEC.

Regional Secretaries are not part of the CEC; they sit on the CEC as co-opted members and have no voting rights. We have many members of the CEC who can answer questions, speak on reports at conferences yet we continue to rely on Regional Secretaries when speaking on behalf of the CEC even though they have no voting rights as part of the CEC structure.

There is also concern that the same Regional Secretaries sit on sub-committees of the CEC even though they are not elected to do so, and concerns have been raised about how their presence and contribution may be perceived.

Conference therefore demands that Regional Secretaries are treated like all other employees of the union and not allowed to speak at Conference. Also that Regional Secretaries should not speak at CEC or Sub-Committees of the CEC particularly where there may be a clear conflict of interest.

NORTH WEST LONDON BRANCH

London Region

8. SPEAKERS ON MOTIONS

This Conference urges that, in the interest of the smooth running of Congress, and to maximise the time allocated for open and meaningful debate, any motion that remains unopposed should have its speakers limited to the mover and the seconder.

Q78 BRANCH

North West & Irish Region

9. FRINGE MEETINGS NEED TO BE PROFESSIONALLY FILMED

This Conference calls for fringe meetings to be professionally filmed.

The GMB has invited many experts to Congress over the years to talk about and discuss the many industries that they work or organise in.

These presenters have talked on a wide range of topical subjects such as LGBT, GMB Women's, Housing crisis, NHS, Mental Health Care, Zero Hours, School Funding Cuts etc. Only a small number of activists who attend Congress are able to benefit from the ideas discussed at these meetings.

These fringe meetings are an invaluable source of information and ideas for members and activists alike. They should be professionally filmed and made available on the GMB website.

BARKING & DAGENHAM LGO BRANCH

London Region

10. TRADE UNION FRIENDS OF ISRAEL C3

This Conference welcomes and applauds the GMB General Secretary's signature appearing in support of the advert in The Guardian on 2 November 2017 placed by the Palestine Solidarity Campaign listing many reasons why the British Government should apologise for its actions in respect of the Palestinian people.

Conference expresses its dismay therefore that the CEC continue to allow Trade Union Friends of Israel to continue to pay for a stall at GMB Congress bearing in mind that this organisation actively opposes the sentiments expressed in the advert and that the GMB CEC Political, European & International Committee meeting held on 8 February 2016 made it absolutely clear in the minutes that "GMB does not affiliate to the organisation at any level, nor would we join a delegation at national or regional level or accept any money from them".

Conference therefore demands that this organisation no longer be allowed to have stalls at GMB Congresses.

NORTH WEST LONDON BRANCH

London Region

11. GMB AND THE TRADE UNION FRIENDS OF ISRAEL C3

This Conference congratulates the General Secretary for supporting and signing the advertisement in the Guardian of 2nd November 2017 placed by the Palestine Solidarity Campaign listing the reasons why the British Government should apologise for its actions (and indeed lack of actions) over the hundred years since the Balfour Declaration.

The General Secretary's action represents the strongest statement of support for the Palestinian people that this union has ever made.

It is therefore disappointing and certainly contradictory, that the CEC continues to extend Congress facilities to the Trade Union Friends of Israel.

The Minutes of the CEC Political and European International Committee of 8th February 2016 confirm that the union:

"Does not affiliate (to TUPI) at any level, nor would we join at delegation of national or regional level or accept any money from them".

Accepting a booking from TUFU for a stall clearly involves the acceptance of TUFU money and therefore violates union policy.

Conference demands that union policy is confirmed and that TUFU will be excluded from those organisations allowed to have stalls at this Union's Congresses.

NORWICH GENERAL BRANCH

London Region

UNION ORGANISATION GENERAL

12. MARY TURNER AWARD

This Congress believes that GMB should create a national award in the memory of our sadly departed president Mary Turner so that her name can live on within the GMB and to inspire people to be passionate about Trade unionism and workers' rights as she was.

G36 SECURITY

Southern Region

13. TRADE UNION DAY

This Conference is concerned that trade union membership is reducing year on year and believe it is because of the misconception that there is no relevance for such movements in our day. Therefore we call upon the GMB to work with the TUC to establish an Annual Day to recognise the Trade Union Movement.

This day could then be used to encourage schools and organisations to celebrate the success and contributions of the trade union movement and re-educate our nation of our modern day relevance.

RHONDDA CYNON TAFF BRANCH

Wales & South West Region

14. ADDITION OF GMB@TOLPUDDLE TO NATIONAL POLICY GUIDE

This Conference will be aware that within the GMB National Policy Guide under the heading GMB General, it is current policy that all regions and branches are to promote and support the outstanding annual Durham miners gala. (2013:16, 2016:32), A Gala which in itself is a focal point not only for GMB members but the wider trade union movement. It is asked that congress agrees to give the addition of GMB@Tolpuddle to this section of the policy.

Before 1824 the Combination Acts had outlawed "combining" or organising to gain better working conditions. In 1824/25 these acts were repealed, so that trade unions were no longer illegal, the removal of this act brought working people together.

In 1833, six men of Tolpuddle in Dorset founded the Friendly Society of Agricultural Labourers to protest against the gradual lowering of agricultural wages. This act saw the type of backlash from the local establishment which until this day is a template for the undermining of the organising of workers. The mechanism of isolating, intimidating and blacklisting was born as an acceptable mechanism of the establishment to trample on workers and their rights.

In 1834, James Frampton, a local landowner and magistrate, wrote to Home Secretary Lord Melbourne to complain about the union. Melbourne recommended invoking the Unlawful Oaths Act 1797, an obscure law which prohibited the swearing of secret oaths. This Act itself was generated by a small section of the population awash with secretive societies such as the freemasons.

With the ceremonial act of swearing an oath, six local men were condemned by the disgraceful acts of local aristocracy and judiciary to see their work, their families and indeed their lives destroyed by a seven year sentence with transportation to the penal colonies to follow.

From that moment onwards, the dye was cast. People across the country came together. Once word spread of the sentencing of the Tolpuddle Martyrs the support for their pardon and return grew. A national movement which saw a Demonstration on Copenhagen Fields near King's Cross, London on 21 April, 1834 against the sentences of transportation imposed on the Tolpuddle Martyrs saw between 35,000 to 100,000 people attended the demonstration, which was organised by the Central Committee of the Metropolitan Trade Unions and marched through London to Kennington Common with a wagon carrying a petition with over 200,000 signatures for the remission of the Martyrs' sentences.

For many years GMB have been proud attendees at the annual Tolpuddle festival commemorating the struggle of the martyrs. The sight of local branches and their members gathering to share the story of not only their recent struggles but also their victories.

Trade Union colleagues both brothers and sisters and their families are attending from across a wide area of GMB Regions. To listen to the pillars of the Labour and Trade union movement speak, to see friends and colleagues celebrate the Martyrs, but moreover to come together as not only the GMB family but as part of the greater Trade union movement.

The GMB much to the envy of some others has now found its own home at Tolpuddle, The widely known GMB Field. The very land that those martyrs toiled upon is now an annual gathering point for all GMB members nationally. Our home at Tolpuddle.

All regions, branches and individual members are encouraged to attend and be a part of not only our history but our future. GMB@Tolpuddle last year supported young members from regions across the country to come together to experience the first GMB Youth@Tolpuddle event. The banner procession now sees not only the display of local GMB banners, but a number from further afield across the GMB family.

GMB@Tolpuddle is an opportunity for members and their families to spend a week camping in the fields of Dorset at no cost to the member or their guests. Able to learn the history and be a part of making history. Meeting, with friends and comrades to build new relationships.

Conference, We ask that GMB@Tolpuddle is added to the GMB National Policy Guide under the heading GMB General to sit alongside and receive the same support as the Durham miners gala.

F40 FIRST WESSEX Southern Region

15. SUPPORT FOR BURSTON STRIKE RALLY

This Conference notes the longstanding Burston Strike School Rally which takes place every year on the first Sunday in September. This commemorates the longest strike in history not staged by miners but by minors – the children of a small village in Norfolk.

In line with national support for the Durham Miners Gala, we call for National endorsement and support through advertising and promotion of this event.

We would like to see a significant GMB presence as this is another opportunity for GMB members and their families to unite together to continue our fight for working class education and trade union rights.

KING'S LYNN NO 1 BRANCH London Region

17. PRIVACY OF MEMBER RECORDS c4

This Conference demands a full unequivocal statement regarding the security and maintenance of members personal data held by the Union.

In the light of the introduction of GDPR, this Conference further demands to know what actions have been taken by the Union to ensure members personal details are protected at all times.

BRAINTREE & BOCKING BRANCH London Region

18. GMB MEMBERSHIP INFORMATION

This Conference notes with concern reports that members' personal data is now in the possession of third party organisations without any express consent.

The security and safekeeping of membership information is a paramount duty placed upon the GMB by its members.

This Conference resolves that any future dissemination of membership data to third party organisations should take place only following consultation with, and receiving the express permission from, each of the GMB Regional Committees in respect of their members' information.

GLASGOW GENERAL APEX BRANCH
GMB Scotland

19. EMAIL SECURITY C4

This Conference calls upon the GMB and its Regions to ensure that lay representatives use safe and secure electronic mail addresses and systems such as GMB secure.

CAMBORNE BRANCH
Wales & South West Region

20. PAPERLESS GMB

This Conference believes that GMB should try where possible to reduce the amount of paper it uses by adopting a scheme where Workplace Organisers and members can opt to receive all correspondence electronically.

This would improve GMB's environmental impact, reduce costs and make GMB more appealing to environmentally aware people of all ages.

LONDON ZOOLOGICAL BRANCH
London Region

UNION ORGANISATION RECRUITMENT & ORGANISATION

22. RECRUITMENT

This Conference calls upon the GMB and Regions to have in each area a Recruitment Officer and an Industrial Officer, both roles and responsibilities separate from each other. To offset the costs, the GMB will hold Congress every two years.

CAMBORNE BRANCH
Wales & South West Region

23. RECRUITING YOUNG MEMBERS

This Conference believes that the future of this union is dependent on the recruitment of young members. This is getting more and more difficult for a variety of reasons but the main reason given to Workplace Organisers is that it costs too much.

This motion calls on the GMB to look at new ways of allowing Workplace Organisers to recruit and show the benefits of being a member. For example there are different rates for apprentices and part-time staff.

This motion calls on the GMB to consider entry level membership for young workers increasing to full membership over a period of time. This would increase the recruitment of young people and help branches to increase their appeal as a fully inclusive union.

This would help to ensure the improvement of the age profile of the GMB and in doing so, ensure the future of GMB.

LONDON ZOOLOGICAL BRANCH
London Region

24. RECRUITING YOUNG MEMBERS

Congress calls on the CEC to promote a discussion on our aging membership and how to recruit young people into our union, the GMB.

It is the young people, 16-25, who have suffered the most since 2010 from low wages and lack of jobs which lead to wages where they can lead independent lives. Many are going from job to job on low wages. Some are homeless, sofa-surfing without a permanent address. They know little about their unions and how the work for members. At every level of the union we must address this problem and explain what we stand for. We can no longer hide behind the working time directive. We must explain to young people how in the past what was achieved by trade unions - holidays with pay, shorter hours, sick pay and pensions. Most working people have suffered a wage freeze for 7 years which has affected young people the most as they are on less pay. We must reverse the decline by recruiting young people or wither on the vines. The government claims 32 million people in work. The trade unions have about 6 million members. This figure is down from 14 million in the 1970s.

Z39 NORTH KENT ENGINEERING
Southern Region

26. INCREASE IN COMMUNITY CAMPAIGNING

This Conference is requested to campaign for:

- (i) Increased community activism outside the workplace on issues that affect our members.
- (ii) To heighten the GMB's profile across communities to consolidate the GMB's position as the "go to" union for action and support on issues in our community, locally and nationally.

NORFOLK PUBLIC SERVICES BRANCH

London Region

27. REVIEW OF GMB@WORK

This Conference agrees that time has now come to review GMB@Work and bring it up to date.

ESSEX PUBLIC SERVICES BRANCH

London Region

28. WORKPLACE MAPPING

This Conference calls on the CEC to assist branches in collecting at point of joining more detailed information on job roles and actual location to enable workplace mapping to be more effective.

Making certain aspects of the form compulsory, say email and mobile number with consent for the union to also communicate in this way would make ease of communication swifter and more effective between branch and its members.

ISLINGTON APEX BRANCH

London Region

29. MATERIALS AND PUBLICATIONS FOR MEMBERS C5

This Conference notes that generic basic information material (hard copy) offered to members is lacking. In order to empower our members, and recruit new members, we need to produce consistent professional-looking leaflets, brochures, booklets, posters, etc.

Not all our members have access to a computer and photocopies of old leaflets make us look unprofessional, outdated and quite lame compared to what other unions produce.

The following list shows examples, but is not exhaustive:

1. An **Introduction Pack** given to all new members with information that will aid members with employment issues (a basis "what to do if....."), give contact information of their Branch and Regional Officers (this info can be inserted by Branch), what they can do to help their GMB colleagues, benefits to members, useful contact details (TUC, ACAS, LRD etc).
2. **Briefing Papers (for Reps and Members):** How to recruit (e.g. from the Toolkit); responsibilities of Reps, Branch Officers; grievances and what to do; disciplinarys and what to do:
3. **Updates** on National/Regional employment regulations;
4. More **guides** similar to Women's H&S at Work and Mental Health at Work.

Once these materials are designed and produced (with a standard format throughout), they can be uploaded onto one specific website that is easily accessible for download or, for bulk numbers, online orders.

There may be some good examples within regions and branches, but these have not been shared with others. National HQ should request all branches to submit their self-produced publications and then come up with publications and materials usable throughout the country.

We call on National GMB to invest time, skill and money in producing publications/materials that will help our members in the workplace and be fit for a 21st Century union.

HENDON BRANCH

London Region

30. PROMOTION PACKS C5

This Conference asks the CEC to instruct regions to make available informative promotion packs and materials for inductions into the GMB where required.

R35 JCB GENERAL BRANCH

Birmingham & West Midlands Region

31. GMB MONEY

This Conference calls for each new GMB member to be provided with information and recruitment forms for GMB Money, along with other documents which they receive as a newly recruited member.

BARNSLEY HEALTH BRANCH

Yorkshire & North Derbyshire Region

UNION ORGANISATION REPRESENTATION & ACCOUNTABILITY

34. PARTICIPATION IN THE GMB

This Congress is proud of its efforts to include more of our members in the internal life of the GMB.

We have in the past successfully made special provisions to further encourage the participation of under-represented groups.

Congress recognises that obtaining release from work to attend GMB meetings is more difficult for our activists working in the private sector, when compared to those in the public sector who have been granted facility time, or those activists who may now be retired. Therefore, Congress calls upon the CEC, Regional Councils and Regional Committees to consider the possibility of holding a proportion of their meetings outside of normal working hours, in order to allow those members who have limits to the amount of time they can have off work, a greater prospect of participating in our structures.

D30 DURHAM GENERAL BRANCH

Northern Region

35. BRANCH TWINNING

This Conference is aware that when members are in a branch that is not located where they work e.g. someone who works for a London Council but is based in a location in another part of the country.

We ask the CEC to look into twinning branches to allow members from the remote branch to be able to work with the branch they twin with and support each other with member issues and union business where possible.

ISLINGTON APEX BRANCH

London Region

39. STEWARD SUPPORT

As Workplace Organisers we support members who are subject to formal processes at work and on occasions we encounter members who require more assistance than we are trained to support. As a result, we look for support from our fellow Workplace Organisers, Officers, friends and family.

This Conference calls upon GMB to look to implement a telephone support network to aid and support our GMB Workplace Organisers. We also call upon GMB to implement training for all Workplace Organisers on how to deal with difficult or stressful situations. In addition to GMB@Work training we need specialist support and training on dealing with mental health issues as these add another complexity to our work and require more of our time.

LONDON STORES GENERAL BRANCH

London Region

40. TRANSPARENCY

This Conference agrees that the highest levels of transparency and governance are required within the GMB particularly by those charged with negotiating and awarding any GMB commercial contracts.

To ensure no unwanted suspicion or criticism surrounds any employee or contractor a register of all gifts of hospitality of any sort and in any form be introduced immediately following Congress and be available on line for scrutiny by any member of the Union.

This register should also contain any corporate hospitality provided for individuals and groups.

BUCKS COUNTY BRANCH

London Region

UNION ORGANISATION FINANCES & CONTRIBUTIONS

41. REGIONAL SECRETARY PAY AWARD

This Conference deplors the recent award of 5000 pounds a year increase to Regional Secretary salaries. This makes a mockery of Job Evaluation and Equal Pay, and this should only have been

awarded after going through the proper procedures as has been undertaken by other members of GMB staff.

ESSEX PUBLIC SERVICES BRANCH

London Region

42. REGIONAL SECRETARY'S PAY

This Conference fully recognises the value of retaining experienced employees and looking after their welfare, part of which is ensuring the Union has a well-founded pay structure.

In 2015, GMB went through a job evaluation exercise where posts were evaluated in an open and transparent way using a scheme that was equality proofed by an outside independent consultant. This advice now appears to have been ignored.

In 2017 the General Secretary and Treasurer proposed and subsequently awarded the Union's Regional Secretaries a £5000 pay increase without reference to any agreed process, and at that time, without full CEC agreement.

This has an added cost to the Union at a time when, it would appear; regions are losing members causing finances to become strained.

Also public services workers who have not had any pay rise for 7 years that keeps up with the cost of living, see this as an unjustifiable increase and one rule for the elite and another for all our members. This is clearly a mistake and sends out the wrong message to all our membership.

Therefore to alleviate any additional cost to the Union owing to this unfair mass error of judgement and to fully mitigate the costs to the Union and our member's future contributions, the union should start by making the increase self-financing and not expect our members to pick up this bill.

This Conference demands an explanation as to why it was felt this increase is in anyway justified.

BEDS COUNTY BRANCH

London Region

43. REGIONAL SECRETARY PAY AWARD

This Conference deplors the recent £5,000 pay rise awarded to the all-male group of Regional Secretaries.

The decision following the recent pay and grading review is completely unjust and makes a complete mockery of the GMB Equal Pay Audit.

HAVERING BRANCH

London Region

44. DELIBERATE UPLIFT IN SALARIES WITHOUT A JOB EVALUATION

This Conference notes Trade Union organisational representatives are not exempt from workplace job evaluations.

This Conference agrees they should not be entitled to award themselves uplifts in salaries unscrutinised or without a job evaluation in accordance with ACAS guidelines.

CAMDEN APEX BRANCH

London Region

45. FAT CATS WITHIN OUR RANKS

This Conference calls for a reasonable pay rise for all officers within the GMB.

It is unreasonable that under the present Government's austerity that a certain faction gets special treatment that far outweighs the 2% that most people are being offered.

It is very hard to promote our great Union when certain parties get a pay rise far and above 2% and then expect lay members to be fine with the pay rise.

When the Sun exposed the travesty most people thought it was another Sun joke. However, it was only a joke to members who will, and are going to pay for the pay rise through contributions.

BRAINTREE & BOCKING BRANCH

London Region

46. ACAS PAY AND GRADING GUIDELINES NOT EXEMPT FOR GMB OFFICIALS

This Conference notes officers elected or appointed to GMB trade union as organisational employees are not exempt from the ACAS guidelines on pay and grading.

This Conference calls for GMB staff and officers to come under ACAS Guidelines on pay and grading.

CAMDEN APEX BRANCH

London Region

47. GMB TRADE UNION ADHERES TO ACAS GUIDELINES AS RECOGNISED EMPLOYER

This Conference calls for the GMB trade union to recognise and adhere to the ACAS guidelines on pay, terms and conditions for its organisational staff.

CAMDEN APEX BRANCH

London Region

49. GMB VEHICLE PROVISION

This Conference calls for an urgent review of the Union's vehicle provision policy. GMB is an organisation taking subscriptions from and representing working people and the vehicles provided to its employees particularly at senior level should moderately reflect average members' lifestyles as well as being environmentally friendly.

This review should report directly back to Congress 2019.

BRAINTREE & BOCKING BRANCH

London Region

50. SOCIALLY RESPONSIBLE INVESTING (SRI)

This Conference strongly supports Socially Responsible Investing (SRI) and Environmental Social Governance (ESG) issues and demands that GMB equity investment policy take this into account taking along with financial factors to minimise any potential negative impact on its investment returns.

The particular concern is the call for the GMB to adopt an ethical investment approach via investment strategies that seek to minimise or ideally eliminate irresponsible corporate behaviour leading to:

- Environmental degradation (low or zero carbon assets, climate change)
- Armament sales to military regimes
- Human rights violations
- Tobacco production, cultivation and manufacture
- The exploitation of workers
- The institutionalisation of poverty through discriminatory market practices
- Giving or receiving of bribes

This Conference wants an investment charter that will use its best endeavours to operate its investment policy to support the above objectives.

In addition, this Conference wishes the GMB to influence corporate behaviour via judicious acquisition, divestment and engagement.

LONDON CENTRAL GENERAL BRANCH

London Region

51. CREDIT CARD FACILITY

This Conference agrees that all employees who are given a Credit Card Facility by the GMB in order to assist with the undertaking of their duties should have all such expenditure published in a GMB members only area of the Union's website to allow full membership scrutiny of members' money spent in their name.

Corporate credit accounts or card expenditure where it is incurred on behalf of several people or by a department of the Union shall also be included in this transparency process.

Conference further agrees that the publishing of this information on a quarterly basis should commence 3 calendar months following this 2018 Conference.

BEDS COUNTY BRANCH

London Region

52. MILEAGE RATES

This Conference calls upon the CEC and the Senior Management to review the mileage rate currently being paid to lay members as this has not been reviewed or increased in many years.

CAMBRIDGE 2 BRANCH

London Region

53. ACCOMPANYING REPS ROLE REVIEW

This Conference feels that the time is right for the Accompanying Reps expenses to be reviewed, through a motion debate.

For so long Accompanying Reps have been attending meetings with travelling times of up to 3 hours, only to be able to claim approximately 6hrs work for £30 before tax.

This amounts to almost a day's work for less than £5 per hour. Less than legal pay for a teenager's hourly wages.

Colleagues, let's be sensible about this debate, we as the GMB collective are fighting for better pay as equals, but we are losing out ourselves.

STANSTED AIRPORT BRANCH

London Region

54. PROGRESS ON REVIEW OF GMB SUBSCRIPTION LEVELS

This Conference is concerned at the diminishing number of union members. We are only too aware that it is becoming more difficult to recruit members and we should be looking at different ways to attract new members.

We need to be seen to be a progressive modern union.

One suggestion is to be bold and offer family membership so that we encourage more young members into the union and build trade union solidarity for the whole family. This would help build our image to be a successful twenty first century union. Let us lead not follow.

In line with Composite 1 referred from Congress 2017 which asked for a review to take place, we call for a formal report back to Congress 2018 on the findings and associated recommendations of this review.

KING'S LYNN NO 1 BRANCH

London Region

60. REDUCED SUBSCRIPTION RATES FOR LOW PAID WORKERS

This Conference calls for a fairer membership subscription rate for those on very low pay, under 10 hours per week, on minimum wages and those on zero hours contracts who may not work 20 or above hours per week.

Maybe reducing subscriptions for those affected to £3 per month would be good for recruitment amongst the lower paid and those who probably need the GMB's help because of their low paid status.

This Conference calls on the CEC to research and consider this motion so that we can assist our brothers and sisters who can't afford the higher rates.

SOUTHEND ON SEA BRANCH

London Region

62. MINIMUM WAGE SUBS

This Conference is asked to pass a motion to reduce the subs for people on minimum wage. People on £7.76 p/h should not have to pay the same subs as someone on £20 p/h for the same service.

I believe this will help with recruitment and retention of members. It is also morally the right thing to do. People in my section of work are some of the lowest paid workers in the country.

M01 BRANCH

North West & Irish Region

65. APPRENTICE RATE

This Conference believes that the GMB Apprentice Rate should only be available to Apprentices

WILKO HARDWARE BRANCH

Yorkshire & North Derbyshire Region

67. TAX RELIEF FOR GMB CONTRIBUTIONS C6

This Conference instructs the CEC to apply to HMRC to be classed as a professional organisation, therefore to allow members' to claim tax relief on their contributions.

ESSEX PUBLIC SERVICES BRANCH

London Region

68. TAX RELIEF ON GMB MEMBERSHIP SUBSCRIPTIONS C6

This Conference notes that some Trade Unions in the public sector have arrangements with HMRC which allows them to define themselves as a professional organisation which allows their

members to claim tax relief on all or part of their union subscriptions. This can place the GMB at a disadvantage when recruiting new members or retaining members.

This Conference therefore calls on the CEC to examine whether the GMB can enter into similar arrangements with HMRC in relation to our membership subscriptions.

SOUTHEND ON SEA BRANCH

London Region

UNION ORGANISATION UNION BENEFITS & SERVICES

69. UNIONLINE C7

This Conference congratulates and thanks all the staff at UNIONLINE and our panel solicitors for providing the most exclusive and easily available legal service in the Trade Union Movement.

Conference also notes the excellent work done by our National Legal Officer, Maria Ludkin and the Senior Management Team who has steered the dream of our Union and our members controlling a comprehensive framework of legal support for the members when they need it, into reality.

Conference further recalls that GMB members' contributions amounting to millions of pounds per year used to end up in the partner dividends of many of the legal firms we used to use.

Conference agrees that the GMB should promote the work that UNIONLINE does and that every branch should receive a quarterly bulletin from UNIONLINE showing amongst other things the total number of individual members' queries that are dealt with, the number of claims being actioned and highlighting successful cases where consent is given by the member. This would ensure all GMB branches had identical and up to date information on the UNIONLINE service.

Conference agrees the GMB has a strong legal service which should be managed well, constantly improved and should never again be allowed out of our own control and passed to external profit making legal outfits who see our members as money earners.

The use of external legal specialists for campaigns on equal pay or litigation against rogue employers is sometimes required and for the GMB to retain its ability to fund these expensive legal challenges it must retain control of its core legal service through UNIONLINE.

Conference also welcomes an annual statement on the business plan and market value of UNIONLINE.

ISLINGTON 1 & HARINGEY BRANCH

London Region

70. PROMOTION OF UNIONLINE C7

This Conference is concerned that not enough promotion of UNIONLINE our own legal service is being undertaken.

Conference further reminds post holders from Workplace and Branch Officers to Regional, National and General Secretary that it is vital that no undermining of UNIONLINE takes place in furtherance of passing our Union's assets and services to other legal firms whose business is to reap profits from our members' cases as they have done in the past.

UNIONLINE may continue to allocate work to National and Regional nominated legal firms as determined by the National Legal Department, SMT and the CEC.

Conference further instructs the GMB management board members to deal with any failure of service, improve delivery and develop new services for the membership. Conference is proud to have a legal service we can devote to our members unlike other unions who are at the mercy of the legal markets and those who have made profits of millions on our backs.

FULHAM 1 BRANCH

London Region

71. LEGAL ASSISTANCE

This Conference has considered the good work of the GMB legal assistance partner UNIONLINE and the overall legal assistance our members have access to. Whilst the legal assistance our members can access is not in question, we are deeply concerned about the problems members of our union face who do not speak fluent English or have a clear knowledge and understanding of the British legal system.

Our concerns are that the above described members do not know how to fully express themselves as clearly as a native speaking UK resident and/or answer the questions put by UNIONLINE at the initial stages of raising a complaint.

Furthermore, it is felt that unless there is a trained English speaking person with a member who has a poor grasp of English then the complaint being brought to UNIONLINE might fall as the dialogue is not fully understood.

We ask the union to look into and explore a way to encourage greater success in promoting UNIONLINE to non-English speaking members and for a survey of the initial complaints from non-English speaking members that result in a successful outcome in comparison to English speaking members. We ask this to assist with the problems outlined above which non-English speaking members face when accessing legal assistance.

CENTRAL WEMBLEY BRANCH

London Region

72. REGIONAL TALENT POOL LANGUAGE INTERPRETERS

This Conference, over the decades the United Kingdom has employed people from all over the world. Taking into account the trade union also has members from different nationalities and vast amount of these members don't have English as their first language.

We recognise the cost implications but believe the investment and benefits for the future of obtaining and retaining the membership outweighs this.

Therefore, Congress is asked to consider a recruitment process where each region will identify and employ interpreters that can speak to members where reps are unable/struggling to understand the full issue and requirement of the member due to language barriers.

This can be considered as a voluntary or paid basis. There are hundreds of GMB members with dual or multiple languages that can sign up to the scheme.

LEEDS LOCAL GOVT STAFF BRANCH

Yorkshire & North Derbyshire Region

75. INVESTIGATE MAINSTREAMING THE GMB CREDIT UNION C8

This Conference directs the CEC to:-

- (i) Investigate and determine further ways and means to mainstream the GMB Credit Union in the daily lives of our overall union membership.
- (ii) To seek practical steps, in negotiation with the Credit Union to increase the net disposable income of our members i.e. by redesigning and reconfiguring the GMB membership card as a Debit card to be seen and be relevant in our members' daily lives as residents and consumers outside the workplace.

NORFOLK PUBLIC SERVICES BRANCH

London Region

76. GMB CREDIT UNION C8

This Conference will duly promote the GMB Credit Union on the national GMB website and all regional websites.

GMB MID LINCS BRANCH

Midland & East Coast Region

77. GMB CREDIT UNION C8

This Conference instructs the CEC to promote the GMB Credit Union via National and Regional websites as an ethical alternative to Wonga.

STAYTHORPE & NEWARK TEC & GENERAL BRANCH

Midland & East Coast Region

78. MEMBERSHIP BENEFITS

This Conference calls for the GMB to widen the members benefits available by looking to offer a greater range of discounted offers on presentation of the GMB union card, to help recruit and retain members and be of more direct appeal to younger people who already use sites like Groupon.

CARDIFF & DISTRICT BRANCH

Wales & South West Region

UNION ORGANISATION EDUCATION & TRAINING

79. GMB BRANCH CASE CONFERENCES

This Conference calls for the GMB to facilitate on-going communication amongst workplace reps that would be focussed on discussing their casework. The aim: to improve competence levels faster, especially in new reps.

This Conference recognises that regions and branches do great work in training reps but suggests that a formal arena to discuss reps' on-going cases could prove beneficial. A member can have a wide range of questions to pitch to their union rep and the road to knowledge is a long one. The chance to ruminate over issues and refine one's knowledge on areas of employment law would surely help.

We understand that case conferences exist in social work and in medicine. While employee representation is a different field, the concept itself would seem to be transferable and worth an experiment.

We call upon Conference to organise – perhaps at regional level – regular conference calls or webinars that seek to discuss reps' cases as they arise. Planning would include the technical set up of facilities, promotional work as well as development of guidelines for participants to ensure that, for example, details of individual members are protected. Care MUST be taken when discussing cases.

We urge Conference to support this motion.

S70 BRANCH

North West & Irish Region

80. LEARNING EQUALITY FOR ALL

This Conference, Chesterfield C40 Branch asks this Congress to support the following motion outlined below:

The GMB 2017 rulebook states as part of its purpose that every GMB member should have the opportunity to discover and develop their talents, well Congress the education of members is key to this purpose. Also contained in the rulebook under rule 2 item 6 page 8 it states 'to promote training and educating members in relation to the activities they carry

out on our behalf, and to provide scholarships to educational institutions for members, in line with conditions set out by the Central Executive Council. Currently Congress GMB members nationally have access to the National Lifelong Learning Fund and also access to the GMB Ruskin College Fund and four regions also have access to regional educational funding for members.

So we ask Congress to address this inequality on behalf of GMB members so that any member that pays the same GMB membership subscription fee that they also have access to regional funding if not already available; so that it is not dependent on regional postcode provision. Congress 2016 created the National Lifelong Learning Committee so the vehicle for addressing any inequality should be taken up by that committee and the regions from where that individual committee member operates from.

GMB CHESTERFIELD NO. 1 BRANCH

Yorkshire & North Derbyshire Region

81. WORKING CLASS EDUCATION

This Conference is dismayed at the lack of availability of education for working class adults. During the last years we have seen the closure of many adult education institutions, attacks on the WEA, reduction in funding for all adult education and the end of funding of Trade Union education through the TUC.

Ruskin College, "The Trade Union College" with a long history of educating activists and leaders, now seems to have cut its links with union studies. It has dismissed all the staff who taught on the highly acclaimed BA and MA in International Labour and Trade Union Studies, thus making the future of the TU education at Ruskin insecure. Two Union AGSs have been expelled from the Board – which has always been managed by TU Leaders.

For the very many Trade Union Activists and members the union movement has provided excellent opportunities for members who may previously have missed out on educational opportunities (partly because of the class-based nature of higher education). Currently the Government is hell-bent on destroying any opportunity for working class people to improve their education.

Therefore Conference resolves to:-

- Challenge the management at Ruskin College

and ensure that our membership of the Board leads to a reverse of these decisions, or that we should review our relationship with the college and put our energy into supporting real working class education.

- Support organisations that do deliver working class education (for example: Independent Working Class Education – IWCE and GFTU).
- Create a national fund to assist members to undertake educational courses – both short and long (degree or postgraduate) or skills-based.
- Offer training to Regional Education Officers so that they can advise members on educational opportunities and offer creative and innovative educational courses.

LOWESTOFT BRANCH

London Region

83. PART TIME MEMBERS

This Conference believes that part time members are being deterred from becoming active with the GMB as training courses do not accommodate their needs.

Courses take place over full days which discourage many part time members from becoming reps, especially in education settings where the majority of members are women with caring responsibilities. Whilst we have almost 50:50 membership female and part time post holders are still a minority.

This has been an issue in our branch/region and was a key discussion point at the 2017 National Women's Conference.

One of the recommendations from the CEC report on training at Congress 2017 stated:

Identify development pathways that will open up new training opportunities so that existing reps, as well as new reps, can access the training they need in order to be effective in their role.

We call upon conference to develop as part of the training review, a programme to include courses for part time members.

S85 SANDWELL COMMUNITY BRANCH

Birmingham & West Midlands Region

84. EMPLOYERS - TRAINING

This Conference calls upon the GMB and Regions to review the GMB@Work training to include 'An Employers Perspective' in the course curriculum thus giving the attendees an overview of the world of work.

CAMBORNE BRANCH

Wales & South West Region

85. INDUSTRY SPECIFIC UNION TRAINING FOR BRANCH WORKPLACE REPRESENTATIVES

This Conference resolves to address industry specific training for their GMB workplace representatives to ensure all reps no matter where they work have all the necessary skills to adequately represent their members.

An example of this is ensuring all Police Staff Branches have adequately trained workplace representatives to respond when a member is required to attend a Post Incident Management Suite so that the GMB workplace representative is best able to support and represent the member.

SOUTH WALES POLICE STAFF BRANCH

Wales & South West Region

86. GUIDANCE/EDUCATION FOR NEW BRANCH POST HOLDERS

This Conference calls for the writing of a handbook for new Presidents/Branch Secretaries as a reference guide for new incumbents with frequently asked questions and potential pitfalls to avoid.

We have a wealth of knowledge e.g. of how a particular scenario was dealt with successfully and if it would be possible to pool this knowledge and make it accessible to all that can only be a good thing for the members we service.

As well as being in a hard copy that a section of the website be devoted to this area for ease of access.

This is to supplement the existing excellent service already being delivered by the Branch Regional Organisers.

ISLINGTON APEX BRANCH

London Region

87. BRANCH SECRETARY AND BRANCH PRESIDENT TRAINING

This Conference asks that the GMB make it mandatory for any person taking on the role of Branch Secretary or Branch President to undergo training to fulfill the role before taking post, or within a suitable and reasonable time frame.

HULL NO.1 BRANCH

Midland & East Coast Region

88. COUNSELLING SKILLS FOR UNION REPS AND BRANCH OFFICERS

This conference believes that union representatives and branch officers carry a disproportionate role in supporting members who face workplace difficulties, and are very often psychologically distressed. The onus on the union representative to establish a complete and accurate picture of events in order to provide appropriate support can in some cases be challenging. These difficulties can be mitigated against, to some degree, by the use of counselling techniques when interviewing members. We request that the union consider the potential for providing all reps with training in basic counselling skills as part of the GMB training programme.

D30 DORSET

Southern Region

89. SOCIAL MEDIA TRAINING

This Conference agrees that with the social media part of day to day life our branch reps need to be trained in how to act online and how to promote the union. We need to advise members on what they can promote and how some far right organisations will use issues such as the NHS, national holidays or events to share their message and promote hate.

We call on the CEC to make sure members can promote the right image for the union and the branch they represent.

ISLINGTON APEX BRANCH

London Region

90. TECHNOLOGY AND TRAINING

The Conference calls upon the GMB and its Regions to fully utilise technology for training, and endeavour to eliminate wastage on expensive colour printing.

CAMBORNE BRANCH

Wales & South West Region

91. MODERN DAY SLAVERY

This Conference calls on the GMB to work together with the national equality Forum and the national Education department to design training for activists and members to recognise potential signs of victims of modern slavery, and what to do if they suspect a member or client, patient or colleague as a victim. This to include production of publicity materials to be available for branches and activists throughout the GMB.

Conference are also asking to work with our Regional Political Officers to Lobby our GMB Labour MP's and the Labour Party to progress this through and have this put on the National Political Agenda.

ASDA JOINT BRANCH

Wales & South West Region

UNION ORGANISATION EQUALITY & INCLUSION

92. WOMEN IN LEADERSHIP

This Conference believes that women in leadership within the GMB and also the wider business world is a priority and we therefore call upon the CEC to:

- Support a campaign to raise awareness and to work with like-minded equality organisations to support this in order to achieve a positive, measurable outcome.
- Ensure our Equalities Department and Internal Equality Strategy, including campaign activity is at all times focused on raising awareness to support this campaign.

LONDON CENTRAL GENERAL BRANCH

London Region

93. GENDER PAY GAP

This Conference is disgusted with the gender pay gap and wishes action to be taken by:-

- a) Name and shame workplaces where this occurs and inform branches.
- b) Assist branches on how to organise and campaign around the gender pay gap issues and the information given.
- c) A national campaign to tackle this and raise awareness,
- d) Lobby all political bodies to abolish the gender pay gap
- e) An internal check of the GMB to make sure this has not occurred and for the General Secretary to report back to Congress 2019 of the outcome.

HOLBORN BRANCH

London Region

94. GENDER PAY EQUALITY

This Conference calls on the CEC and Legal Department to advance every assistance in setting up a framework of suitable specialist lawyers such as those used by GMB and others on gender pay equality and to look at the viability of setting up a similar scheme as in the US #timesupnow.

HOUSES OF PARLIAMENT BRANCH

London Region

95. WORKING PARENTS

This Conference calls for a change to the use of “working mum” which is:

- Gender specific;
- Ignores the many sacrifices fathers make;
- Is discriminatory to Gay couples bringing children up; and
- Is offensive to people who do not identify with a particular gender.

Conference calls upon the CEC to remodel all policies and documents to include the use of “working parents” instead.

W50 WELLINGTON BRANCH

Birmingham & West Midlands Region

96. MINISTER FOR LGBT RIGHTS

This Congress calls on the future Labour Government to appoint a Minister with sole responsibility for LGBT+ issues.

AVON & WESSEX BRANCH

Wales & South West Region

97. BULLYING AND HARASSMENT OF LGBT+ PEOPLE

This Conference is concerned at the continuing high levels of bullying and harassment against LGBT+ people in the workplace. Recent TUC research found that more than one in three LGBT+ people have been harassed or bullied at work. LGBT+ members are likely to be found in most GMB organised workplaces. Therefore, we must, within our own branches, up our game in tackling this serious issue as well as pressing employers to implement a zero tolerance policy against LGBT+ harassment and bullying.

Conference recognises that of course harassment and bullying affects the individual the most, impacting upon their health and well-being. The TUC research found that over half of the respondents who experienced discrimination or harassment at work reported that it had a negative impact on their mental health. In addition, such harassment and bullying affects us all, creating a workplace culture steeped in disrespect.

We call upon Conference to:

1. Ensure branch and workplace reps are properly trained on LGBT+ equality.
2. Ensure that workplace harassment and bullying policies specifically include LGBT+
3. Press employers to introduce mandatory equality training.
4. Press employers to introduce mandatory equality objectives for managers and supervisors.
5. Press employers to appoint an LGBT+ equality champion to urge employers to lead by example in challenging harassment and bullying against LGBT+ employees at all levels within their organisation.

EALING BRANCH

London Region

98. LGBT+ PROVISION IN WELSH SOCIAL CARE

This Conference is concerned for the ageing LGBT+ community who may need the intervention and support of Social Care within Wales. Particularly for those persons who will require services that are only met within a 'Home For Elderly'.

Therefore we call upon the GMB/TUC to lobby the Welsh Assembly to include a dedicated paragraph considering the additional specific needs of LGBT+ accessing Social Care within Wales into the Welsh Social Care Act.

This should include recommendations in regard to following concerns:-

- Awareness of the isolation caused when an LGBT+ person does not get the comradeship of likeminded companions being mindful to try and set up such older persons social care groups by signposting to a dedicated Day Centre or Care Home.
- Dedicated training on LGBT+ provision to all care workers.
- Dedicated training on supporting LGBT+ clients with Dementia.
- Aim to get dedicated LGBT+ residential provision in all County Boroughs where there is a clear need. Mindful that there is a greater likelihood that LGBT+ persons will not have a robust family support network.

RHONDDA CYNON TAFF BRANCH
Wales & South West Region

99. BOYCOTT THE DAILY MAIL

This Congress is increasingly disturbed by the ongoing homophobic and Transphobic attacks that the Daily Mail, The Mail on Sunday, the Mail Online and associated newspapers, keep on making against the LGBTI+ community.

The Daily Mail and its associated newspapers rarely publish any positive LGBTI+ stories so it's always one sided.

GMB should, with the support of all Shout! Groups, launch a campaign against The Daily Mail and associated newspapers to end such homophobic and Transphobic attacks, and to get people to boycott from buying their papers.

G36 SECURITY
Southern Region

101. TRANS REMEMBRANCE DAY

This Conference notes the visible increase, through social media, in transphobia both within and outside the Labour Party.

This Conference also notes the findings of the Trans Report 2017 –LGBT in Britain, by Stonewall as follows:-

- 1 in 8 Trans employees have been physically attacked by a colleague or customer in the last year;
- Half of the Trans people (51 percent) have hidden their identity at work for fear of discrimination;
- 25% of Trans people have experienced homelessness;
- 41% of Trans people and 31% of non-binary people have experienced a hate crime because of their gender identity in the last 12 months.

This Conference also notes the Trans Toolkit as produced by GMB Shout! in 2016 offering a guide not only to Reps in the workplace, but to all.

This Conference also notes that Trans Day of Remembrance is an annual event on the 20th November that honours the memory of those whose lives were lost in acts of anti-transgender violence.

We call upon this Conference to:

1. Ensure that all Workplace Reps have access to and make use of the Trans toolkit produced by GMB Shout!
2. We call upon all GMB endorsed Councillors & MPs to carry the values of the GMB and labour values of equality for all by recognising formally that all Trans women who self-identify as women, are women.
3. Encourage and ensure, as far as is practicable, all GMB endorsed Councillors and MPs to arrange/organise Trans Remembrance Day by, for example, holding a candlelit vigil within the Town Halls, Council Offices and constituencies
4. Encourage and ensure, as far as is practicable, all GMB endorsed Councillors and MPs to arrange for the Trans Flag to be flown on Trans Day of Remembrance.

EALING BRANCH
London Region

102. SELF-DECLARATION OF TRANS RIGHTS, SELF-DECLARATION AND TRANSPHOBIA

This Conference believes that there is an increasingly public profile and, arguably, a positive representation of Trans people in the UK, whether at work, portrayed in the media or in our union. This Conference further welcomes the UK Government's announcement last summer to consult on the Gender Recognition Act 2004 reform. It appears there is a possibility of opening up what is commonly known as either self-recognition, self-declaration or self-identification for Trans people. To some extent, this already exists, as the Equality Act already allows Trans men and women to informally self-identify and use their choice of toilets and changing rooms, giving Trans people the legal right to self-identify.

We believe that everyone whether they define as a man, woman or non-binary should be able to choose to live a legally recognised life. Conference believes in free speech but this does not extend to hate speech, in whatever form that takes. Conference also believes that transphobia, wherever it appears, should be "called out" and challenged. It is extremely disappointing therefore that the Morning Star, last summer, failed to promptly and willingly publish counter arguments to the articles it published which suggested that an entire group of people i.e. the whole or parts of the trans community, should be denied their rights. We believe that Trans rights are not in opposition to women's (or men's) rights.

We call upon Conference as follows:

1. Consult with GMB Trans members and GMB women's equality groups in order to develop a policy about self-recognition/self-declaration.
2. Respond to the Government's consultation(s).
3. Challenge transphobia wherever it appears and particularly in the media.

EALING BRANCH

London Region

103. OPPOSE TRANSPHOBIA

This Congress deplores the rise in transphobia and will support transgender rights.

AVON & WESSEX BRANCH

Wales & South West Region

104. MOTION TO RAISE AWARENESS OF THE IMPACT OF HIDDEN DISABILITIES AND LEARNING DIFFICULTIES C9

This Union notes:

1.1 That there are many workers and GMB members suffering in silence with a hidden disability or learning difficulty.

1.2 That workers and members with hidden disabilities and/or learning difficulties are often overlooked for promotions.

1.3 That workers with hidden disabilities and/or learning difficulties are subject to terrible abuse and hate crime.

1.4 That there is a lack of support for workers with hidden disabilities and learning difficulties.

This Union believes:

2.1 That a national campaign is needed to raise awareness of hidden disabilities and learning difficulties in the workplace.

2.2 That more members with learning difficulties or hidden disabilities need to feel confident to become reps.

2.3 That members would gain confidence to apply for higher graded jobs and put themselves forward for promotions.

This Union resolves:

3.1 To drive a national campaign, raising awareness for workers with hidden disabilities and learning difficulties.

3.2 To provide practical support, advice guidance to members with hidden disabilities and learning difficulties.

3.3 To recruit more members with hidden disabilities and/or learning difficulties and as reps.

M27 LB MERTON

Southern Region

105. DISABLED WORKERS AND REASONABLE ADJUSTMENTS C10

This Conference demands that Managers should be expected to understand the disability of their staff before they can legitimately make reasonable adjustments.

The Equality Act 2010 protects employees from disability-related discrimination, harassment and victimisation.

Employers have a duty to make reasonable adjustments to allow their staff to work effectively. How they do this is not stated.

Disabled people have to fight to persuade their doctors to treat their case seriously and refer them. They have to battle a specialist or consultant to get a diagnosis and to give their problem a name.

Sometimes they have to battle an employer to recognise their diagnosis as a disability and eventually when the disability is recognised it is an uphill struggle to teach the managers about it.

Not everybody needs physiotherapy, or a wrist-guard or a slope.

A simple recommendation at this stage is that managers should learn about disabilities of their staff and should be pro-active in their approach.

Conference therefore calls upon the Union to negotiate with ACAS to change their advice and recognise that there is a need for managers to learn about the disabilities of their workforce and the effects that they have on them.

BARKING & DAGENHAM LGO BRANCH

London Region

106. ACCESS TO WORK

Congress notes the UNCRPD committee criticism of catastrophic and systematic failures by the UK Government in assessing the impact of austerity, resourcing of independent living, ensuring inclusive education and meeting the needs of disabled people to gain, retain or progress in employment.

Congress believes that high levels of prejudice and exclusion experienced by disabled people have been exacerbated since 2010 by coalition and tory cuts to public services, multiple welfare benefit reforms and the erosion of the *Access to Work* Programme.

Congress resolves to establish a UK-wide network of disabled members to develop policy and deliver campaigns to combat discrimination and advance the civil rights of disabled people.

Congress affirms that GMB should campaign for the strengthening of disability rights by enshrining the UNCRPD into UK law, ESA and PIP assessments replaced by a personalised holistic approach and that Brexit does not undermine social protection.

Congress agrees that GMB prioritises a campaign to develop *Access to Work* and withstand further cuts, so that disabled people are better supported into work, retain their job with the onset of an impairment or health condition and to progress into their careers.

Congress is committed to GMB working collaboratively with other Trade Unions, Labour Party and socialist societies, as well as disability groups, to advance equality and human rights for disabled people.

K19 SW LONDON GENERAL

Southern Region

107. EMPLOYERS MUST UNDERGO DISABILITY TRAINING THAT MATCHES THEIR STAFF NEEDS. C10

This Conference, Employers like to take on Disabled members of staff as it meet the criteria for the 1/10 employees should have some disability to show equal opportunities.

The problem is that employers have no background in meeting the staff's needs, i.e. ramps, workstations that are equipped for that persons disability, wheelchair accessible , large screens and high visible keyboards for visually impaired employees.

I'd like to propose that every employer that takes on a member of staff with a disability undertakes training to be able to support that person correctly, to ensure that 'Reasonable Adjustment' is met, and The Equalises Act 2010 doesn't have to be bought into force.

To ensure that all members of the workforce are able to do their job equally to their peers with out barriers and prejudice.

I'd like to see employers to understand the needs of disabled members of staff and see with understanding and without prejudice that they can be a valued and productive member of the workforce community.

L32 LB SUTTON

Southern Region

108. DYSPRAXIA – A HIDDEN DISABILITY C9

This Conference is asked to pass a motion for an awareness campaign in the workplace on Dyspraxia. How to recognise the issues, how the person can be assessed and what support can be put in place to help them overcome the problems associated with Dyspraxia.

A08 BRANCH

North West & Irish Region

109. DEVELOPING A POSITIVE BLACK HISTORY MONTH STRATEGY

This Conference recognises the important work of GMB Self-Organised Groups (SOG's), the link SOG's give to our members in terms of making our union relevant to them is invaluable. Moreover, Conference also provides a safe space for our people to come forward and have their first taste of being active in a GMB context.

Black History Month is one such area where the union is able to connect positively with BAME members. Developing outreach initiatives should not just be confined to a single month – but we need to start somewhere.

Conference is asked to:

1. Call upon GMB to develop its own Black History Exhibition with sufficient resources be set aside to allow this to happen. The exhibition can take the form of several pull-ups focusing on Black individuals. This would allow the exhibition to be mobile.
2. Agree that GMB Race London will work alongside the other regions' Black workers groups and initially take ownership of this initiative.

EALING BRANCH

London Region

110. SUPPORTING BAME MEMBERS

This Conference will support BAME members in the workplace and oppose attempts to treat them less favourably than others.

W32 WIMBLEDON BRANCH

Southern Region

112. LONELINESS

Congress notes the findings of the Jo Cox Loneliness Commission report published in December 2017, including that:

Nine Million people in the UK are lonely, 50% of disabled people;

For 3.6 million people aged 65 television is the main form of company;

43% of 17 to 25 year olds and 52% of parents feel isolated;

Loneliness costs UK business 2.5 Billion per year and disconnected communities are costing £32 Billion annually.

Congress believes that our futures should centre on connection, kindness and community, not isolation, separation and loneliness.

Congress calls for a cross-government strategy to tackle loneliness, together with a designated Minister to lead a comprehensive programme of work and build capacity with partners, implement a Family and Relationships Test when developing new policies and strengthen the evidence base to enable effective monitoring and review.

Congress calls on business, trade unions, public and voluntary organisations, together with Mayors and Council Leaders, to collaborate in combatting loneliness.

Congress resolves that GMB takes active steps to break the loneliness and isolation of its members and to work in partnership with other trade unions and community groups to connect people.

K19 SW LONDON GENERAL

Southern Region

114. MIGRANT WORKERS

This Conference, B05 General Organising Branch has entered into a partnership with the Migrant Workers branch. The objective of this partnership is to understand the unique needs of this sector and ensure that their workers' rights are properly protected. Resources from B05 and linguistic expertise from the migrant workers branches will be used to recruit in companies employing predominantly Eastern European workers with a view to recognition.

In the current climate the number of migrant workers is increasing and because of language and cultural differences many do not realise the full extent of their rights.

The sheer number of migrant workers and their lack of representation leaves them open to abuse by unscrupulous employers and is an opportunity to greatly increase membership to protect the rights of this sector.

B05 further believes there is a real need for a Migrant Workers Forum along the lines of the equality forum where member needs can be better understood and addressed. We call on Congress to consult on this with a view to a facilitating this forum.

GMB ORGANISING BRANCH

Yorkshire & North Derbyshire Region

115. DISCRIMINATORY SICKNESS AND ABSENCE POLICIES

This Conference notes that equal treatment in a sickness and absence policy can be discriminatory.

Equality is not now seen as treating everybody the same. A person with a disability who is more likely to have short episodes of sickness should not be treated in the same way as a person with no health problems. They don't need to be hauled in to have their sickness reviewed or to get letters telling them that they are letting their colleagues down. They already know that they are sick, and they cannot do much about it. New sickness policies are increasingly treating disabled persons unfairly.

Conference calls for any sickness absence related to a workers disability to be treated separately from other absences in sickness absence policies.

Conference therefore calls upon their officers to examine how widespread this practice is across GMB workplaces, what the effects is of these policies on the health of disabled people and if it is proven to be a problem to campaign against the process.

BARKING & DAGENHAM LGO BRANCH

London Region

EMPLOYMENT POLICY HEALTH, SAFETY & ENVIRONMENT

116. TIGHTEN UP RIDDOR REPORTING

This Conference calls for the CEC to lobby the Health & Safety Executive to strengthen and improve the protections afforded to our members via the process of RIDDOR reporting. Our water sector, in particular, has seen an increase in reports of the manipulation of the current process via misrepresentation of accident details and their effects upon the injured party.

This practice brings into question the level of scrutiny and benchmarking now offered via current data. We must maintain our safety standards throughout these times of enforced austerity.

LEICESTER WATER BRANCH

Midland & East Coast Region

117. CARRY ON CAMPAIGNING FOR MORE INVESTMENT IN THE HSE

This Conference is to recognise the need to keep up the pressure for more investment in the HSE.

The extra investment will help create posts for more inspectors to be taken on thus making greedy bosses flouting health and safety laws think twice. More inspectors will mean safer workplaces and this can only be a good thing for our members.

C80 DUDLEY BRANCH

Birmingham & West Midlands Region

118. WORKPLACE DEFIBRILLATORS

This Conference calls upon the GMB to support a campaign to highlight the inadequate provision of working defibrillators in our workplaces.

We call upon this conference to lobby and participate with the Government, regulators and industries for all companies to demonstrate their commitment to mandatory provision of defibrillators.

YORK GENERAL BRANCH

Yorkshire & North Derbyshire Region

119. HEALTH & SAFETY INSPECTIONS

This Conference calls on the CEC to lobby the Labour Party and this Tory Government to increase the number of Health & Safety Inspectors so that all workplaces carry out an annual inspection.

B16 BRANCH

North West & Irish Region

121. HEALTH & SAFETY LEGISLATION CHANGE

This Conference notes the wording on The Management of H&S At Work 1999 Regulations are not consistent with the Health and Safety at Work Act 1974, and not complimentary to each other.

This Conference calls for an urgent review to end this confusion.

CAMDEN APEX BRANCH

London Region

123. RECORDING OF WORK RELATED STRESS INJURY IN HEALTH AND SAFETY STATISTICS

This Conference notes with concern so many members are injured at work as a result of work related stress. So much misery is caused so much productivity is lost and sometimes affected staff never recover. Careers are blighted, jobs are lost and the families that were supported by the lost salary feel the knock-on effect which is never positive.

Work related stress injury costs everybody, the employee, the employer and wider society.

Work related stress never appears in health and safety executive statistics and as a result this may account for why workplace behaviour continues uncorrected. Risk assessments about trip hazards are commonplace but risk assessments about the conduct of particular staff members is no so the bullied or harassed continue to suffer and the injury doesn't appear in statistics and so no or insufficient preventative measures are put in place to protect our members from exposure to this type of industrial injury.

It's time for a change on how work related stress is recorded in the health and safety statistics so that such incidences become highly visible to all with a view to making employers highly attuned to the need to put in place adequate

preventative measures to ensure staff are not exposed to and consequently injured at work in this insidious way.

ISLINGTON APEX BRANCH

London Region

124. ACCIDENT INVESTIGATION FORM

This Conference calls on the relevant bodies within the GMB to implement a generic Accident Investigation Form to enable workplace reps to carry out this function.

R35 JCB GENERAL BRANCH

Birmingham & West Midlands Region

125. WINTER WEATHER - DRIVING TO WORK

This Conference resolves that more should be done to protect members' wages and terms and conditions when there is travel disruption caused by winter weather, which will ultimately keep members safe.

According to statistics, approximately 140 people a year are fatally injured at work, however GMB has often highlighted that these figures do not include deaths caused by Road Traffic Collisions (RTC's) and that figures would be dramatically higher if they did. RTC's often occur when people are travelling to/from work, or even travelling during the working day and RTC's can be caused by work pressures to get a job done in a certain time or meet certain targets/demands.

In adverse weather conditions, particularly during winter, members will be pressured both directly and indirectly to risk their safety and travel to work. Members will fear disciplinary action if they don't turn up for work, or may simply not be able to afford to not travel in, as they will be forced to take annual leave or unpaid leave. Taking forced annual leave could have a particularly negative affect on working parents, as this could lead to them having to pay for more childcare during school holidays due to the loss of annual leave, whereas unpaid leave could stop our members from putting food on the table altogether, especially when so many working people are already relying on welfare such as benefits and food banks. Public transport is often limited or suspended altogether during adverse weather conditions and many members may not live within walking distance or their workplace so are forced to drive and put their lives and the lives of others at risk.

The ensure the safety of our members and the wider population, Congress calls for GMB to campaign for members' pay and annual leave to be protected where it is unsafe for them to get to work, relieving members of the pressure to put lives at risk and call for GMB to lead by example and ensure this protection for its own employees.

S85 SANDWELL COMMUNITY BRANCH Birmingham & West Midlands Region

126. AIR QUALITY (AN EXPECTATION OR A GIVEN RIGHT)

This Conference recognises that worldwide, diesel oil is widely used as a fuel in diesel-powered cars, lorries, trains, power generators, aircraft, ships and heavy industry. It is regarded as being more efficient than petroleum, resulting in lower fuel consumption. World Health Organisation (WHO) says that many people are exposed to diesel exhaust in everyday life, both through their occupations and in the ambient air. Diesel fuel contains no lead and emissions of the regulated pollutants (carbon monoxide, hydrocarbons and nitrogen oxides NOx) are lower than those from petrol cars without a catalyst. However, when compared to petrol cars with a catalyst, diesels have higher emissions of NOx and much higher emissions of particulate matter.

In 2012, a decision was taken by the WHO's International Agency for Research on Cancer (IARC), a panel of experts that co-ordinates and conducts research into the causes of cancer and develops cancer control strategies. Under its classification scheme, the IARC reclassified diesel engine exhaust as 'carcinogenic' (IARC's Category 1). This category is used when there is sufficient evidence that a substance causes cancer in humans. The IARC said there was sufficient evidence that diesel exhaust is a cause of lung cancer. It is also associated with an increased risk of bladder cancer, although the evidence for the latter is more limited.

It based its decision on several studies looking at miners' exposure to diesel engine exhaust and the increase in risk of them developing lung cancer. Although these studies were in workers who had been heavily exposed to diesel fumes, the WHO pointed out that previous studies of other carcinogens such as radon, indicate that initial research showing a risk in heavily exposed populations are later found to be a risk for the general population. It says that action to

reduce exposure to diesel exhaust fumes should encompass both highly exposed workers and the general population.

Exposure to diesel engine exhaust can cause irritation of the eyes, throat and the upper respiratory tract. These effects are mostly due to the irritant gasses or unburnt hydrocarbons in the exhaust. Acute exposure may also cause neurophysiological symptoms such as light-headedness and nausea, and respiratory symptoms such as cough or phlegm. People who already have asthma may find their symptoms are exacerbated if they are exposed to diesel exhaust. Long-term exposure to diesel exhaust particulates, usually measured as the air concentration of Elemental Carbon, can cause cancer. When the Internal Agency for Research on Cancer (IARC) identified diesel exhaust particulate as a cause of lung cancer (sufficient evidence) it also noted a positive connection (limited evidence) with an increased risk of bladder cancer. IARC classified Diesel Exhaust fumes along with asbestos, benzene and ionizing radiation as a known carcinogen (group 1).

(Info from = "Safety & Health Practitioner Online")
There are probably about 500,000 people exposed to diesel engine exhaust particulates during work in Britain. About half of the most highly exposed are employed in land transport jobs but about a third are employed in the construction sector, often exposed from off-road vehicles.

Exposed workers may be driving diesel powered vehicles such as fork-lift trucks, railway locomotives, buses and lorries or may work in environments where diesel engines are operating such as warehouses, locomotive depots, ferries, garages, vehicle testing sites, fire stations and so on. Outdoor workers in cities such as traffic wardens, postal workers, police officers and others are also exposed. There is a diverse range of occupations where workers are exposed to diesel engine exhaust.

Q Aren't workers protected under the Control of Substances Hazardous to Health regulations?

Yes, it's true that the COSHH Regulations apply to diesel engine exhaust particulate because of the hazardous nature of the particles and the gaseous emissions.

Employers have a duty to carry out an assessment of the risk to health for workers who use or are in the vicinity of diesel engines used

at work. General advice when carrying out these types of assessment is to make an evaluation of the magnitude and duration of the exposure and to compare this with the relevant workplace exposure limit.

!! However, there is no limit value for diesel engine exhaust particulate that allows us to judge the acceptability of the risks for cancer or non-malignant respiratory disease. The HSE has recommended using the level of carbon dioxide (above 1,000 ppm) but this is not specific to diesel engine emissions and such measurements are only likely to identify the very worst situations. This needs to be changed!!

It is possible that the European Commission will set a limit value based on measuring elemental carbon when they revise the Carcinogens and Mutagens Directive which is currently under discussion.

In the meantime, we need to adopt a different strategy, one of progressive improvement in the degree of control based around the principles of good contract practice set out in COSHH.

L45 BRANCH

North West & Irish Region

128. PLASTIC POLLUTION C11

This conference is well aware of the enormous damage that plastic is having on our environment, particularly in our oceans and rivers and to our marine life. David Attenborough's work, amongst others, has assisted a growing awareness of this crisis and is shaping a new understanding of our urgent need to use less plastic and to use better packaging or less packaging.

In order to take responsibility for our own impact on the environment, we call on the GMB to take prompt and urgent action at every level of our organisation to reduce plastic waste wherever possible. This could well include training staff with responsibility for procurement, actions such as avoiding all use of non-recyclable plastic lined drink cups at conferences and in offices, to changing suppliers based on their use of responsible products or packages, or to actively contacting existing suppliers to request that they use more ecologically sound goods or packaging. We request that an update on all changes and improvements to our ecological responsibility are given at next Congress.

R26 READING

Southern Region

130. TIME FOR GMB TO THROW ITS WEIGHT BEHIND STOPPING PLASTICS BEING DUMPED IN THE SEAS AND OCEANS C11

This Conference is to agree to campaign against plastics being dumped in our seas and oceans.

Plastics production has increased twentyfold since 1964, reaching 311m tonnes in 2014, the report says. It is expected to double again in the next 20 years and almost quadruple by 2050.

Despite the growing demand, just 5% of plastics are recycled effectively while 40% end up in landfill and a third in fragile ecosystems such as the world's oceans.

Much of the remainder is burned, generating energy, but causing more fossil fuels to be consumed in order to make new plastic bags, cups, tubs and consumer devices demanded by the economy.

Decades of plastics production have already caused environmental problems.

The report says that every year "at least 8m tonnes of plastics leak into the ocean – which is equivalent to dumping the contents of one garbage truck into the ocean every minute. If no action is taken, this is expected to increase to two per minute by 2030 and four per minute by 2050.

"In a business-as-usual scenario, the ocean is expected to contain one tonne of plastic for every three tonnes of fish by 2025 and by 2050, more plastics than fish (by weight)".

A carelessly discarded plastic bag can break down in the sea, especially in warmer waters but the process releases toxic chemicals that may be digested by fish, sea birds and other mammals like seals and whales etc. and end up in the human food chain. It is time to raise the profile of this issue; the GMB would be the ideal organisation to do this.

C80 DUDLEY BRANCH

Birmingham & West Midlands Region

131. END THE USE OF SINGLE USE PLASTIC C11

This Conference calls for the end of single use plastics. It calls on the government to incentivise plastic re-cycling and to invest in the research and development of alternatives to plastic. Plastic particles have been found in metal ores and, more worryingly, plastic is

contaminating the world's oceans. Even in the deepest depths of the sea, plastic has been found in sea creatures. Every type of creature, from the plankton to whales, has been adversely affected. It is believed plastic is contaminating the milk of female whales, causing the poisoning of calves. The delicate balance of the eco-system is under threat. The age of plastic must be brought to an end.

Conference also calls on the GMB raise awareness and to take a look within the union of single use plastic products and, work with suppliers to end their use. By working with providers, we should be able to lead the way and build a sustainable world for our children.

DONCASTER CENTRAL BRANCH

Yorkshire & North Derbyshire Region

132. PLASTIC

Congress is deeply concerned by the relatively recent revelations concerning the production and everyday usage of plastic in the civilised world. The damage to the environment, the polluting of our rivers, waterways and oceans through to the more sinister aspects of plastic particles entering the food chain is seriously disturbing. The potential long term damage to working people and their families is an unacceptable situation. Congress demands that the GMB plays its part, working with other partners and political allies to ensure we find solutions and take actions to drastically reduce the damaging effects of a world over-producing and over-reliant on plastic.

X23 DOVER FERRIES

Southern Region

133. MOTION ON SINGLE-USE PLASTIC CONTAINERS

This conference congratulates the Mayor of London Sadiq Khan on his initiative to make free drinking water available for all Londoners. As well as the building and maintenance of twenty public water fountains, he has also sought to implement a scheme whereby local businesses make tap water available for public use, and therefore people on the street can refill their bottles with safe drinking water rather than buying expensive and wasteful bottled water.

This conference believes that as well as the obvious health benefits involved in ensuring access to drinking water, this will also clamp

down on the use of single-use plastic water bottles, which are being used in the United Kingdom at a rate of 38.5million per day, only half of which are recycled. This means that 16 million bottles are thrown away, sent to landfill or just dumped every single day in the UK alone.

This conference encourages other local authorities to follow London's lead and explore initiatives to make free drinking water available for everyone, whether with a system of public fountains, or a network of local businesses making their tap water accessible, as has also been very successful in Bristol.

This conference would also like to see employers making an effort to make drinking water available to their employees, both for the benefit of their health, safety and welfare at work, and for the benefit of the environment too.

C28 PETS

Southern Region

134. PLASTIC BAGS AND PLASTIC PACKAGING

This Conference is concerned that the current pressures to curb the use of plastic bags and plastic packaging could easily lead to unforeseen problems. This is because not enough is known about the environmental and other costs of the possible alternatives and is against the backdrop of some studies suggesting that plastic bags are better than alternatives.

Conference does not want to see any repeat of the situation 20 years ago where Parliament and the EU in seeking to reduce CO2 emissions adopted measures for a switch to diesel vehicles only to later realise that this has led to increases in deadly nitrogen dioxide emissions. This is now seen to have been a costly mistake.

The DEFRA study of six years' ago on the rivals to plastic bags should be updated. This showed for example that the run off of fertilisers from cotton production in cotton bags was worse overall for the marine environment than plastic. We need to know whether the conclusion of another 2005 study by the Scottish Government is still valid that "paper bags had more adverse impact than plastic bags for most of the environmental issues considered".

Conference should consider that it is essential to get proper studies and assessments of alternative packaging before Parliament legislates further and this should be reviewed

in the light of current consumer pressures to reduce plastic packaging. Introducing levies and charges on hard pressed consumers without a full understanding of the environmental and other costs of the possible alternatives is simply not acceptable.

EAST DEREHAM BRANCH

London Region

EMPLOYMENT POLICY PENSIONS & RETIREMENT

135. PENSION INEQUALITY

This Conference calls upon the GMB to keep the pressure on the Government to meet their moral obligations to women and to provide support to all members whose pension schemes come under attack.

The on-going inequality in Pensions provisions is an utter disgrace.

The WASPI campaign is the outstanding campaign currently being run and the women who organise and mobilize deserve the highest praise for continuing to keep the profile high.

Attacks on pension schemes are increasing, none more so than the on-going cuts in Asda. This from a wealthy company who can well afford to continue the paltry provision it made originally.

A56 BRANCH

North West & Irish Region

136. THE RIGHTS OF WOMEN AGAINST STATE PENSION INEQUALITY (WASPI)

This Conference supports the campaign 'Women Against State Pension Inequality' (WASPI) to have their pensionable age changed as their financial detriment is unfair and has put many women in financial difficulties. We urge conference to make representation to Government regarding their plight and ask our representatives within the Labour Party to make restitution of WASPI women's pension rights back dated to cover their losses when in government.

W50 WELLINGTON BRANCH

Birmingham & West Midlands Region

137. EMPLOYEE PENSION FUNDS

This Conference believes that senior directors responsible for companies are still not taking adequate action to properly fund employees' pension funds. Conference therefore instructs the CEC to campaign to make these directors personally liable for any shortfall in the funding making it a criminal offence where negligence can be proved.

W50 WELLINGTON BRANCH

Birmingham & West Midlands Region

138. PENSIONS

This Conference asks to pass a Law to protect work pensions.

We ask Congress to lobby MPs on both sides of the House to pass a Law to protect our pensions, and not allow employers to degrade our pensions.

HULL RETAIL & DISTRIBUTION BRANCH

Midland & East Coast Region

139. UNDERFUNDED PENSION FUNDS

This Conference agrees that it should be illegal for companies to pay bonuses to bosses and share dividends to shareholders when their pension funds are deliberately seriously underfunded.

This motion calls on the CEC to lobby Government and Pension Regulatory Bodies to make this practice illegal.

LUTON BRANCH

London Region

140. DIVESTMENT - PENSION SCHEMES

This Conference notes that we all understand the threat of global warming on our environment and to communities around the world. To have a decent chance of avoiding catastrophic climate change impacts, approximately 80% of proven fossil fuel reserves must be kept in the ground.

Urgent action is required to radically transform our energy and transport systems away from fossil fuels and towards clean, renewable alternatives. To achieve this requires a reliable significant change in energy policy and strong

efforts from all parts of society for investment in alternatives.

Local Government Pension Funds (LGPF) in the UK have assets worth over £290 billion. At least £16 billion of this is invested in fossil fuel companies. Islington Council's Pension Fund has approximately £48 million invested in fossil fuel companies, including Royal Dutch Shell and BP in their top 4 holdings.

With this investment in fossil fuel extraction, our Local Governments are directly funding climate change and air pollution which is affecting the health of our members and the community we serve. As public bodies, councils have a responsibility to work for the public good and promote public health; they should not be financially and politically supporting the most destructive industries on the planet.

It is noted that fossil fuel investments are becoming increasingly risky; as the world takes action on climate change, fossil fuel assets are at significant risk of becoming stranded. Pension Fund Trustees have a fiduciary duty to protect members' investments from these risks.

Divesting from fossil fuels also presents an opportunity to re-invest in sectors such as low carbon, renewable clean energy source, low carbon infrastructure improvements and energy efficient social housing, which are consistent with the Council's aims.

We acknowledge and commend the Pensions Sub-Committee on their previous efforts to engage with fossil fuel companies within Islington through their shareholder AGMs, and their efforts so far to understand the exposure of the fund to climate risk and reduce its carbon footprint. We now ask that all Local Authority Pension Schemes commit to fully divest in order to properly protect the funds from climate risk and take a strong moral stand on climate change and air quality.

We call on the CEC to campaign for the following:

- * Commit to encourage all pension schemes to divest from direct ownership and any commingled funds that include fossil fuel public equities and corporate bonds within 5 years;
- * Enshrine action on climate change and climate risk into the fund's investment strategy and policies, as well as the selection and review procedures for investment managers.

- * Seek alliances amongst other trade unions who share our objective and work co-operatively with them to achieve divestment.

ISLINGTON 1 & HARINGEY BRANCH

London Region

141. COMPANY LAW C12

This Congress calls on the Government to urgently introduce company legislation to make company directors personally liable for pension deficits, so that the lack of due diligence in the collapse of Carillion is avoided in the future. Congress calls on the Labour Party to adopt this proposal as part of its Manifesto.

W22 SUNDERLAND CITY LA BRANCH

Northern Region

142. PENSIONS

This Conference calls on the GMB to fight the injustice of local government employers damaging our rights and pensions by their unfair use of pooling arrangements which make our jobs open to TUPE to private employers by reducing their employers' contributions to pensions.

We are humans we are not assets to be bartered like modern day slaves.

M15 BRANCH

North West & Irish Region

143. FLEXIBLE RETIREMENT EP

This Conference believes that the changes to the retirement age take no account of the physical work done by the individual over their lifetime. In some cases this will mean that some individuals will die before they reach their retirement age; with some suffering reductions in entitled benefits. This may well mean that some workers may be forced to work beyond their normal retirement age and the consequences of this are the safety for the individual and the safety of their co-workers. Conference calls for the CEC to mount a campaign to move a flexible retirement age based on the needs of retirees not only on age but on people's fitness to work or not.

W50 WELLINGTON BRANCH

Birmingham & West Midlands Region

EMPLOYMENT POLICY RIGHTS AT WORK

144. THE USE OF VEHICLE TRACKING TO DISCIPLINE MEMBERS

This Conference notes that, as a general Trade Union we aim to protect workers' rights, privacy and human rights in the workplace. Vehicle tracking is, by its very nature, often seen by our members as a technology which is highly intrusive, an infringement upon their right to privacy and another stick used to beat the back of them whilst they undertake their duties in the workplace.

Employers are silently abusing the data captured to micro manage every second of every minute of our members' working day. The increased installation of vehicle tracking has made it easy for drivers to be made scape goats, many drivers are fearful and uneasy behind the wheel knowing that their slightest driving error or behaviours may lead to disciplinary action being taken against them.

This Congress calls on the GMB to investigate the increased threat to our members' employment and privacy rights.

ASHFIELD GENERAL BRANCH
Midland & East Coast Region

145. DRUGS TESTING IN THE WORKPLACE

This Conference notes that there is an increasing number of employees being dismissed when minute traces of cannabis has been found in their system following a test.

Would it not be fair to say there may be equally an increase in numbers of employees who consume alcohol yet no sobriety test is in place?

Conference is aware that drug and alcohol induced intoxication is a source of risk in most workplaces and we urge the Union to work with our employers to ensure that all workplace policies include testing for both drugs and alcohol.

HUNTINGDON & WISBECH BRANCH
London Region

146. CHILDCARE AND WORKPLACE CRÈCHES

This conference notes that in the 1970s, negotiating with employers frequently included childcare or workplace crèches as part of the bargaining agenda. Despite the strides made forwards in terms of equal rights in the intervening 40+ years, this is no longer the case.

This conference would like GMB to adapt it as policy that childcare return to the agenda when bargaining with employers. Not only would such an emphasis make it easier for women to return to work after having had a child, it would also enable her to continue to breast feed the child should she so wish, after her return.

This conference believes that this would also force major employers to think about bringing childcare facilities back in house and ensure that childcare professionals receive a better wage, as well as comparable terms and conditions to other employees.

The private childcare sector is rife with younger workers being paid below the minimum wage and not having access to sick pay or proper holidays, and this conference believes that Trade Union bargaining can help reverse this trend.

C28 PETS
Southern Region

147. PROTECTION OF WORKERS DURING HOSTILE TAKEOVERS

This Conference notes that when businesses are taken over by another enterprise without consent of the Board of Directors, the bidder is able to go directly to shareholders for consent. These deals are governed by The City Code on Takeovers and Mergers, which has a statutory basis following the implementation of the Takeovers Directive (2004/25/EC) and the Companies Act 2006.

The Conference believes The Code offers very little protection for employees and instead is all about protecting the shareholders' investment.

This Conference calls on GMB to lobby the Labour Party to commit to greater statutory protections for workers whose employer is subject to a hostile takeover as party policy.

X39 Branch
North West & Irish Region

148. WORKER REPRESENTATION AT BOARD LEVEL

This Conference calls on the GMB to challenge the government to take action to bring forward legislation to require worker representation on board.

Conference notes Theresa May's statement that workers' voices should be heard in the boardrooms of Britain. Congress recognises that workers in any organisation can provide unique insights into its operation and have a shared interest in its success. Whilst this cannot replace meaningful engagement with trade unions, worker representation on decision making boards would be a welcome development.

Conference further recognises that trade unions are the only democratic organisations that are truly representative of the workers' voice and can provide the full support that a board representative would require in order to carry out their responsibilities properly. Any development on boardroom representation therefore must ensure that trade unions form an integral part of the process.

Conference further calls on the GMB to hold government to account for its claims on worker engagement by demanding it immediately ensures that all public bodies act now to ensure worker representation on decision making boards, or equivalent, through their recognised trade unions.

P42 BRANCH

North West & Irish Region

149. UNION RIGHTS FOR WORKERS IN UNIFORM

This Conference firmly believes in the right of all workers to join a trade union and the right of all workers to take lawful industrial action. In saying "all workers", this means ALL workers. This includes workers in uniforms, namely the armed forces and police. Despite the way the State tries to divide us and keep them separate from other workers in order to use against us, the rank and file of the armed forces and police are workers like other workers. And, like other workers, they have suffered job losses and wage freezes. Like other workers, they face bullying and harassment from those in positions of authority. Like other workers, they need to defend themselves and have the right to fight against attacks on their terms and conditions.

Conference calls for the armed forces and police to have to right to join a trade union and the right to take industrial action. The GMB has members who are police support workers and, members who supply and support the armed forces. It's time police officers and members of the armed forces were allowed to join and be active too.

PARKGATE BRANCH

Yorkshire & North Derbyshire Region

150. TRADE UNION RIGHTS

This Conference seeks the abolition of the anti-trade union laws, which hamstringing workers organising and taking action, and their replacement with strong legal workers' rights.

We applaud the 2017 Labour Party Conference's unanimous call for repeal of not just the 2016 Trade Union Act, but also the "anti-union laws introduced in the 1980s and 90s" by the Tories and maintained after 1997; and for a "strong legal charter of workers' rights". "For Union to be effective workers need an effective right to strike". This builds on the unanimous 2015 decision that the next Labour Government should "legislate for strong rights to unionise, win recognition and collective bargaining, strike, picket and take solidarity action".

We will campaign for:

- Complete and speedy repeal of all anti-union laws
- Strong legal rights for workers to join, recruit and be represented by a union; strike/take industrial action by a process, at a time and for demands of their own choosing, including in solidarity with any other workers and for broader social and political goals; and picket freely.
- The right to reinstatement for workers found to have been sacked unfairly. A complete ban on dismissal for industrial action, however long it lasts. Full rights from day one of a job.
- Strong rights for unions to access workplaces, win recognition, and establish collective bargaining, including sector-wide bargaining.
- Unions' right to decide their own policies and activities, determine their own structures and rules, and spend their funds as they choose, free from state and employer interference, in line with ILO Conventions and the European Convention on Human Rights.

LONDON CENTRAL GENERAL BRANCH

London Region

151. MODERN APPRENTICESHIPS

This Conference is concerned by the Tory Government's implementation of ultra-low minimum wage £3.70 levels to low skill apprentices.

In times past, an apprentice was a supervised trainee technician or craftsman, not a fork lift truck or crane driver, as recently advertised by British Steel.

Training was paid at decent rates, irrespective of age and not reliant upon the bank of mum and dad.

Congress calls upon the GMB to campaign against this specific example of age discrimination and by application of modern apprenticeships, when funded by Government, to the appropriate skill sets.

Please support our young members today.

SCUNTHORPE DISTRICT & APEX BRANCH

Midland & East Coast Region

152. APPRENTICESHIPS

We call on the Government to reduce academic restraints, to allow companies to recruit more Apprentices and to help fund company run Apprentice Training Centres.

DEVON DOCKYARD BRANCH

Wales & South West Region

154. YOUNG WORKERS – MINIMUM WAGE

This Conference says the pay gap between all workers and Chief Executive Officers (CEOs) continues to widen. This is detrimental for young workers especially the 21-24 year olds who receive a lower minimum wage.

Conference calls on the GMB and the TUC to campaign to end minimum wage discrimination and for this to reflect whichever is the greatest CPI/RPI inflation rate.

EAST DEREHAM BRANCH

London Region

156. INEQUALITY OF SICK PAY

This Conference notes that many workplaces still use a manager's discretionary decision for employees to get sick pay etc. This very often leads to unfair treatment of staff and creates an atmosphere of bullying and animosity amongst staff – if your face doesn't fit and you are not in favour of the manager, you can be subjected to all kinds of detriments.

We call upon this Conference to instruct equality groups to work on a briefing to post holders and organisers to campaign to stop this unfair practice so that workplaces have a fair and transparent equalities policy which does not allow any so called managers discretion within its policies.

NORWICH GENERAL BRANCH

London Region

157. SSP WAITING DAYS

This Conference calls on the CEC to lobby this Tory Government to remove the requirement to have the three waiting days before payment of SSP.

B16 BRANCH

North West & Irish Region

159. CONTINUAL SERVICE RIGHTS FOR AGENCY WORKERS

This Conference is concerned for those long term agency workers who are eventually given an opportunity of direct employment to an organisation in a role that they have been covering longer term via an agency contract.

We call upon the GMB to lobby Government to get additional agency workers protection in so much as employment service can count from day one of an agency contract and transfer into a company similar to a TUPE agreement when such employees are taken into a company's employment directly.

RHONDDA CYNON TAFF BRANCH

Wales & South West Region

161. PROPOSAL TO AMEND LEGISLATION IN ORDER TO ENSURE FAIRNESS IN TREATMENT OF EMPLOYEES DURING ALLEGATIONS MADE AGAINST THEM

This motion has been prepared in response to the seemingly epidemic levels of situations where employers are suspending their employees without notice, sending them home without any discussion as to the allegation/s against them and not giving the employees concerned any opportunity to respond to the allegations and sometimes dismissing the employee without further discussion, or correspondence.

These practices can often result in traumatic and devastating affects on the employees concerned, which, unfortunately some are unable to deal with and can have serious and long-term effects on their health and safety, wellbeing and esteem and also can be financially devastating. In truth, no one who hasn't gone through such a cruelly isolating and dehumanizing situation can have the slightest idea of the deeply hurtful effects resulting from it.

This motion proposes that it be passed as a breach of Criminal or Employment Law if an employer suspends an employee, and or sends them home without notice and alleges charges of gross misconduct, or misconduct without first ensuring the following takes place;

1. Outlines fully to the employee the exact nature of the allegation/s against them in a reasonable manner and does not unreasonably withhold any information from the employee that may assist them in resolving the allegation/s against them.
2. Gives the employee a reasonable opportunity to respond to such allegations straight away and before taking any further action against them and also to contact their Union, or other representative at that point.
3. Does not enter into, or undertake such a procedure without first ensuring that proper evidence has been produced to give reasonable credence to such allegations and particularly not to act on hearsay, or the allegations of one employee to another.

Furthermore, should the employee be sent home and suspended, it is the employer's duty of care to ensure the employee is regularly updated on

where any proceedings are against them and reviewed and supported in terms of their health and well being and to take any steps necessary to ensure, as far as they can, that the employee is receiving the best care possible.

The employer must not take an unreasonably long period of time to conduct any investigations and proceedings against an employee and certainly not leave them to sit at home for excessively long timescales in a completely isolated situation.

N10 BERKSHIRE AND NORTH HANTS
Southern Region

162. CAMPAIGN AND OPPOSE THE SCRAPPING OF THE WORKING TIME DIRECTIVE

This Conference is to oppose the scrapping of the Working Time Directive by hard Brexit members of the Tory party.

Ministers including Boris Johnson and Michael Gove are plotting to scrap the Working Time Directive, according to numerous media reports. This is a crucial piece of EU law that protects working people – and which working people were promised would still apply after Brexit.

If Johnson and Gove succeed, 7 million workers could lose their guaranteed legal right to paid holidays. That includes nearly 5 million women and many workers on part-time and zero-hours contracts.

Here's what the rules actually say:

48 hour limit on average weekly working time is generally calculated over 17 week average but a 26 week average is used for some sectors, including hospitals. Unions can negotiate the average period up to 52 weeks if workers want it.

48 hour average limit on night work, in the case of dangerous work the limit is understandably tighter applying to a single week averaging and a right to annual free health checks for night workers.

One day off a week, or two days off a fortnight.

11 hours rest between working days.

20 minutes break if the working day is longer than six hours.

4 weeks paid annual leave (Britain has gone further by raising the entitlement to 5.6 weeks but uniquely in Europe, we have no separate right to time off for paid bank holidays).

Stripped of the laws that restrain them, bad bosses could force their staff to work excessive hours, far above the current limit of 48 hours a week. Lunch and rest breaks would be under threat too, as would health and safety protections for night workers.

Workers in sectors like health and transport are more likely to make dangerous mistakes if they're overworked and exhausted – so we should all worry about the impact of taking away these legal rights.

Since these rules were introduced, in 1998, they have transformed working life – and family life too. Everyone deserves the guarantee of time off to rest, relax and spend with family and friends.

And it's not just about the Working Time Directive. If Johnson, Gove and their allies win on this, they'll surely be emboldened to come after other hard-won rights. Those secured by the EU include parental leave, time off for family emergencies, equal pay for women and equal rights for part-time, fixed-term and agency workers.

During the referendum campaign, Vote Leave promised Britain's workers that their rights from the EU would be safe after Brexit. In the year and a half since, the Prime Minister has repeatedly stressed her desire to 'protect and extend' workers' rights – included in the Conservative Manifesto.

So Theresa May's promise is now being put to the test. Will she keep her word? Or is she a hostage to the hard Brexiteers in her cabinet?

Brexit promised ordinary working people more control over their lives, not a draining away of power to bad bosses and big corporations. No one voted for that. No one voted to be forced to work excessive hours. No one voted to lose out on their paid holidays or their lunch breaks.

The Prime Minister can take a stand for working people by standing up to the rogue Brexiteers in her cabinet – and putting all options for a final deal back on the table. Hardworking Brits deserve nothing less.

C80 DUDLEY BRANCH

Birmingham & West Midlands Region

164. REMOVE TWO YEARS' PERIOD FOR DISMISSAL ON EMPLOYMENT LAW

This Conference notes since 6th April 2012 workers have to work two years before they

have employment rights for dismissal claims (except for some limited exceptions concerning discrimination).

This draconian change by the coalition Government requires an immediate review to decrease the period to a maximum of one year.

CAMDEN APEX BRANCH

London Region

165. RIGHTS TO APPEAL FROM JOB INTERVIEWS

This Conference notes there is no appeal process following job interviews. Some interviews are preconceived giving the role to a selected individual, however to justify this wrongdoing is to appeal about the process. Unfortunately, this procedure is not part of employment law even if the procedures were discrimination or prejudicial towards the individuals. There is no right of appeal

This Conference calls for the right of appeal to be mandatory.

CAMDEN APEX BRANCH

London Region

166. PUT AN END TO HIDING EVALUATION SCORES

This Conference calls for an end to the hiding of job evaluation scores and the continuous refusal to provide these scores. Without the scores it is impossible to see if a job has been properly evaluated to the level of which is expected of the job. These scores had been available to those involved in the process until so called desk top evaluations came around and now the scores are hiding. If the employer has nothing to hide there should be no problem but time and again we are refused them.

N89 BRANCH

North West & Irish Region

168. WORKPLACE DEMOCRACY

This Conference is requested to campaign for:-

Increased workplace democracy so that existing employees in the public and private sectors have to be:

- (i) genuinely consulted and;

- (ii) be allowed to vote on work related issues affecting them and for that vote to be decisive in determining the development or otherwise of the organisation or company that employs them.

This to establish equal rights for employees (labour) to that of shareholders (capital).

NORFOLK PUBLIC SERVICES BRANCH

London Region

169. NHS EMPLOYMENT PRACTICES

This Conference deplores the current laws that cover the changes and variations in terms of contracts. Resignations for breach of contract is an archaic legal ruling which should be modernised.

We ask for a suitable alternative legal remedy to be designed by the GMB and for this remedy to be put forward and tested where appropriate with the aspiration to be a modern equitable remedy that renders obsolete the current unjust remedy.

EAST & ESSEX NHS BRANCH

London Region

INDUSTRIAL & ECONOMIC POLICY GENERAL

171. BANK HOLIDAY FOR ARMISTICE DAY

This Conference calls upon the CEC to lobby government and campaign to get Armistice Day recognised as a Bank Holiday on November 11th to commemorate the work that has been done to make our country a safe and democratic place to live, especially as 2018 marks the 100th anniversary of the end of World War 1.

CAMBRIDGE 2 BRANCH

London Region

172. ALL OUTLETS TO BE CLOSED ON BOXING DAY

This Conference acknowledges the extraordinary long hours performed by retail workers in the run up to Christmas and that they

deserve to have a decent amount of family time to enjoy festivities like everyone else.

All large shops over 280 sq. meters must close on Christmas Day and we are calling for this legislation to be extended to Boxing Day, giving all retail workers two days off. Surely the January sales can wait one more day?

A15 ASDA BRANCH

Birmingham & West Midlands Region

173. SUPPORT OF LOW PAID WORKERS

This Conference is asked to campaign in support of all low paid workers in their quest to achieve decent rates of pay and overtime/shift enhancements.

Our branch believes that far too many young and vulnerable workers are being exploited and forced to work long and unsociable hours, e.g. Bank Holidays and weekends, without receiving the pay that they deserve. Most of these vulnerable workers are not direct employees at their place of work but temporary or agency staff who have no choice because they can be released at the drop of a hat, they also have no stable employment and no financial security to build their future.

B40 BRANCH

North West & Irish Region

174. WORKERS NEED A PAY RISE

This Conference notes the pay squeeze suffered by workers since the 2007/08 financial crash and calls for campaigns for pay increases for workers in the private and public sectors.

V15 BRANCH

North West & Irish Region

175. NATIONAL LIVING WAGE

This Conference calls on the CEC to put pressure on the government to introduce a National Living Wage.

Liverpool City Council has signed up to "Pay the Living Wage." However, Veolia, who provide a service to the Council in the way of recycling, are refusing to acknowledge this and have stated that the minimum wage will stay in place until at least 2020.

While we understand that it is guided by the government, more and more companies are signing up to pay the NLW. Veolia, however, are holding onto the Minimum Wage Legislation.

VI BRANCH

North West & Irish Region

177. THE TAYLOR REVIEW

This Conference notes that the Government commissioned an independent review of modern working practices by Matthew Taylor, Chief Executive of the Royal Society of Arts, the report from which is known as The Taylor Review.

This Conference believes that while the seven principles outlined in the Review do not go far enough in fixing the problems of the labour market and gig economy, some of the recommendations would be beneficial to GMB members if the Government were to take them forward. In particular, ending Swedish Derogation, extending the remit of the Low Pay Commission and extending sick pay and holiday pay to dependent contractors. The Tory government ordered the review, now they should look to implement these recommendations.

This Conference therefore calls on GMB to lobby the Government to implement the positive recommendations of the Taylor Review.

X39 BRANCH

North West & Irish Region

178. NATIONAL INDUSTRIAL STRATEGY

This Congress calls upon the present and all future governments to commit to and pursue a national industrial strategy, covering both the public and private sectors of British industry, especially in the field of exports. Such a strategy to include a national training programme for apprenticeships in the technical, commercial and graduate fields of all industries.

B05 BARROW BRANCH

Northern Region

179. ARTIFICIAL INTELLIGENCE, MACHINE LEARNING, ROBOTICS AND THE FUTURE OF HUMAN EMPLOYMENT

This Conference notes that progress in technology could have grave implications for the future of human employment.

Whilst it may seem obvious that lower skilled jobs such as warehousing, retail will be targeted by multinational companies in order to reduce labour costs and the implications for the so-called higher skilled jobs are equally as grave.

Seemingly exciting developments have the potential to mass future unemployment and the need for large swathes of the workforce to retrain for lower paid jobs.

Therefore, we call upon the CEC to lead a campaign aimed at mitigating any adverse effects of technological change.

ASDA DEVON & CORNWALL BRANCH

Wales & South West Region

180. ARTIFICIAL INTELLIGENCE AND ROBOTS IN WORKPLACES

This Conference notes that, whilst we cannot stop the advent of robotic and A.I usage in the workplace, we need to find out how these will affect our workforce in the future, and what provisions are in place to support those who will be under employed through their growing usage.

We have seen how bank tellers are being replaced by ATM machines, doctors turned into robots with distance surgeries, self-service replacing the personal touch, deliveries by drones. "Luddites" is what we have flung at us, but we need to find a better way to ensure our workforce is not side-lined and ignored as companies seek greater use of A.I and robots.

We call on National GMB to research the employment trends, with a view to initiate campaigns to highlight what may happen if people are not taken into account in the quest for automation.

HENDON BRANCH

London Region

181. THE ROBOTS ARE COMING WILL THEY TAKE ALL OUR JOBS?

This Conference asks the CEC to now take the lead on this topic by creating a new post within the GMB Trade Union to investigate this ever changing and sophisticated technology and how it might impact the working lives of our members.

The robots are coming according to a report from the Centres of Cities published this year. This isn't the humanoid robot takeover promised in science fiction, but it is an increasingly sophisticated automation that will remove many roles in shops, administration and warehouses.

We know that it is coming. By 2030 the same report estimates that we will have lost more than three million jobs across the UK. It estimates that the greatest loss will be in towns with a lower proportion of high skilled workers such as Mansfield, Sunderland and Wakefield.

We are not luddites. We cannot stop automation in many industries and across shops and retail. We benefit all the time from the automation within supermarkets and banks. However, we can plan ahead. We know when this change is expected to have happened and we know the industries that it is likely to hit. We also know where it will probably be at its worst.

This Conference calls for the GMB to establish a new post to specifically deal with the problems created for our members by the automation that is to come. It is only 12 years to 2030, we must not be left behind.

BARKING & DAGENHAM LGO BRANCH

London Region

182. INDUSTRY 4.0 AUTOMATION

This Conference notes with concern, that there are fewer threats that are potentially ruinous as 'INDUSTRY 4.0 AUTOMATION'.

Automation is a real and profound challenge that trade unions can ill afford to take lightly.

Reports indicate that 850,000 public sector jobs could be lost by 2030 and up to 30% of UK jobs at risk of automation by early 2030.

It is now clear that it is not only manual occupations at risk, white collar workers are predicated to share the brunt of technological change.

We can see it graphically in the retail sector. Electrical car manufacturer TELSAs has concrete plans for a factory with no blue-collar workers and where production is set at speeds beyond the reach of human beings.

There have been strikes in Korean shipyards and German engineering, resisting unbridled automation.

This Conference calls upon the G.M.B. to develop a practical comprehensive industrial and political response in dialogue with our shop stewards and activists on automation.

In the short-term with our shop stewards we must develop a comprehensive risk register putting new technology on the bargaining agenda.

This Conference calls for technology to work for everyone and not just through re-skilling but demands practical legislation change that can help to protect jobs and deliver shorter working time.

This Conference realises that this latest technological transformation will may well leave us a stark choice, either automation will work for the benefit of our members or the change will profit the elite and the employers.

Z48 SUNDERLAND 1 ENG BRANCH

Northern Region

183. AUTOMATION AND THE THREAT OF JOBS

This conference believes that the 4th Industrial revolution is already upon us and the GMB must be at the forefront of defending members' jobs.

We are already seeing factories with laser guided forklift trucks, automated packaging machines and giant warehouses that require very few workers to operate them.

Whilst some automation can possibly be justified on H&S grounds, most of the time it is purely about removing workers and cutting costs.

And what happens to the workers when the robots have taken over???

We call on the GMB to campaign for a fairer way of managing automation, to ensure that our members are supported and their jobs defended and that pressure is put on Government to retrain workers instead of throwing them on the scrapheap.

BASF CHEMICALS BRANCH

Yorkshire & North Derbyshire Region

184. GMB RESPONSE TO AUTOMATION

This Congress notes that there is currently considerable hype about automation, with alarming predictions of mass unemployment,

and demands for radical, and sometimes impractical, political solutions.

This Congress notes that throughout the last three hundred years there have periodically been huge changes in the workforce due to technological and social changes. In the past the agriculture, domestic service, and mining were all massive employment sectors, but are all now marginal in the British economy. Economic growth and technological development opened up new employment sectors to replace these jobs.

Congress believes that some of the hype about automation is self serving from companies who seek capital investment based upon presenting themselves as innovative and revolutionary high tech businesses. For example, Uber present themselves as the developer of a high tech app, while the reality is that their business model is based upon cost cutting and evasion of regulation, operating at a loss seeking to drive competitors out of business.

Congress believes, that some of the hype simply exaggerates the impact of highly visible changes, for example the self-check out machines in supermarkets remain costly, require human supervision, and have faced customer resistance. Automated kiosks in fast food outlets have not led to job losses, as they have led to increased sales volume and a compensating increase in back end staff.

Congress believes that some of the hype, for example over the potential automation of legal and accountancy services, ignore the prospect that reduced costs of such services may lead to job growth in companies who benefit.

Congress notes that automation can expose certain workers and sectors of the economy to risk of job losses, and resolves to continue to defend those workers and advocate their interests.

Congress believes that despite the hype, for the foreseeable future, wage labour will continue to be the bedrock of the economy, and that collective bargaining by organised workers is the most effective way of maintaining and improving the living conditions of working people and their families.

Congress resolves to monitor closely the impact of technological changes and automation in the economy, and to respond appropriately.

Congress resolves to treat with scepticism the more exaggerated claims about automation, and to oppose any political or social measures that might weaken the bargaining position of trade unions, or that deflect from the importance of collective wage bargaining.

W15 WILTSHIRE AND SWINDON

Southern Region

INDUSTRIAL & ECONOMIC POLICY TAXATION

185. NAPPY TAX

This Congress believes that it is unfair how some local councils are now charging households a "nappy tax" for parents to dispose of their children nappies or those who needs to wear nappies because of a medical condition.

GMB should pressure Labour run councils not to charge such a tax and to raise awareness on the cruel ways some councils are now taxing people especially those on low incomes.

G36 SECURITY

Southern Region

186. PERIOD POVERTY

This Conference is concerned that girls in the UK are missing school as they can't afford sanitary products. This means female pupils could be skipping up to a week of school every single month because they can't afford tampons, towels or menstrual cups and they are too afraid to ask for them, due to ridiculous stigma and shame still attached to periods.

Women and girls are resorting to using socks and newspaper in place of tampons and towels because the Government continually refuse to offer sanitary products for free. We are urging you to support this motion and to lobby Government to recognise the embarrassing situation women and girls are enduring through poverty and to provide free sanitary products and to support the work of charities providing these products.

PONTYPRIDD GENERAL BRANCH

Wales & South West Region

187. PERIOD POVERTY C13

This Conference calls on the Union to use all tools at its disposal to help end the disgrace of period and hygiene poverty.

Research by Plan International suggests that one in 10 girls and women aged between 14 and 21 in the UK has been affected by period poverty.

Thousands of women have suffered the entirely avoidable indignity of being unable to afford to buy sanitary protection, leaving them isolated when at their most vulnerable.

The Unions' Officers and branches should lobby politically; both nationally and locally, for a long-term political solution, they will also work with charities such as, but not limited to, #FreePeriods, In Kind Direct and the Trussell Trust to assist and enhance their work in this important area.

HOUSES OF PARLIAMENT BRANCH

London Region

188. FEMALE HYGIENE EP

This Conference we call upon to lobby this Government to implement a decrease in VAT or a total removal of this tax.

ASDA SOUTH BRANCH

Yorkshire & North Derbyshire Region

189. TAXING ROBOTICS

This Conference recognises the rapid growth of robotics in all aspects of working life to reduce the mundane tasks and improve the life of workers. Conference expresses extreme concern over the loss of jobs and taxable income that results from these changes. Conference therefore will campaign to get these robots taxed to make up the shortfall in taxation. The global effect of not taxing robots is a world of diminishing revenue for governments to fund the vital needs of our populations. When workers did these tasks they were taxed for the provision of vital services for our populations and without any action we will see a vast proportion of the population living in squalor and without any protections in both their working and private lives.

Conference therefore resolves to campaign using all contacts through individual affiliated unions, the wider the trade union movement,

with political parties and also to make contact around the world with all groups that have the same aim. This may be far greater than the population realises with some very strong groups in North America and Australia. Conference also needs to campaign amongst working people of Great Britain in the dangers of not resolving this matter.

W50 WELLINGTON BRANCH

Birmingham & West Midlands Region

190. TAXING ONLINE RETAILERS

This Conference believes that the way online retailers evade paying their moral share of tax by using online hosts such as Amazon and eBay to store goods and advertise them for sale is wrong. When sold they take the money and do not pay any tax, the host companies are not liable to pay the tax on these goods as they only pay tax on the income they receive for storing and facilitating the sale of the goods.

Conference resolves to campaign to make it mandatory that all businesses who are importing any goods for resale in the UK have to declare these goods to HMRC prior to sale. Secondly, in the probability that some of these companies will slip through the net, to make the enabling companies for example Amazon and eBay and others such like facilitators liable to the shortfall in tax of all such income. Many GMB members work in retail the actions of these companies are putting those jobs at risk because they can afford to sell at cost and do not have to pay 20% VAT on goods.

W50 WELLINGTON BRANCH

Birmingham & West Midlands Region

191. HMRC ENFORCEMENT

This Conference registers its deep concern at the failure of the HMRC to enforce effectively the regulations relating to Tax and National Insurance paid by employers operating in the gig economy. Recent cases have identified, for example, with Uber that the operating models developed by a number of the gig economy employers are purely designed to avoid their legal obligations and duties to the common good of society and their workforce which had been proven to be employees within the meaning of the law.

Congress calls upon its partners in Parliament to instigate an investigation into why HMRC are failing to enforce legislation relating to the duties of employers under existing legislation for example IR35 (Tax avoidance legislation).

The continued avoidance and development of new employment models which avoid legal liabilities, pass the responsibility onto the Tax payer and the wider community. This is not just wrong it is immoral.

Q22 BRANCH

North West & Irish Region

192. INCREASE IN NATIONAL INSURANCE CONTRIBUTIONS, INCREASE TO BE RING-FENCED FOR NHS.

This Conference requests that GMB and all relevant MPs lobby Government for an increase to NI contributions. All people in employment must pay relatively the same contributions towards NI.

At present, if you are self-employed you pay a lot less than someone on PAYE. The increase must be ring-fenced for NHS as at present NI is supposed to be ring-fenced for 4 things.

NHS

Sickness and Disability Allowance
The State Pension
Unemployment Benefit

However, the Government at present borrow against this for:-

The Police and Schools

This has to stop

BRAINTREE & BOCKING BRANCH

London Region

193. TAX 'AVOIDANCE' BY THE NHS

This Conference calls upon the GMB to launch a campaign in relation to NHS Tax evasion.

It is ironic that an organisation who relies on tax for its very existence (the NHS) is carrying out Tax evasion of a similar scale to our friends from Amazon, Starbucks etc.

A public campaign would gather support from the public and put pressure on HMRC to look into this Tax loophole.

BARNSLEY HEALTH BRANCH

Yorkshire & North Derbyshire Region

195. TAX HAVENS

This Conference notes that in 2015 the House of Commons Public Accounts Committee published a report on how about 9000 professionals working in the City of London for 4 large accountancy firms charge fees of £2bn per year to enable the multi-millionaire elite and multinationals for what was described as "nothing short of the promotion of tax avoidance on an industrial scale". Indeed the City of London is the single most important provider of financial secrecy worldwide. We have seen the scale of what is happening in the Panama Papers and the Paradise Papers.

Conference no longer buys the argument that we have to wait for international action to end the practice of the elite making fools of ordinary UK taxpayers via the use of tax havens.

Conference calls for an incoming Labour Government to close down this activity by lawyers, accountants and other wealth advisors in the City. It should be made a criminal offence punishable by punitive fines and prison sentences for these professionals to assist people acquire secrecy status in tax havens and fee income from such activities should be taxed at 100%.

The UK should set the ball rolling on closing down the use of tax havens by people and corporations trading in the UK to achieve secrecy status. We should think internationally and act nationally to end the stateless activities of those who trade in the UK. Getting the wealthy to pay their taxes will be popular. No tears will be shed for these jobs going.

HILLINGDON BRANCH

London Region

196. TAX AVOIDANCE

This Conference recognises that although tax avoidance is not illegal, it is certainly immoral and does have a major impact on the economics of the UK which we all rely on.

We have seen reports from the Panama Papers, and Luxembourg leaks highlighting the fact that there are thousands of companies who are avoiding paying full tax in the UK. This results in depletion of money from the economy and many large organisations such as the NHS suffer from money starvation.

Conference therefore demands that the GMB starts to campaign where, if a named company is identified as a tax avoider, and fail to pay the appropriate rate of tax to the UK like any other business, then the Government will legislate where these companies cannot sell their products and/or services in the UK until the full rates of taxes are paid.

In addition we must stop large organisations negotiating their tax with the government in ways to reduce tax and make them pay their way leaving a level playing field for all tax on all businesses.

ISLINGTON 1 & HARINGEY BRANCH

London Region

197. WINDFALL TAX ON COMPANIES

This Congress calls on a windfall tax to be imposed at the earliest opportunity on those companies who are evading and exploiting the tax system for their own ends, and in so doing fleecing the taxpayer out of billions of pounds of lost revenue. Offshoring and social media outlets are just the latest example of companies who are simply and deliberately avoiding their corporate social responsibilities to wider society by being able to avoid and evade tax liabilities. Congress calls on Labour to adopt a windfall tax as part of its on-going platform for government.

Z21 HEBBURN 1 ENG BRANCH

Northern Region

198. STATUTORY BODIES AND OFFSHORE ACCOUNTS

This Conference demands that statutory bodies do not use offshore accounts to avoid taxes and matters such as stamp duty on local authority purchases or investments. Conference strongly condemns those who do and whilst not unlawful, such practices in the public sector are reprehensible and give validity to the private sector in such tax avoidance.

W50 WELLINGTON BRANCH

Birmingham & West Midlands Region

199. COUNCIL TAX REVENUE

This Conference calls on the next Labour Government to enact legislation to allow Local Authorities to increase Council Tax to a level that

would allow adequate funding for all Council services.

B16 BRANCH

North West & Irish Region

INDUSTRIAL & ECONOMIC POLICY PUBLIC OWNERSHIP AND CONTROL

200. EXISTING POLICY

This Conference recommends that on the election of a Labour government, the GMB supports the re-nationalisation of public utilities.

N45 BRANCH

North West & Irish Region

202. NATIONALISATION

This Conference notes with the increasing news of NHS sell-offs to the likes of Branson and other Tory cronies and the fares hike on the trains it is becoming ever more urgent to take action as our lives are dismantled. Nurses are being bankrupted to pay parking fees/fines just to go to work, operations cancelled while Tory cronies are raking in fortunes, public sector workers are being given zero hours precarious contracts instead of secure worthwhile jobs.

Waiting for the Labour Party to be elected, whilst hopeful, is not a certain strategy. We Trade Union Activists need to push for action to defend and improve our hard-won services.

Conference therefore resolves to work with other unions and TUC to organise actions to lead towards nationalisation of all our services. This might mean strike action, or occupations, or publicity stunts to gain public attention. Workers in the private sector must support public sector workers in action. National demonstrations have not proved effective, even with really big turn-outs so we must work more locally to change hearts and minds and provide hope that we can change our society for the better.

GMB pledges to join and support the Campaign for NHS Re-instatement.

LOWESTOFT BRANCH

London Region

203. NATIONALISATION OF THE SYSTEM FOR CARE ^{C14}

This Conference is requested to campaign for:-
The renationalisation of the care system.

NORFOLK PUBLIC SERVICES BRANCH
London Region

204. POSTAL SERVICE ^{EP}

This Conference calls for the re-nationalisation of the whole of the postal services that respects its workforce with a single tier pension, has a balanced working week, enhanced terms and conditions and has a redesigned service to meet modern needs.

W50 WELLINGTON BRANCH
Birmingham & West Midlands Region

205. ACTIVE SUPPORT FOR RAIL RE-NATIONALISATION ^{C14}

This Conference notes that there have been three attempts by the private sector to run the East Coast Rail Line franchise.

The first two failed and cost the government millions. It was in public hands and not only did it return a £1billion fee for operating the line but also made a profit for the Treasury and won awards for its customer service.

The franchise was re-privatised in March 2015 and now Chris Grayling is paying Virgin/Stagecoach £2billion in a bail out to enable it to continue to run the franchise. Members residing on this route have experienced substantial fare increases and a reduction in customer service so feel that enough is enough.

We call on the GMB Conference to actively join the fight for the re-nationalisation of the whole rail industry, to end the gravy train for these companies who are all too often overcharging UK passengers so that they can subsidise passengers elsewhere.

GMB UNITE BRANCH
London Region

206. NATIONALISE ALL MAJOR SERVICES ^{C14}

This Conference calls on Congress to actively campaign for the nationalisation of the commanding heights of the economy, including the banks and financial institutions.

That all privatised public services be brought back into the public sector.

The collapse of Carillion is a perfect example of how capitalism wrecks and destroys people's lives.

We believe that the GMB should be leading the campaign, fighting for a socialist alternative to chaos madness and misery created by capitalism and the privatisation of the public services.

BEVERLEY BRANCH
Midland & East Coast Region

208. IMPACT OF CARILLION'S COLLAPSE ON OUTSOURCED PUBLIC SERVICES ^{C15}

This Conference notes the impact of the collapse of Carillion has been felt throughout the industrial community. We are hearing of work outsourced to private companies like Carillion, facing challenging decisions. In Ealing London, the Ealing Library Service has been brought back under the Council's control after Carillion's collapse. Ealing Library Services had been outsourced to Carillion under the Compulsory Tendering policy.

There are many more services that have been outsourced to private companies like Carillion and if they were to collapse, as like Carillion, it may mean losing some life-saving and essential public services.

This is the time now to take stock of all the outsourcing services from the public to the private sector and to follow the lead of Councils like Ealing to bring services back into public control.

We ask Conference to:

1. Work with and encourage GMB endorsed Councillors and MPs to ensure that outsourced services are brought back into public control.
2. Continue to campaign on these issues by whatever means they are able to do so.
3. Consider a public enquiry into the impact of all public services that were/have been outsourced to private companies including equality impact assessments should these private companies become insolvent, or collapse like Carillion.

EALING BRANCH
London Region

209. CARILLION COLLAPSE

This Conference notes the recent scandal exploiting the taxpayers' purse exposed the myth of better services using the private sector throughout the United Kingdom and beyond for profiteering.

This Conference therefore calls on the Government to cease all privatisation outsourcing from public sector purse.

CAMDEN APEX BRANCH

London Region

210. PROTECTION OF FORMER CARILLION WORKERS C15

This conference is concerned that the conversation about the collapse of Carillion is focussing on the events leading up to its folding and not the events thereafter. While this needs to be examined in order to learn from it, the individual workers have been seemingly forgotten and have through no fault of their own become pawns in a wider game.

This conference seeks government reassurance that these people will not just be forgotten about and will be properly looked after. These people require a commitment that they will receive any monies they are owed for work already carried out, that any pension they may have accrued in their time working for Carillion will be protected and that they will not be left out of pocket by a situation wholly out of their control.

This conference would like a commitment that all former Carillion workers will be protected by TUPE law when transferring over to a new employer within a public contract, and that all private sector Carillion workers will be given support to help find work and not be left cast adrift in the benefit system, which is itself being attacked relentlessly by this same Tory government.

C28 PETS

Southern Region

211. CARILLION C15

This Congress notes that the collapse of Carillion in January 2018 exposed the corrupt business model of unethical private sector companies living like parasites off of public sector procurement.

This Congress notes that GMB has been raising concerns about Carillion for several years.

This Congress notes that it was GMB members at Swindon's Great Western Hospital that took 21 days strike action in 2012 against bullying and exploitative managers.

This Congress notes that it was as a result of the Swindon dispute that GMB took up the blacklisting campaign.

This Congress notes the exemplary way that GMB campaigned against Carillion, combining industrial action, political lobbying and pressure, through legal action, and imaginative use of events to capture press attention.

This Congress notes the GMB's victory over blacklisting, where Carillion along with other defendants made a statement in open court admitting wrong doing, and settled thousands of claims in favour of wronged and victimised trade unionists.

This Congress notes that the Financial Times argued that a key turning point in Carillion's fortunes was the Great Western Hospital NHS Trust in 2014 going public with their disappointment about Carillion's poor service delivery, which included recognition of the poor industrial relations resulting from their handling of the dispute with GMB.

This Congress notes that Carillion's financial woes were in part created by their having to bid too low for contracts to compensate for their damaged reputation following GMB's campaign. This Congress believes that the role of GMB is confronting, opposing and fighting the unethical and bullying tactics of Carillion played a significant role in the difficult recent history of Carillion.

This Congress resolves to congratulate GMB shop steward, Paulo Fernandes, and the Carillion members at Swindon's Great Western Hospital for maintaining a high level of GMB membership ever since 2012, despite hostile and aggressive management.

This Congress resolves to invite other companies who seek to exploit and oppress GMB members to look at the fate of Carillion, and understand that GMB will never abandon our members. GMB will never tolerate injustice, and GMB will never give up the fight however daunting the odds may at first seem.

W15 WILTSHIRE AND SWINDON

Southern Region

212. CARILLION SHAME

This Conference calls for the creation of an independent body to scrutinise and carry out due diligence checks prior to the awarding of contracts in the Public Sector.

Following the Carillion debacle, we are now aware that despite warnings regarding the precarious state of the company finances, as far back as 2014, the Government saw fit to award them contracts putting at risk taxpayers money and our members' jobs.

Our members employed by Carillion in the Public Sector need the assurance of job and pension security. If that cannot be guaranteed, then outsourcing needs to end and services brought back in-house.

F72 BRANCH

North West & Irish Region

213. TAKING OPPORTUNITY OF THE 'CARILLION' COLLAPSE TO STRENGTHEN OUR 'KEEP PUBLIC SERVICES IN-HOUSE' CAMPAIGN

This Conference in light of the recent 'Carillion' collapse agrees that it is an opportune moment to 'up' our campaigning to keep Public Services within Public Services and put an end to the continuous and unnecessary outsourcing of resources.

We call upon the GMB to work with the TUC to lobby the Government to put an end to unnecessary outsourcing of jobs.

We further call upon GMB to lobby for a strengthening of Public Sector Procurement legislation to ensure that no organisation will ever be allowed to grow at such a rapid and diverse manner as 'Carillion' on the back of Public Sector financing, by having a restriction on how many live public sector contracts an organisation can have open at any particular time.

RHONDDA CYNON TAFF BRANCH

Wales & South West Region

216. CO-OPERATIVE AND SOCIAL ENTERPRISES

This Conference in the light of the continued scandals facing the awarding of public funded contracts to the private sector and the unprecedented growth in the gig economy,

asks the GMB to campaign for the support and development of worker-based co-operatives and community social enterprises.

It is clear that many workers are increasingly feeling isolated or a sense of alienation at their place of work. It is also clear that they feel little or no control over the organisations that they work for, this in turn is leading to increased stress, anxiety and insecurity in work and in communities.

The GMB working alongside our partners in the political and civic arena should seek to secure improved legislation and access to finance to help grow the social enterprise and co-operative organisations across the UK.

Furthermore we call upon the GMB to give active support through our partners to the idea of developing regional investment funds or banks aimed at the further development of co-operatives and social enterprises in their region or area of operation.

Q22 BRANCH

North West & Irish Region

218. OUTSOURCING OF PUBLIC PROJECTS, THE NHS AND LOCAL SERVICES ^{C16}

This Conference demands urgent action be taken on the practice of outsourcing local services, including housing stock maintenance and housing development, to private companies.

The Grenfell disaster and the resulting terrible loss of life has brought into sharp focus the profound lack of accountability and effectiveness of the current system. Tenants and Leaseholders had raised their concerns with the local authority about the substandard refurbishment undertaken by the private sub-contractor and the neglect of health and safety procedures including non-compliance with fire regulations. These clearly played a massive part in causing this avoidable catastrophe.

Conference believes that these services should be brought back "in-house" under local authorities, and massive public infrastructure projects such as Crossrail, HS2 or NHS building development should be under government control. The failure and collapse of Carillion, a self-confessed blacklisting company whose Chairman was an open supporter of the Tories, demonstrates that a free market approach

where private companies are awarded billion pound contracts by the Government, is a failed strategy and a misappropriation of taxpayers' money.

Conference asks that the GMB campaign for a transparent and fully accountable system of public control to be put in place, and to support Labour Councillors who support these approaches. Conference resolves to work to ensure taxpayer investment in the infrastructure, public services and workforce be restored and maintained.

NORTH WEST LONDON BRANCH

London Region

219. BRINGING OUTSOURCED CONTRACTS BACK IN-HOUSE C16

This conference notes the success of reps in Southern Region in bringing the patient transfer contract in Sussex (previously run disastrously by Coperforma) back into NHS and therefore public control. This follows similar success stories around the country, such as the Newcastle Metro system, where a contract has been brought back in-house and delivered a surplus that can be reinvested in local communities rather than lining the pockets of an anonymous shareholder.

This conference calls on the Labour Party to adopt as policy and as a manifesto pledge to commit to bringing back into public control, all outsourced and privatised contracts, whether they be central government, local government, civil service or health.

C28 PETS

Southern Region

221. CALL TO END OUTSOURCING AND PRIVATISATION OF OUR PUBLIC SERVICES C16

This Conference calls for the ending of outsourcing of our Public Sector contracts! The clear failings of Carillion and the depth of their involvement in Public Service provision highlights that undercutting and devaluing Public Services can no longer be tolerated.

Such acts forced upon local authorities by this Tory Public Service hating government dilutes the quality of the service provided, cuts the terms and conditions of those staff transferred out of local authority employment and savages their Pensions to the point that the dumping down by outsourcing then has a negative

impact on the local economy as wages already cut to the bone leave less to spend on food, in the retail industries, on entertainment and health and wellbeing.

Commissioning is a soft word for outsourcing which local authorities like to use and they simply do not do enough to protect the transferred terms and conditions of our workers as well as the protection of health and safety. This is all at the cost of the quality delivered to our residents as outsourcing simply lines the pockets of the company owners, shareholders, boards and directors leaving very little for the front line staff who then have to leave and be replaced by unqualified, untrained and inexperienced staff who are brought in on the lowest and worst terms and conditions possible.

Yet these companies continue to pay extortionate salaries at the top whether still working for them or not whilst those at the bottom suffer day in day out with total disregard for their circumstances.

Buying contracts in low to win the work but maintaining the top at the expense of the bottom cannot and should not be tolerated colleagues.

This government knew of the profit warnings six months before Carillion Group collapsed yet carried on awarding contracts bought at low tender values. This practice of using private companies placing profit before people must be stopped, we ask why has this been allowed to happen and say no more should we be using public funds to pay the sums allowed by the contracts of individual CEO's and any contract should be draw up taking into account how the money will be used to fund the public and be transparent.

Congress calls on the GMB to work or fight with this and future governments to stop profiteering at the expense of our member's standard of living, health and welfare.

DONCASTER CENTRAL BRANCH

Yorkshire & North Derbyshire Region

222. OUT SOURCING C16

This Conference calls on the Government to change rules on out sourcing, and bringing services back in-house.

NOTTINGHAM TEC BRANCH

Midland & East Coast Region

223. PUBLIC SERVICE CONTRACTS C16

This Conference asks the next Labour Government to bring back in-house, all Public Service contracts currently out-sourced to the Private Sector.

B43 BIRMINGHAM CITY GENERAL BRANCH

Birmingham & West Midlands Region

225. P.F.I. CONTRACTS C16

This Conference asks the next Labour Government to repeal all legislation in relation to (P-F-I) private finance initiative no future contracts.

B43 BIRMINGHAM CITY GENERAL BRANCH

Birmingham & West Midlands Region

226. BEMBRIDGE HARBOUR ISLE OF WIGHT

Congress notes that the control of BEMBRIDGE Harbour on the Isle of Wight was transferred from public to private sector hands by way of The BEMBRIDGE Harbour (1963) Act.

Congress further notes that since this particular piece of privatisation occurred controversy and Financial scandals has blighted the Harbours development and undermined public confidence in the running of the Harbour for the best interests of users and residents. Such Scandals have ranged from the Local Member of Parliament and the Leader of the Council being forced from office over their attempts to make personal gain from the sale of Harbour assets to its last owner bringing the Harbour to the brink of Bankruptcy and spending time in Jail for his actions.

The Harbour is vital to the economic life of the area as well as being a wonderful environment for residents and visitors alike. Congress further notes that public confidence after such mismanagement and corruption surrounding previous owners is understandably low.

The current Owners have been asked to be Transparent in their running of the Harbour and the use and disposal of its assets particularly as the Harbour Company which is owned 100% by one family has had built around it a number of other companies with which it trades also 100% owned by the same family.

Congress further notes that amongst a number of recent concerns raised by local people has

been the Disposal of a Harbour asset to one of the families other Companies for £1 which later the same day was sold to an outside buyer for £87,000. The owners has refused to explain why Harbour assets were disposed of in this way

Congress calls on the Secretary of State for Transport to conduct an audit of the Harbour Company and the subsidiary companies built around it as allowed for by the original BEMBRIDGE Harbour Act of 1963.

Congress agrees to campaign for such action from the Secretary of State in order to regain the confidence and support of the community and ensure transparency in the handling of Privatised assets such as BEMBRIDGE Harbour

Congress agrees that a public asset passed to private hands must be run with the full and Transparent disclosure of all Financial activities and have accountability to consumers and taxpayers or be returned to public or local community trust control.

Congress further notes that is unfortunate that the accountant being used by the Harbour Company and its surrounding group of Companies is called Mr Crook

And Congress regrets that Mr Crook was expelled from the Accounting Institute for failing to supply information on numerous occasions.

I15 ISLE OF WIGHT

Southern Region

POLITICAL GENERAL

228. LOCAL AUTHORITY GRASS ROOTS WORKING PARTY

This Conference asks Congress to establish a grass roots working party to have input in, and support the regional and national political organising and senior management teams when constructing campaigns. The Working Party would also be instrumental in giving representatives from councils across all regions an opportunity to share and learn from strategies used within other workplaces and branches in fighting the attacks on the Public Sector.

Public Sector workers have lost between £2,000 and £5,000 in real terms as a result of successive

government pay caps. Public Services have suffered huge numbers of job losses which is not only damaging to the services affected and the sector as a whole, but also has huge implications to our members, their families and communities which they have worked to serve. The GMB has been instrumental in defending its members and led the way on many local and national campaigns to highlight the struggles being faced.

K28 BRANCH

North West & Irish Region

229. AMERICAN PRESIDENT C17

This Conference notes with disappointment the decision of the American people to elect the divisive figure Donald Trump as President of the United States of America.

It further notes that the Conservative Government is in talks with President Trump about an official state visit.

This Conference calls on the CEC to organise a public demonstration should a state visit take place.

CARDIFF & DISTRICT BRANCH

Wales & South West Region

230. TRUMP C17

This Conference is aware of the odious, vile racist behaviour and comments and tweets of Donald Trump and believes the invitation to him for a state visit was a major error and an insult to the vast majority of the UK's population.

Conference requests therefore that the GMB expresses its total opposition to such a visit and encourages its branches and members to actively oppose it should such a visit take place and that this resolution be forwarded to the Prime Minister and the American embassy.

NORTH WEST LONDON BRANCH

London Region

231. VERIFICATION OF PARTY POLITICAL MATERIALS

This Conference says you cannot by law, hold a Party in power to the promises that they made in their manifesto. If circumstances change they have to change their plans.

However we should be able to hold them responsible for statements that they make whilst they are trying to get us to vote for them. We have a right to know that a statistic that is being used comes from YouGov or it comes from the Sun or indeed if it is made up.

This Conference calls for all published materials used in manifestos and promotional material for all parties to be verifiable at the point of publication and that information to be freely and easily available to all.

BARKING & DAGENHAM LGO BRANCH

London Region

232. MISUSE OF THE MEDIA

This Conference demands that Ministers should not use newspapers or media that support their Party to make policy announcements.

When Theresa May writes for the Telegraph and tells us of hew new policies she is making a Conservative supporting newspaper and organ of government.

The government is not her government and it represents more than just the readers of the Telegraph. The government is Her Majesty's and it represents everyone, not just those that voted for it therefore, it is incongruous that she gives us her ideas and policies through the medium of one newspaper. This information should be made available to all.

Prime Minister's and members of the Cabinet should not be writing about government in restricted media, if they must do so then the information should be released to all media simultaneously, free of charge. There should be no more scoops.

Conference therefore calls on a campaign to end this.

BARKING & DAGENHAM LGO BRANCH

London Region

233. DECLARATION OF FINANCIAL INTERESTS BY MPS AND THEIR FAMILIES

This conference notes that Theresa May's husband, Philip May is an investment banker who makes his money trading on offshore accounts held by tax avoiding countries. It also notes that Theresa May, as Prime Minister should be responsible for closing the loopholes that allow this tax avoidance to take place legally.

This conference believes that this sort of relationship should not be allowed, where the family members and friends of eminent politicians can directly gain from decisions such as the award of public contracts to private firms, without the politician in question having to declare an interest.

This conference can also point to the continued award of contracts to Carillion even after its three separate profit warnings within six months, and can also point to the completely unrelated matter that the former Chairman of Carillion acted as an advisor to David Cameron and was advising the electorate to vote Conservative in 2015.

This conference calls on the Labour Party to outlaw MPs from having financial interests in the sectors for which they have responsibility and the power to make decisions. The vast majority of working people would be able to live very comfortably indeed on an MP's salary, and the fact that some appear unable to live on this wage unsupplemented smacks not only of greed but of sleaze and corruption too.

C28 PETS

Southern Region

234. COUNCILLOR PAY AND CONDITIONS

This Conference, the changes in the law introduced by the Local Government Minister Brandon Lewis on the 1st April 2014 abolished councillor's access as tax payers to contributing to pension's schemes.

Councillors elected from 1st April 2014 were not entitled to join the Local Government Pension Scheme and existing councillors with a pension have had their policy terminated at the end of their current term of office.

This has left councillors in limbo!

What are councillors? In actuality they are not classed as employed yet they pay a class 1 employed persons contribution at 12% from our allowance.

Why are we paying employees contributions at the higher rate when we are not classed as employed? If we are employed, why don't we have access to contribute to a pension scheme?

Class 1 contributions clearly states employed
Class 2 self-employed flat rate earn less than £6025

Class 3 Voluntary Contribution

Class 4 self-employed people earning profits over £8164 per annum

The impact of this is that anyone of working age is immediately disadvantaged. This is another way of this government creating a barrier to people being involved in democracy.

What is the attraction for new and young people, who want to become a councillor?

How do we encourage someone of 25 or 35 with the responsibility of rent, a mortgage and family, to live off half a wage slip and not build up a pension from it?

What about the councillors who have dedicated their life to public service. A councillor does more now, and have taken on greater responsibilities. Being a councillor is a full time job.

Congress I ask you to support us in being recognised and have employment rights.

Support councillors in England to be recognised and have access to the pension schemes. Their Scottish, Welsh and Northern Irish counterparts can continue to be part of a pension scheme, and plan for their retirement years. Support English councillors who are severely disadvantaged in comparison.

GMB ORGANISING BRANCH

Yorkshire & North Derbyshire Region

235. CAMMELL LAIRD 1984

This Conference calls on the CEC to instruct one of our sponsored MPs to ask the question at Prime Minister's Question Time:-

"Why, after over three years, has this government not apologised for the jailing of 37 trade unionists in 1984, locked up for a month in top security Walton Jail on top security I Wing for fighting for jobs and the shipbuilding industry, as per the ruling of the European Court, and further investigate the loss of redundancy rights and pension rights to the 37 and others including two apprentices."

To-date, 11 of the 37 have died, plus one apprentice. We've said it before, "Don't let any more die before we received justice."

Z15 BRANCH

North West & Irish Region

236. DREADNOUGHT SUBMARINE PROGRAMME C18

This Conference calls upon a future Labour government to fully endorse and commit to the Dreadnought submarine programme which provides much needed highly skilled, well paid employment in both the direct and supply industries involved in the above project, whilst providing large apprentice schemes in the commercial, technical & graduate fields, often in areas of the UK where such schemes would otherwise be non-existent.

BO5 BARROW BRANCH
Northern Region

237. STRATEGIC DEFENCE REVIEWS C18

We call on the Government to increase the Defence Industries spending on the UK's Armed Forces, to ensure long-term Sovereignty for the UK, home and abroad.

DEVONPORT DOCKYARD BRANCH
Wales & South West Region

POLITICAL BREXIT

238. SCRAPPING THE CHARTER OF FUNDAMENTAL RIGHTS

Congress stresses that the UK was instrumental in drafting the Charter of Fundamental rights and that as a country we have frequently been at the forefront of European efforts to protect and promote human rights.

Congress is deeply concerned by government plans to use the EU withdrawal bill to abandon the Charter of Fundamental rights.

Failure to copy the Charter into UK law will remove rights protections for everyone in the UK. The Charter contains important rights that do not have domestic equivalents under UK law, including protections for workers, consumers, people with disabilities, LGBT people and elderly people. It should therefore be copied into UK law in the same way as the rest of the current body of EU law.

Congress considers that all agreements on the future relationship must ensure the UK maintains equivalent levels of human rights protection with the EU – which includes keeping the Charter, and congress will oppose any agreement that removes rights protections for UK citizens and EU nationals.

B59 BRUSSELS
Southern Region

241. ARE WE WITH EU OR WITHOUT EU?

This Conference is concerned that too many fake news items were aired in the run up to the referendum vote! People are concerned about what the future holds when and if we leave the EU. Workers' rights, employment law and immigration are but a few questions that people have.

We have to ensure that we have no detrimental changes to the above questions. There is much still to fight for.

We call on MPs to lobby for a second referendum.

TU3 BRANCH
North West & Irish Region

242. LABOUR PARTY & EUROPEAN UNION

This Conference calls on the CEC to recognise that the United Kingdom is philosophically as well as geographically part of Europe.

When a Labour government is elected we have no wish to see it unable to implement its policies because the economy is in freefall.

N45 BRANCH
North West & Irish Region

243. BREXIT IMPACT ON NORTHERN IRELAND EP

This Conference urges Congress to support Northern Ireland in the fight against Theresa May and the tory government refusal to implement an agreed single market and customs Union between Northern Ireland and Southern Ireland. We must lobby our politicians to address this issue in parliament.

B91 BRANCH
North West & Irish Region

244. IMPACT ON UK WORKING DRIVERS' CONDITIONS DUE TO BREXIT

This Conference is asked to support this motion to lobby government to change current legislation within all regions.

With the UK's exit from the EU, it jeopardises the working conditions of drivers in the UK. The current domestic driving hours limit needs to be shortened to ensure the safety of all road users and passengers on public transport.

With the EU border next to Northern Ireland, it is even more pressing that we get these changes as soon as possible to ensure there is clarity of regulations between the UK and EU.

U88 BRANCH

North West & Irish Region

245. OPPOSE HARD BREXIT

This Conference notes that the minority Tory Government has no mandate for hard Brexit. The economic fallout of hard Brexit would be disastrous for working people and Conference affirms that nobody voted to be made poorer by the Tory's disastrous mishandling of the negotiations.

Congress notes that full access to European markets can only be achieved if the UK government abandons its ideological approach to hard Brexit.

V15 BRANCH

North West & Irish Region

246. BREXIT - INTERNAL MARKET & CUSTOM UNION

Congress Recognises the EU Referendum vote and the narrow majority of those voting, wishing to leave. The result must be honoured, but the method of leaving is unclear and future UK/EU relations uncertain. There has been more than 40 years of involvement, interaction, harmonisation and alignment and the UK is part of the world's largest market and trading bloc. In austerity Britain people do not wish to be poorer.

In the Ports and Shipping industry, working in conjunction with Border Force, HMCR, Freight Forwarding, Import Export Agencies and the many trade related organisations, we recognise the vital importance of Free Trade and Frictionless Borders. In the vital trade corridor of

shipping from Dover and the Channel Tunnel 40% of UK/EU trade is moved. Dover ships 10,000 trucks daily. Only the slightest delays to the movement and there will be gridlock on either sides of the English Channel.

Congress demands that our leadership works and campaigns within the labour movement, within our affiliated federations and with all its political influence to ensure that when we leave the Customs Union, we remain within a Customs Union and with tariff free access to the Single Market. We also fight to ensure, that in restoring the desired sovereignty to Parliament, the final exit deal is subject to a meaningful vote with the clear aim that the economy of Britain is paramount.

The GMB is about work, trade, industry and jobs and Congress demands economic reality over ideological fantasy.

X23 DOVER FERRIES

Southern Region

247. BREXIT AND IMMIGRATION

This Conference notes the debate on immigration currently underway in the context of the Brexit negotiations, with the Tories committed to ending free movement.

Stagnating wages, crumbling services and the housing crisis were caused by government and employers making the rich richer at working people's expense – not immigration. Dividing workers along national lines is the oldest trick in the book.

We need real solutions to the problems facing working people: massive public funding to ensure good jobs, homes, services and benefits for all; scrapping of anti-union laws and stronger rights so workers can push up wages and conditions; and communities uniting across divisions to win changes.

The labour movement is a movement for all workers, regardless of where they were born. We note many struggles where migrants have been central to improving low-paid workers' wages and rights. Our movement must not give an inch to the falsehoods used to turn domestic against migrant workers.

Free movement benefits all workers. Without it, only the rich and privileged can live and travel where they want. Free movement ensures that migrants have rights. Ending it makes migrant

workers more vulnerable to hyper-exploitation, making downward pressure on wages more likely. Workers are much less likely to organise in a trade union if the penalty for standing up to your boss is being deported.

Britain and the EU should welcome migration across Europe and from beyond. Limiting free movement further would damage the economy and hit living standards.

This Conference resolves to campaign to defend and extend free movement; scrap the net migration target; strengthen refugee rights; dismantle the brutal anti-migrant regime built over decades; abolish immigration detention centres; ensure the right to family reunion; end use of “no recourse to public funds”; end use of landlords and health workers as border guards; and reverse attacks on migrants’ access to the NHS. GMB will work with like-minded forces across the movement to ensure that this becomes Labour Party policy.

GLASGOW GENERAL APEX BRANCH

GMB Scotland

248. BREXIT - THE RIGHTS OF EU CITIZENS LIVING IN THE UK, AND BRITISH CITIZENS LIVING IN THE EU.

Congress notes that in their negotiations to leave the European Union, and the signals given at governmental level, Theresa May and the Conservatives continue to gamble British jobs, economic growth, human rights and protection for British workers in their attempts to reconcile the most right wing parts of the Conservative party.

Congress notes that despite reassurances from the Government, EU citizens who have lived and contributed to British society for a number of years, are unable to make firm plans and erroneous letters demanding that people the leave the country are still being issued by the Home Office.

Congress believes that in this atmosphere, trust in the ability of the government to carry out the proper and fair registration of three million citizens after Brexit has been undermined at a national and international level.

Congress further believes that the lives of both British people living in the EU and Europeans living in the UK are being used as bargaining chips - causing unnecessary stress and instability for these people and their families, and

weakening the UK’s reputation internationally.

Congress stresses that no guarantees have been made by the British Government, with regard to their social security rights, to the 1.2million British people living in the EU who may have to return to the UK as a result of Brexit. Congress reiterates the importance of the Trade Union movement in protecting individuals from discrimination, and points to the importance of the voice of the movement in countering anti-immigrant rhetoric and playing an active role in securing the rights of these individuals post-brexit.

B59 BRUSSELS

Southern Region

249. POST BREXIT TRADE DEALS

This Conference has no confidence in the present government to negotiate trade deals beneficial to the UK after the country leaves the EU. It believes the government will chase any deal with any country for immediate publicity and short term political gain rather than in the interests of the country and its people. By chasing deals at any cost, there is a risk of massive a trade deficit. For example, at present, there is a trade surplus with America, given President Trump’s rhetoric on “America First”, any dealings with the current US administration is likely to be detrimental to the UK. Chasing deals at any cost could lead to safety standards being compromised at home and, given the willingness to sell arms to countries with dubious human rights records, a danger of death and destruction abroad.

Conference, therefore, calls on the Labour and Trade Union movement to argue and fight for trade deals to be that are both in the country’s interest and also ethical. It further calls on the next Labour government to follow ethical foreign and trade policies.

PARKGATE BRANCH

Yorkshire & North Derbyshire Region

250. POST-BREXIT BRITAIN

This Conference recommends that a massive investment is needed in education, training and infrastructure in a post-Brexit Britain as many workers may be affected by the vote to leave the EU.

W50 WELLINGTON BRANCH

Birmingham & West Midlands Region

251. COMPREHENSIVE SICKNESS INSURANCE

This Conference deplores the fact that, if you are an EU citizen and you would wish to qualify for a right of residence then eventually a right of permanent residence, you have to meet certain requirements, which includes comprehensive sickness insurance.

Following the Brexit vote to leave the EU, it is more important than ever to make sure that our EU friends understand how to meet the current requirements, when applying for a right of residence.

Confusingly, EU citizens and their family members are allowed to use the NHS in the UK, but according to the Home Office the NHS does not count as comprehensive sickness insurance.

Who needs comprehensive sickness insurance?

All EU citizens now according to GMB EU branch members, who wish to apply for residence in the UK!

We therefore call on this Conference to:

1. Seek legal help and advice from the GMB/ Unionline for GMB EU members in helping them clarify the position on comprehensive sickness insurance when applying for residency.
2. Create a crib sheet to help GMB EU members filling in the 85 page document when applying for residence.
3. Plus affiliate to www.freemovement.org.uk

GMB MID Lincs BRANCH

Midland & East Coast Region

POLITICAL THE LABOUR PARTY

253. LABOUR PARTY

This Conference calls on the CEC to stop giving the Labour Party money as it just encourages them to carry on euthanizing our organisation and destroying the working class and all they claim to represent. They now represent big business and have no part to play in the struggle. It's London Centric and has failed to do ANYTHING for Trade Unions or working people north of Watford.

I am appalled by their 10 years of power during which they achieved nothing, repealed no anti-union laws and privatised the NHS. The enemy within is a term by others to describe the trade union movement. Perhaps this 'term' should now be revived for this political talking shop.

N45 BRANCH

North West & Irish Region

254. POLITICAL RESTRICTIONS

This Conference fully recognises that politicians must reflect the makeup of those they represent, in fact it's part of the Labour Party rules. However, society fails to allow the same rights to representation in Local and National Government by restricting those who work in local government jobs and want to become Councillors and/or MPs.

The reason is that the law restricts employees in areas such as Local Government by claiming they can't stand in elections for Councillors as they are politically restricted. Conference recognises the fact that in many of the higher paid jobs within Councils, this could be an issue. However, refusing a road sweeper or care worker claiming political restriction is simply unacceptable.

Conference therefore calls on the Government to set a cap at which political restrictions come in and not simply a blanket view that if you work in any Local Government job that you can't stand for any election or hold office. This is denying hundreds of our members the right to hold an electable office.

The cap should start where the Chief Officer grades come in and this would allow many of our working class members to stand and represent their communities and trade unions.

FULHAM 1 BRANCH

London Region

255. COUNCILLORS & TRADE UNION MEMBERSHIP

This Conference believes it is imperative that all Labour Party Members who seek selection to become a Councillor must have been a Trade Union member for a minimum of 12 months prior to application.

Whilst it is a pre-requisite of the selection process that all candidates seeking selection

through their CLP must be a member of a Trade Union, there are selections that have taken place where it has transpired that the successful candidates are not and never have been a member of a Trade Union.

It is enough for a person to verbally assure the selection panel that they are a member of a Trade Union.

Therefore Conference demands that all candidates standing for selection are asked to prove their trade union membership, and if the candidates refuse, then the LCF (Local Campaign Forum) should examine their suitability to be a candidate and take the appropriate action.

HOUNSLOW BRANCH

London Region

256. LP AFFILIATIONS

This Conference believes that the LP affiliations by branches must represent a genuine link between the branches and the CLPs.

Conference instructs the CEC

- a) to establish and publish a policy/bye law regulating how the CEC delegate appointments are made. This policy is to include the approval of the branches of the nominated delegates.
- b) that the branch affiliations are to be made on the authority of branch meetings and the CLP must be informed of the contact details of the Branch Secretary.
- c) that branches mandate delegates and that delegates are accountable to their branch mandates and act in line with GMB policy.

LONDON CENTRAL GENERAL BRANCH

London Region

257. MEMBERSHIP QUALIFYING PERIOD

This Conference welcomes the increased participation in organising and taking part in the political agenda within the regions, and the amount of political activity generated by our members in supporting the Labour Party.

However, many people who wish to stand as candidates are coming forward to demand assistance from regions who have only just joined the trade union. It's clear that the benefit

of belonging to a trade union is to gain support and to have help with resources, but we must ensure that the loyalty to the GMB and Trade Union Movement is not used to simply get someone elected or supported as a candidate, when their membership is less than a year old.

The Labour Party have a rule that to stand as a candidate the party member must have 12 months membership of the party. This is a sensible proposal and rule as it stops the bag carriers and parachutists from only joining the GMB to gain support.

We invest a great deal of time and effort in organising and training potential candidates for standing for office either as a Councillor or PLP candidate, therefore it's right and proper that this investment is not abused.

Conference therefore demands that any member standing as a political candidate in any election must have at least 12 months trade union membership of the GMB, and that this is to be recorded in any application to stand for office.

BARKING & DAGENHAM LGO BRANCH

London Region

258. LABOUR PARTY REPRESENTATION

This Conference notes that the Trade Union Movement was and remains the backbone of the Labour Party as its founders. Over the years many seem to have forgotten how the Labour Party was formed. It was formed to give working people representation in Parliament.

Conference also notes that many of our members work within the Labour Party and are members of the Labour Party Staff Branch in London Region. In line with the law, the Labour Party recognises the Trade Unions namely the GMB for full representation of its staff. However, the Labour Party refuses to allow recognition of thousands of our lay members who are simply members, elected as Councillors, and/or Parliamentary candidates.

The Labour Party rulebook only allows a "silent witness" who can only sit and observe at meetings where these same lay members are disciplined, investigated at national and/or local level through the CLPs and/or the National Constitution Committee.

Representation is one of the main reasons members join the Trade Unions, and we must

ensure that the Labour Party now gives the GMB members their full rights as long as the individuals are members. After all, the rulebook now stipulates that Councillors and MPs must join a Trade Union, but then the Party refuses them basic rights that we would demand from any employer.

The Labour Party rules need to give our members full rights of a Trade Unionist, by giving all Trade Union members the right to representation no matter what their status or organisation.

BARKING BRANCH

London Region

POLITICAL LABOUR PARTY CONSTITUTIONAL ISSUES

260. CLAUSE 4

This Congress asks the Labour Party to reintroduce the true meaning of clause 4 in its Constitution as originally written

To secure for the workers by hand or by brain the full fruits of their industry and the most equitable distribution thereof that may be possible upon the basis of the common ownership of the means of production, distribution and exchange and the best obtainable system of popular administration and control of each industry or service, particularly with regard to the Rail, Gas, Water and Electricity Industries.

AVON & WESSEX BRANCH

Wales & South West Region

261. RIGHTS OF TRANSGENDER WOMEN

This congress asks the Labour Party to allow Trans women (men transitioned to women) on to all women short list.

Denying these women this right on the grounds they were born men means the Labour Party must allow Trans men (women transitioned to men) on to all women shortlist as they were born women.

AVON & WESSEX BRANCH

Wales & South West Region

262. TRANSPHOBIC ABUSE IN THE LABOUR PARTY

This Conference notes the Government's manifesto commitment to review the Gender Recognition Act 2004 has resulted in an unsurprising group of Labour Party members joining the right-wing media's transphobic abuse against the Trans Community, in particular Trans women and non-binary people.

This group of Labour Party members set up a crowd funding campaign, gathering over £10,000 in funds, to take a legal action against the Labour Party for its policy of Transwomen being eligible for all women shortlists. The basis of their legal action being that it is a breach of the Equality Act 2010 by playing one protected characteristics off against another.

Due to GMB's affiliation to the Labour Party both at National and CLP level, this rising tide of transphobia within the Labour Party, which stands for equality in all, is very worrying.

We therefore call upon Conference to:-

1. Publicly condemn the rise of transphobic hate within the Labour Party, making statements at a National Level.
2. Ensure that a clear message of solidarity is sent to the Trans community.
3. Call upon GMB Labour Link to engage in dialogue with the Labour Party to express its concern about this campaign.
4. Ensure that the TUC is vocal on this issue and shows leadership.
5. Work with the NEC and its GMB endorsed MPs to ensure the Labour Party rules are amended to make transphobic abuse grounds for expulsion.
6. Send a clear message that Trans Exclusionary Radical Feminists (TERF's) are not representative of GMB policy or the values of equality through inclusion and justice that we stand for.

EALING BRANCH

London Region

263. LABOUR PARTY DEMOCRACY – YOUNG MEMBERS

This Congress notes the advances made by the Labour Party in the general election in 2018 in gaining the enthusiastic support of so many young people.

This Congress believes that it is vital that the voice of young people is heard in the party, and in particular that the voice of young trade unionists is adequately represented.

This Congress resolves to promote and support appropriate rule changes in the Labour Party which lead to increased representation for young trade unionists.

This Congress believes that it is necessary to maintain effective balance on the Labour Party's NEC between various stakeholders, and that providing such necessary balance can be maintained, this Congress resolves to support there being two young members on the Labour Party's NEC, one of whom is elected by the affiliated trade unions.

W15 WILTSHIRE AND SWINDON

Southern Region

264. LABOUR PARTY DEMOCRACY – BAME LABOUR

This Congress notes that the Labour Party has historically been the strongest and most progressive voice in politics for advocating the interests of BAME communities.

This Congress notes that the proportion of employees who were trade union members was highest in Black or Black British ethnic groups at around 30% in 2014. Therefore it is of vital importance that BAME trade unionists have a significant voice in the Labour Party.

This Congress notes that the organisation, BAME Labour, has experienced falling membership for a number of years. This Congress therefore believes that there is an opportunity for BAME Labour to be reinvigorated to better fulfill its purpose.

This Congress believes that BAME Labour should have the explicit purpose of strengthening the BAME voice within the party, and challenging and eradicating institutional racism.

This Congress resolves to promote the necessary changes to allow all Labour Party members who self-identify as BAME to be automatically considered members of BAME Labour;

This Congress resolves to promote the necessary changes to ensure that the representative of BAME Labour on the Labour Party NEC should be elected by One Member One Vote by members of BAME Labour.

This Congress resolves to promote the necessary changes to improve the representation of BAME trade unionists within the Labour Party, including seats for BAME trade unionists on Regional Boards, and provided that the balance between stakeholders on the NEC can be maintained, an additional representative of BAME Labour on the NEC elected by the affiliated trade unions.

W15 WILTSHIRE AND SWINDON

Southern Region

265. LABOUR PARTY DEMOCRACY REVIEW

This Congress believes that Labour is most electable when it speaks to the concerns of working people and their families, and that the role of GMB, and other unions, is critical in expressing and representing within the Labour Party the views and interests of organised labour.

This Congress believes that GMB, and other unions, also play a vital role in focusing on the stability and electability of the Labour Party.

This Congress notes that the Labour Party Democracy Review is addressing the composition of the NEC as well as other Labour Party institutions.

This Congress believes that GMB should keep an open mind to specific suggestions that come from the Democracy Review, but that GMB should in general be seeking to strengthen the voice of trade unions in all Labour Party institutions and structures.

This Congress resolves to support in principle, the objective of parity between elected member representatives and trade unions on all internal Labour Party institutions: including the National Executive Committee, Conference, Regional Boards, Local Campaign Forums, and the National Policy Forum; and in the Labour Party structures in Wales and Scotland.

This Congress resolves to support measures to increase the representation of BAME people, women, and young people by including trade unionists from those specific demographics in key party structures.

W15 WILTSHIRE AND SWINDON
Southern Region

266. LABOUR PARTY DEMOCRACY - WALES AND SCOTLAND NEC REPS

This Congress believes that it is vital that the voice of the Welsh and Scottish nations have adequate representation in the Labour Party.

This Congress notes that currently there is one position on the Labour Party's NEC for the Scottish frontbench, and one position for the Welsh front bench.

This Congress believes that there should be two members on the Labour Party's NEC from Wales, one of whom is elected by the affiliated trade unions.

This Congress believes that there should be two members on the Labour Party's NEC from Scotland, one of whom is elected by the affiliated trade unions.

This Congress resolves to promote and support appropriate rule changes in the Labour Party which lead to increased representation for trade unionists from Wales and Scotland.

W15 WILTSHIRE AND SWINDON
Southern Region

POLITICAL DEMOCRACY & CONSTITUTIONAL REFORM

270. DEMOCRACY AND VOTING - CURRENT POLICY

This Conference, our proud nation boasts a parliament which has been the envy of, and a model for, many other democracies around the world. Despite this proud heritage, political apathy is rife within our communities and thousands of British citizens feel unwilling or unable to take part in the democratic process—a process for which people fought and died.

Congress notes that our 2017 National Policy Guide states that a call in 2009, to introduce compulsory voting at local, general and European elections for all over 18, was referred, with advice that if this motion was placed before Congress, the recommendation would be to oppose it. Congress, in the 8 years since that 2009 call, political engagement has increased slightly, but there is still a huge mountain to climb in order to make our democracy truly reflective. I submit that there should be a full and frank discussion regarding this aspect of current GMB policy.

Having these discussions, I believe, would lead to fruitful policy suggestions that would help increase voter engagement and give our county the working democracy our members and our citizens deserve.

GMB ORGANISING BRANCH
Yorkshire & North Derbyshire Region

POLITICAL IMMIGRATION & MIGRATION

271. BRITISH IMMIGRATION DETENTION CENTRE

This Conference notes that the conditions and the treatment of individuals detained at both Brook house and Tinsley House Immigration centres is both inhuman and deplorably. There are a significant amount of detainees in detention with serious mental health illnesses.

Conference notes that Brook house which is built to the same standards as a category B prison is designed to hold detainees for no more than 72 hours, however the average time detainees are spending there is between three months and 12 months, with some being found to have been detained for over two years.

Conference is asking the NEF put forward a report to the CEC to look at creating and implementing a national campaign to ensure immigrants and all detainees are treated with respect and to lobby for an immediate internal review of the inhuman centres based within our airports.

WELSH WATER BRANCH
Wales & South West Region

272. RIGHTS OF ASYLUM SEEKERS C19

This Conference notes that:

- We are now witnessing the highest levels of displacement on record. An unprecedented 65.6 million people around the world have been uprooted from their homes by war and environmental catastrophes. Among them are nearly 22.5 million refugees, over half of whom are under the age of 18.
- 80% of the refugees remain within their country of origin or in neighbouring ones
- Those refugees who reach Britain usually find themselves in dire circumstances. It often takes many years for asylum seekers to be accepted by the system as refugees. They have to go through different screening and interviews for their cases to be heard. Most of these have inadequate language translators and lack of opportunities for the individuals to explain their cases.
- They are also denied the right to work and are forced to live on a bare minimum of £5 per day to pay for their basics such as clothing, food, drinks, transport. Most asylum seekers are living in poverty and experience poor health and hunger. Many families are not able to pay for their basic needs.
- Thousands of children seeking asylum in the UK are being denied access to education, according to organisations who work with refugees. There is no legal requirement for local authorities to provide education for children waiting for dispersal from initial accommodation by the Home Office.
- Adult education facilities are restricted to certain fields only.
- No advice is given on what health care maybe available and the lack of such of information means that some asylum seekers are made to pay for treatment.
- The UK is the only country in Europe that does not have a limit on the length of time that someone can be detained. There are individuals in detention centres who have been detained for years that are still not given the results of their case.
- In the UK, asylum seekers are encouraged to work within the detention centre for £1 an hour yet they are not allowed to work when they are outside and are forced to look for alternative

ways to earn some money to live on. This makes them vulnerable to be exploited by bosses who employ them illegally on slave wages, some on as little as £3 per hour.

- The vast majority of these exploited workers are outside of the organised trade unions movement.
- Until a decision is made the lives of asylum seekers are left in a limbo.

Conference notes that:

- The Refugee Rights campaign was set up by refugee who have decided to come together to organise, campaign and fight for their rights.
- This campaign has participated in national demonstration including the ones on UN International Anti-Racism day, United for Education demo, May Day demo as well as numerous protest including for the closure of Yarl's Wood detention centre
- Refugee Rights organises free law clinic with legal representation and provides free advice and access to information.
- Refugee Rights campaign calls for:
 - The right to work
 - Access to education
 - The closure of detention centres
 - £10 an hour now
 - An NHS free for all
 - Language and adequate medical help – including mental health facilities –for asylum seekers and refugees
 - The right to join a trade union

Conference:

- Demands that asylum seekers must not be treated as criminals or unlawfully held in detention centres. Their fundamental human rights need to be defended.
- Supports the demand to allow the right to work for all asylum seekers/refugees.
- Agrees to affiliate to the Refugee Rights campaign
- Calls on all GMB branches to also affiliate to Refugee Rights

CARDIFF & DISTRICT BRANCH
Wales & South West Region

273. REFUGEE RIGHTS CAMPAIGN FOR ASYLUM SEEKERS RIGHT TO WORK C19

Congress we are now witnessing the highest levels of displacement on record. An unprecedented 65.6 million people around the world have been uprooted from their homes by war and environmental catastrophes. Among them are nearly 22.5 million refugees over half of whom are under the age of 18.

80% of the refugees remain with their country of origin or in neighbouring ones.

Those refugees who reach Britain usually find themselves in dire circumstances. It often takes many years for asylum seekers to be accepted by the system as refugees. They have to go through different screenings and interviews for their cases to be heard. Most of them have inadequate language translators and lack of opportunities for the individuals to explain their cases.

They have also been denied the right to work and are forced to live on a bare minimum of £5 per day to pay for their basics such as clothing, food, drink and transport. Most asylum seekers are living in poverty and experience poor health and hunger. Many families are not able to pay for their basic needs.

Thousands of children seeking asylum in the UK are being denied access to education, according to organisations who work with refugees. There is no legal requirement for local authorities to provide education for children waiting for dispersal from initial accommodation by the Home Office.

Adult education facilities are restricted to certain fields only.

No advice is given on what healthcare may be available and the lack of such information means that some asylum seekers are made to pay for treatment.

The UK is the only country in Europe that does not have a limit on the length of time that someone can be detained. There are individuals in detention centres who have been detained for years that are still not given the results of their case.

In the UK asylum seekers are encouraged to work within the detention centre for £1 an hour yet they are not allowed to work when they are outside and are forced to look for alternative

ways to earn some money to live on. This makes them vulnerable to being exploited by bosses who employ them illegally on slave wages, some on as little as £3 per hour.

The vast majority of these super-exploited workers are outside of the organised trade union movement.

Until a decision is made the lives of asylum seekers are left in limbo.

Congress demands that asylum seekers must not be treated as criminals or held in detention centres. Their fundamental human rights must be defended. Congress we support the demand to allow the right to work and join a trade union for all asylum seekers and refugees. Furthermore, agree to affiliate to the Refugee Rights Campaign including financial support.

GMB ORGANISING BRANCH

Yorkshire & North Derbyshire Region

274. PROTECTION FOR MIGRANT WORKERS IN THE UK

This Conference notes that people migrating to the United Kingdom for work often find themselves facing prejudice and discrimination. This has a devastating effect on migrant workers trying to fit into our community. However, the problem escalates when migrant workers experience discrimination at work.

All migrant workers (no matter what UK residential status) should be able to work without discrimination and abuse, especially as they are more vulnerable to exploitation by unscrupulous employers. We must find a way to protect them against discrimination in the workplace and ensure our migrant worker colleagues know their rights.

We call on National GMB to initiate campaigns to highlight migrant workers' rights and the consequences that discrimination against migrant workers can have.

HENDON BRANCH

London Region

275. UK BORDER FORCE

This Conference considers that controls are essential to prevent those that would cause harm from entering the UK and to maintain broad support for a fair migration system across the electorate.

Conference deplores and vows to oppose the persistent demonization of the people, who may be GMB members, doing jobs in the law enforcement aspects of UK Border Force under legislation passed by Parliament, particularly those employed in the detention centres.

Conference does not condone unlawful treatment of detainees and wants detainees to be treated with humanity and dignity by all those in the law enforcement aspects of UK Border Force under the law.

Conference pledges to defend our members employed in the law enforcement aspects of the UK Border Force.

Conference considers that the “No Borders” position by contrast is an anarchic and divisive approach which would encourage people smugglers and traffickers and lead to the exploitation of migrant workers and a loss of support for a fair migration system across the electorate.

Conference does not support the “No Borders” position of those in parts of the Labour Movement.

Conference considers that controls are an essential part of GMB’s on-going commitment to the international campaign for economic and social justice since it was founded in 1889.

Conference calls for an on-going commitment to secure and properly controlled borders and:

- To a managed migration system that meets the needs of the UK economy if there are genuine labour shortages while preventing the exploitation of migrant workers by unscrupulous employers and stops undercutting of workers in jobs in the UK;
- To a humanitarian asylum system under the law;
- To a system that enables further and higher education institutions in the UK to offer places to overseas students to the mutual benefit of the students and the UK; and;
- To combatting illegal migration, and people smugglers and traffickers who trade in offering false hopes.

GMB LONDON SECURITY BRANCH

London Region

POLITICAL RACISM & FASCISM

276. RACE PAY EQUALITY GAP

This Conference notes the gender pay gap exists in 2018 – from huge disparities in the pay of male and female BBC presenters to the shocking figures showing up to a 65% pay gap at one high street retailer, it is a reality. Often overlooked in media reports is the pay gap for BAME women. Little highlighted in the reporting of the BBC scandal, was the fact that one white male presenter was paid a salary equal to the total combined salary of all the BAME presenters put together.

The racial disparity in terms of pay gap is not addressed at any level be it in the gig economy, commercial, public, or manufacturing sector.

Multiple reports show that the gap between BAME and white workers exists, as well as an increased likelihood of BAME workers being in insecure jobs.

We call upon Conference to:

- * Consider producing toolkits for trade union activists to raise awareness of and to address this issue in the workplace, including information for employers on how to conduct race equality based pay audits.
- * Commission research to show the extent of the pay gap for BAME women across the economy, and campaign to close it.

EALING BRANCH

London Region

277. REPLACEMENT OF THE INDEPENDENT POLICE COMPLAINTS COMMISSION

This Conference calls on Congress to campaign for the disbanding of the Independent Police Complaints Commission which is institutionally racist and not fit for purpose.

In the aftermath of the 1987 inner city riots that erupted across England involving mainly young black people against police oppression, 1987 saw six deaths of black people whilst in police custody.

Thirty years on and the deaths of mainly black men have continually risen.

The number of black and ethnic minority people having died whilst in police custody or following police shootings is the highest in over a decade with eleven such deaths being reported.

The facts speak for themselves; you are seven times more likely to be stopped and searched, and nine times more likely to go to jail if you are from a black or ethnic minority background.

Any police brutality, harassment and intimidation of black and ethnic minority people must be stopped.

We therefore propose that the GMB push for a democratically elected police controlled Board which would direct police and hold them to account.

These Boards would be made up of representatives from local community groups, Trade Unions, and would properly reflect ethnic diversity.

Show Racism the Red Card!

BEVERLEY BRANCH

Midland & East Coast Region

278. LOVE MUSIC, HATE RACISM

This Conference recognises there has been a surge in reported racist abuse and hate crime across Britain following the EU referendum. Donald Trump's victory in the US Presidential election has left millions in fear for their future, following his comments about Muslims, women, migrants and black people. Across Europe far right and extremist groups such as the Front National in France, Austria's Freedom Party and the AfD in Germany have made recent electoral gains. A number of politicians along with the right-wing media continue to scapegoat refugees, migrants and the Muslim Community.

This Conference believes: The rise of racism and the far right must be challenged and confronted. Music has the potential to bring people from all different backgrounds together in unity and solidarity. Together we can create a social and cultural movement that can drive back racism, division, hate. The Notting Hill Carnival is a positive celebration of multi-culturalism, anti-racism and unity.

This Conference resolves to:

1. Continue to campaign against any form of racism and discrimination.

2. Support, in whatever way it can, Love Music Hate Racism and engage and promote local networks. Encourage branches to support and publicise Love Music Hate Racism events, campaigns and projects,

EALING BRANCH

London Region

281. STAND UP TO RACISM - AFFILIATION

This Conference notes the increasing rise in far right activity and also acknowledges the role of the GMB, mainly through GMB Race, in combating this activity.

Stand Up to Racism is one of the most organised groups in fighting the far right and Conference agrees it should do everything within reasonable steps to support this group.

This motions calls for:

- Continued mobilisation to fight far right activity wherever possible
- That the GMB affiliates to Stand Up to Racism with immediate effect
- Materials to be produced to help activists fight the far right
- GMB to highlight SUTR events around the country encouraging maximum support.

GMB CWU STAFF BRANCH

London Region

282. HATE CRIMES

This Conference, we acknowledge the fantastic work done by the GMB in condemning all forms of hate crimes. We call on the GMB to further promote training, education as well as encouraging reporting of all such crimes with our partners and affiliates. Training and education will reinforce why this behaviour is unacceptable and cannot be tolerated in any civilised society.

Yorkshire & North Derbyshire Region have entered into a partnership with Tell Mamma and this collaboration uses expertise within Tell Mamma to direct campaigns and literature where it is most effective. We call on Congress to develop this partnership nationally to ensure that hate crimes in all forms are eradicated.

GMB ORGANISING BRANCH

Yorkshire & North Derbyshire Region

283. RISE IN ISLAMOPHOBIA

This Conference notes the events in London, Manchester and the subsequent spike in hate crimes against Muslims, or people perceived to be Muslim. This Conference condemns the attacks in London (Westminster Bridge, London Bridge and Finsbury Park and Manchester O2 Arena.

GMB Race is committed to fighting the far-right and the messages of hate that their actions seek to instil. The far-right is a cancer on society and GMB Race is proud of its record in standing up to groups such as the BNP, EDL, Britain First, Peguida UK and their ilk. This motion recognises the need for greater involvement of grass roots members as we tackle these perpetrators of hate and intolerance. The GMB is open to innovative campaigns for these purposes. Our message must always be that of hope overcoming hate and unity over division.

This Conference agrees that GMB Race will take a lead in devising an updated strategy to ensure that GMB remains at the forefront of fighting the far-right.

We call upon Conference to:

Ensure one of the priorities of the GMB shall be that a report shall be commissioned by GMB Race along these lines, the key objectives will be:

- *1. Pressurising the authorities to take a much firmer stance against far-right groups,
- *2. Greater engagement of grass-roots membership in these campaigns.
- *3. Engagement with likeminded groups so we can collectively drive a strategy that will be fit for purpose.
- *4. To convene a GMB Race Summit in conjunction with London Region.

This list is not exhaustive. A GMB Race Report shall be placed before the National Equality Forum which contains recommendations as to how to move forward.

EALING BRANCH

London Region

284. COMBATTING FAR RIGHT EXTREMISM

This conference is aware of the rise in far right organisations such as the Britain First and the Football Lads Alliance. Extremism divides are

communities and leads to an increase in hatred and racist attacks. Brexit has exacerbated these issues.

In order to combat extremism, we feel that dedicated training for activists could make a big difference in the workplace. The GMB is already supportive of Hope Not Hate, and this organisation offers superb training called 'Difficult Conversations', aimed at helping activists to discuss hatred and to change minds from a position of understanding without becoming negatively involved in polarised arguments. This conference recognises the benefits of negotiating skills and believes that all of our activists could benefit from this training on many levels. We ask that either all Regions either invite Hope Not Hate to run this training, ideally annually, for activists and Officers, or that our own Education departments incorporate the content into a 1 day training course, mandatory for all activists.

S71 EAST BERKS

Southern Region

285. MORE VISIBILITY AGAINST THE FAR RIGHT

This Conference welcomes the news concerning the recent terrorist related arrests of 6 members of the far-right group, National Action. Conference further notes the seeming disinterest from large parts of the media to cover this story, which is in complete contrast to any news reports concerning arrests of Muslims on similar related charges.

The global landscape has developed an organic climate ripe for the racists to spew their poisonous and bigoted rhetoric. Many Trade Unions have taken it upon themselves to actively support the anti-racism movement. It is more important now than ever before for the movement to stand up as one. It is time for the GMB to increase its continued support against the far right more visibly and vocally, together. The trade union movement has always been at the forefront on ensuring that race equality is always on the agenda and standing shoulder to shoulder against the far right both locally, nationally and globally.

The campaign shall be far reaching and must, as part of its objectives, seek to engage grass-roots union members and every part of the diverse BAME communities that we seek to serve.

We call upon Conference to:

1. Ensure a much stronger vocal and prominent visibility against the far right.
2. Be more proactive when the media reports may be regarded as biased on race issues.
3. Ensure that our solidarity is visible each and every time.

EALING BRANCH
London Region

SOCIAL POLICY GENERAL

286. TIGHTER REGULATION AND CONTROL OF ONLINE GAMBLING

This Conference is calling for GMB to lobby MP's and the Government to campaign for legislation to further regulate and control the fast rise in online gambling and its effect on gambling addiction.

A recent report by the Gambling Commission estimated that more than 2 million people in the UK are either problem gamblers or at risk of addiction. This represents an increase of a third in three years, suggesting that about 430,000 people suffer from a serious habit.

A15 ASDA BRANCH
Birmingham & West Midlands Region

287. RECOGNISING ALL ANIMALS AS SENTIENT BEINGS

This Conference recognises that the UK Government is tasked with adopting EU laws directly after March 2019. In November 2017 our MP's voted to dismiss animal sentience. Animal sentience became EU law in 2009 via the Lisbon Treaty.

Sentience, or a lack thereof, suggests that animals are incapable of feeling pain or emotion. We as a union need to recognise and have it part of our policy that animals are sentient beings. Not because science has conclusively proved this, but because we as a compassionate and intelligent species need to give another species the benefit of the doubt.

BRITISH GAS BRANCH
Wales & South West Region

288. NUISANCE CALLS

This Conference notes that nuisance calls have reached a new high.

These are calls, for example, that are saying, "sorry to hear that you have had a car accident".

These calls are a nuisance for most of use, and what we do is to listen and politely say no thanks, or you don't listen and just hang up.

But for some they can cause real distress. Calls that say, sorry to hear that you have had an accident and we would like to help, can send more vulnerable members of the public into a panic, thinking, for example, that one of their loved ones has been in an accident, the person answering the phone does not think for a minute that the person on the other end of the phone is someone from a company trying to sell them car insurance. This can happen to someone who answers the phone in any family who has health concerns and could cause more ill health for them.

It is known that some phone companies have a service for stopping the nuisance calls but we know they still get through.

It is these calls that give cause for concern that have to be looked at.

Conference calls on the GMB to lobby MP's and the government to look at the companies that are using scaremongering to try and get a sale, with no concern to whom they are speaking to.

SC-G95 GLASGOW NURSES BRANCH
GMB Scotland

289. SUPPORT FOR THE RAINBOW LACES CAMPAIGN

This Conference acknowledges the support given by many British sporting organisations to the Rainbow Laces campaign. This campaign aims to show solidarity with and bring awareness of issues affecting those who are LGBT, via the wearing of rainbow coloured laces. Conference, in particular, notes the support given by the main football organisations in this country.

However, despite its statutes being explicitly opposed to any form of discrimination, FIFA has awarded the 2018 and 2022 World Cup Final Tournaments to Russia and Qatar, respectively. In both countries, LGBT people are

suffering discrimination. For example, in Russia, vigilante executions of those identifying as LGBT are tolerated by the authorities, whilst in Qatar, homosexuality is illegal. Discrimination, oppression and persecution are unacceptable in any country, let alone ones entrusted with a major international sporting tournament.

Conference calls on the England team competing in the World Cup in Russia, to show solidarity with and highlight the plight of those suffering discrimination by the wearing of rainbow coloured laces in their matches. Conference also calls on the Home International teams, should any or all qualify for the World Cup Final Tournament in 2022, to wear rainbow coloured laces in Qatar. Further, Conference calls on the GMB to support the Rainbow Laces Campaign and asks branches and Regional Equality Forums to engage with professional and semi-professional sports clubs in their area, particularly but not exclusively football and both rugby codes, to ensure the campaign is carried on throughout the season rather than highlighted for just one match.

PARKGATE BRANCH

Yorkshire & North Derbyshire Region

290. SMALL PRINT

This conference calls on the CEC to make it law that the font size on food packaging, street signage, and contracts to be made large enough for everyone to be able to read. This continues to be a source of discrimination.

One should not have to squint or use a magnifying glass to access important vital information. It is a form of discrimination and we could use the might of the union to get the law changed in this regard.

ISLINGTON APEX BRANCH

London Region

292. FOOD BANKS

This Conference calls for individual branches and Regional Councils to make contact with their local Food Banks to invite speakers to future meetings on the plight of the poor and dispossessed.

W50 WELLINGTON BRANCH

Birmingham & West Midlands Region

293. FOODBANK SUPPORT

This Conference believes that the use of foodbanks shames this country and us as human beings. We call on the GMB to lobby Government to put in place legislation that would make all supermarkets donate food to foodbanks that is past its sell by date instead of disposing of it.

BASF CHEMICALS BRANCH

Yorkshire & North Derbyshire Region

294. RECYCLING IN THE UK

This Conference calls on all members, Union Officers and MPs to promote sustainable products as we did in the 40's, 50's and 60's.

Return to glass milk bottles, paper bags and mend broken items rather than throw them away.

The UK cannot carry on using and abusing the earth's resources.

If the UK returns to mending items rather than throwing them away or burying them then it will

BRAINTREE & BOCKING BRANCH

London Region

295. WATER POINTS OR FOUNTAINS SHOULD BE AVAILABLE IN PUBLIC PLACES AND SCHOOLS

This Conference calls for the provision of water points and water fountains in public places and schools.

Britain consumes 3bn litres of bottled water per year. Typically bottled water retails at up to 500 times more than the price of tap water. Plastic bottles require petroleum and water in their production. Only 35% of bottles made are recycled and most end up as landfill. The World Wide Fund for Nature (WWF) campaigns strongly suggest that bottled water is not only environmentally unfriendly but also a waste of consumers' money.

These are only a few of the surveys and statistics that show it is necessary for a change. 2017 saw campaigns for the end of the use of plastic drinking straws and coffee cups that are not easily recyclable. 2018 should see the beginning of a campaign against the single use water bottle. Making water freely and hygienically

available in public areas would go a long way to breaking our dependence on a bottled product that is freely available in every business and home in the country

BARKING & DAGENHAM LGO BRANCH

London Region

296. PETERLOO MASSACRE

This Conference calls upon the GMB to support the campaign for a permanent memorial to be created in Manchester to commemorate the Peterloo massacre which took place in Manchester on 16th August 1819.

This massacre of ordinary working people by government backed forces led eventually to the working class getting the vote and helped to lay the foundations of the trade union movement.

2019 marks the 200th anniversary of this barbaric attack by armed yeomanry on unarmed and peaceful men, women and children causing the death of 18 people and injuries to 700 more.

It is time that a memorial was created to mark this pivotal event in working class history.

M15 BRANCH

North West & Irish Region

SOCIAL POLICY JUSTICE

297. HILLSBOROUGH LAW

This Conference calls on Congress to continue the 27 year fight in seeking justice for the families of those who died in the Hillsborough Disaster and to ensure the abhorrent way in which families and communities have been treated in recent years never happens again.

After the conclusion of the second Hillsborough inquests in April 2016, the families called for a lasting legacy to prevent other families having to go through what they had suffered over more than 27 years. The Public Authority Accountability Bill codifies duties of candour on public authorities and officials and private entities that are public-facing, such as owners of sports stadia, shopping malls or social housing. If enacted, the law would require that officials would have to come clean about wrongdoing and failures and cooperate proactively with

investigations, inquiries and inquests. The draft law provides victims and their families with a legal 'toolbox' to enforce such transparency and new criminal offences would apply to senior managers who wilfully failed to comply or covered up institutional and individual failures. The law requires institutions to have ethical policies and it would empower ordinary officials to require their organisations and managers to be transparent. The second part of the Bill provides for parity of provision for victims with the public authorities involved in inquests and inquiries.

The bereaved families of the Birmingham Pub bombings, the victims of the Blood Contamination scandal and the Child Abuse inquiry are all examples of where official failures have arisen and may have been covered up. The recent appalling tragedy at Grenfell once again highlights the urgent need for a candour law to ensure truth and justice prevail over institutional defensiveness and the culture of denial which has been shown to pervade various disasters and scandals.

This motion asks that Congress support the bill and pressure MPs across all parties to bring this into law without further delay.

K28 BRANCH

North West & Irish Region

298. WOMEN IN PRISON

This Conference notes that the Ministry of Justice Report revealed statistics in December 2017, following a written parliamentary answer to questions asked by the Labour Party. The disclosure in an article in the Independent on the 27th December 2017, revealed figures for prisoners jailed for less than three months.

The statistics show that 1 in 4 women and 1 in 6 men were jailed in 2016 for under a month. It was also noted that the overwhelming majority of women jailed have committed a non-violent offence and half are in prison for that.

Each prison place costs £47000 a year.

It is a known fact that a few weeks in prison is enough to lose your home, children, job and cause harm to mental health. Because women are often the primary carers, when a mother is sent to prison in 9 out of 10 cases, her children will either be placed in the care system or placed with relatives.

Women in Prison say that it is possible to halve the female prison population from around 4,000 to 2,000 but “we must act now”. This is the aim of its 2020 Ambition Campaign to reduce the women in prison population to no more than 2,000 by 2020.

We call upon Congress:

1. To work with Labour MPs on this issue
2. To support Women in Prison 2020 Ambition campaign by raising awareness whichever way it can.

EALING BRANCH

London Region

299. INVESTIGATORY POWERS ACT C21

This Conference notes:

1. The GMB campaign against blacklisting; the compilation of records of union and civic society activists of individuals and their use in employment processes.
2. The increased use of employers in the use of government databases e.g. the Criminal Records Bureau as part of employment processes.
3. The exposure by Edward Snowden of the illegal mass surveillance of the US NSA and their 5 eyes, including GCHQ in intercepting private telecommunications traffic.
4. The passage by the Conservative Government of the Investigatory Powers Act also known as the snoopers charter which:
 - a. Extends the intelligence services right to intercept electronic and internet traffic
 - b. Retains “economic security” of the nation as a reason for intelligence and police activities
 - c. Legalises mass surveillance
 - d. Allows access to these records on the basis of police or senior manager warrants

Conference believes:

1. The Investigatory Powers Act contravenes the European Convention on Human Rights, specifically Article 8, the right to privacy.
2. The Investigatory Powers Act has been declared in contravention of the EU Charter

of Fundamental Rights Charter

3. The Investigatory Powers Act will be used against trade unions and their right to organise.

Conference resolves:

1. To continue the campaign against private sector blacklisting
2. Seek support from the TUC to oppose the legislation of mass surveillance
3. Support legal challenges to the laws where GMB has standing

LONDON CENTRAL GENERAL BRANCH

London Region

300. THE “SNOOPERS” CHARTER – DO YOU KNOW WHAT IT IS? C21

This Conference calls upon the GMB to raise awareness of this charter, and what it means to our members and their families.

HULL PAINT & ENGINEERING BRANCH

Midland & East Coast Region

301. THE ABORTION ACT

This Conference calls upon the GMB to add the strength of its voice to the voice of the Women’s Equality party – to join our voice to the millions of women who are petitioning Amber Rudd, the Home Secretary, to get rid of this outdated and patronizing law.

In 1967 the Abortion Act was passed. Yet here we are, 50 years on, and women in England, Scotland and Wales still have to seek the permission of two doctors to access abortion – a requirement not applied to any other medical procedure.

It is within our Government’s power to make a change to this outdated legislation.

M15 BRANCH

North West & Irish Region

302. PARENTAL EQUALITY

This congress is concerned that suicide is the biggest killer of men under 45 in the UK and recognises that the epidemic of Fatherlessness is a significant contributing factor to male suicide and male mental health problems.

This congress is concerned that more than 1 in 3 children never see their father again after their parents separate and that there are over 3 million children in the UK right now that are living in fatherless homes.

This congress believes that this is an injustice of epidemic proportions and is one of the largest inequalities in our society today that is being allowed to go on largely unnoticed and unchallenged, whilst causing endless misery to our children, our colleagues, and our country's parents.

This congress urges the GMB to be a leading voice for the voiceless, and proposes that we lobby our politicians and our government to protect our children and to change the law so that children and parents are given the protected right to see each other.

This congress urges the GMB to establish a working group to campaign nationally on this matter by:

- Working in partnership with the TUC, other Trade unions and organisations that are desperately trying to overhaul our archaic family courts.
- Lobbying the government, and the Labour party in achieving an end to this barbaric and gross inequality within our society.

S69 SECAMB BRANCH

Southern Region

303. DECRIMINALISATION OF SEX WORKERS

This Conference notes that austerity measures since 2010 have led to an increase in the number of people working in the sex industry and is concerned by examples such as Doncaster, where on-street prostitution has risen by 60 per cent, an increase primarily attributed to the impact of benefit sanctions.

Congress recognises that many people would not choose to work in the sex industry and that they do so because of economic necessity rather than criminal coercion. It further asserts that 74 per cent of off-street prostitutes work in the sex industry to pay household expenses and support their families. Conference regrets that current UK legislation forces sex workers to work alone, leaving workers vulnerable to crime and

the threat of losing access to their families.

Conference believes sex workers should have the same rights as those in other industries. We acknowledges the 2016 Home Affairs Select Committee report which recommended that sex work in the UK should be decriminalised and Amnesty International's decision to adopt the same policy.

Conference further supports the New Zealand model of full de-criminalisation which would give sex workers protections as workers in law. Conference calls upon the GMB to adopt a policy in favour of full de-criminalisation and to campaign alongside appropriate organisations to achieve this.

HENGOED ENGINEERING BRANCH

Wales & South West Region

304. REDRESS OF P.P.I.

This Conference calls upon the CEC to lobby the Government to demand banks and credit card companies to pay compensation to their customers who have fraudulently been forced to have PPI instead of individuals having to claim. This conference calls on all relevant parties responsible to make companies pay automatically before August 2019.

R35 JCB GENERAL BRANCH

Birmingham & West Midlands Region

305. CHILD SEX DOLLS OR ROBOTS

This Conference calls for the owning of a child sex doll or robot to be made illegal.

Since 2017 it has been illegal to import a child sex doll or robot into the United Kingdom. The law has not been tested further. At the moment it appears legal to own one and to use one.

Conference therefore calls upon the Union to campaign to make the selling, ownership and use of a child doll specifically for sex illegal.

BARKING & DAGENHAM LGO BRANCH

London Region

SOCIAL POLICY HARASSMENT & ABUSE

306. SEXUAL HARASSMENT

This Conference will campaign to make all sexual harassment offences, in public or at work, categorised as a criminal offence in its own right.

GMB MID LINCS BRANCH

Midland & East Coast Region

307. SEXISM IN SCHOOLS

This Conference needs to be aware and understand what creates sexism and expose the attitudes.

The attitudes which repeat the patterns of harmful experiences that women and girls face. We need to break the mould that perpetuate harassment and gender injustice. These effects are deeply harmful for girls, boys and school staff. As uncomfortable as it might be, we have to face up to the level of sexism and sexual harassment in society and what this means for school staff and pupils.

We have a duty and an opportunity to bring about historic shift, to stop schools being places where girls and boys learn that sexual harassment are routine, normal and accepted.

It would transform school life and society as a whole in all schools but requires a commitment to make it happen.

PLYMOUTH & DISTRICT BRANCH

Wales & South West Region

308. CHANGES TO EXISTING GMB POLICY - DOMESTIC VIOLENCE POLICY

Currently GMB emphasises the support it provides to those who experience domestic violence. However domestic violence is no longer classified as just physical abuse. It can also come in many other forms such as sexual, emotional and financial abuse.

Sexual abuse to include: Sexual harassment/pressure, forcing sex after physical assaults, sexually degrading language and rape.

Emotional abuse to include: Intimidation, withholding affection and constantly being insulted, including in front of others

Financial abuse to include: Totally controlling the family income, not allowing you to spend any money unless 'permitted' and making you account for every pound you spend.

The interpretation within our policy needs to be adjusted to reflect the up-to-date definition and contents of what constitutes as domestic violence. Many do not deem financial or emotional abuse as a detriment and assume that this too is just the norm. Therefore, highlighting and referring to these other forms within our policy and definition enables firm recognition, clarity and understanding for both those who are experiencing them and those who are handling a victim of these types of abuse.

L26 LB WANDSWORTH

Southern Region

309. FIGHTING CUTS TO DOMESTIC ABUSE SERVICES

This conference acknowledges that the experiences of women and girls on the spectrum of domestic abuse are particularly brutal. Very young women are increasingly becoming targets of abusive and violent behaviour and there are many reasons behind this development including a lack of education in schools about rape and domestic violence. This raises the stark possibility that the only education young men might get on sex and relationships comes from pornography and banter.

Research also shows that women and girls experiencing domestic violence are more likely to suffer the most severe injuries and that 46% of all female homicides were caused by a partner or ex-partner.

Conference recognises that men and members of the LGBT community are also victims of domestic abuse and they must also be treated with compassion, supported and services for all must be protected.

It is necessary to highlight the growing threat to domestic abuse services as refuges are being shut down. In south Yorkshire campaigner Louise Harrison has been victimised and sacked from her job for opposing cuts to domestic abuse services.

Having viable options to leave a violent relationship can be a life or death issue. Tory cuts to the benefits system means that women fleeing to refuges for safety are to be refused benefits and this will accelerate the closure of refuges. The failure to build social housing further compounds the problem and it means that men or women who need to leave a violent relationship are unable to do so.

This conference resolves to:

1. Lobby Labour Party MPs to demand that education on rape and domestic abuse is included in sex education in every school in the country.
2. Issue an urgent press release condemning cuts to refuges and domestic abuse services.
3. Write to all Labour party MPs and councillors who are backed by GMB and call for them to publicly condemn and oppose all cuts to domestic abuse services.
4. Support every GMB branch to have information on domestic abuse on every single union notice board
5. Support and if necessary fund GMB Branches to hold Workshops on domestic abuse so that our representatives are fully informed on the latest facts and research on domestic abuse to facilitate campaigning on this issue.
6. Support and affiliate to the Women's Lives Matter campaign in Doncaster.

W32 WIMBLEDON

Southern Region

311. PUBLIC SPACE PROTECTION ORDERS

This Conference notes the rise in harassments and intimidations by anti-abortionists at women's health clinics. One Council successfully obtained a Public Space Protection Order against the protestors who have been picketing outside the clinic. Evidence compiled by the British Pregnancy Advisory Service on behalf of Lambeth Council for example showed campaigners targeting women on 13 occasions from September 26 to October 30 2017.

We ask Conference to:

1. Work with and encourage GMB endorsed Councillors and MPs to introduce similar measures in their areas around the Women's clinics.

2. Continue to campaign on these issues by whatever means they are able to do so including lobbying for a review into the reports of intimidation and harassment at these clinics

EALING BRANCH

London Region

312. SEXUAL HARASSMENT IN THE WORKPLACE

Sexual abuse, sexual harassment and intimidation, including in the workplace, are acts of violence against women; a form of discrimination and a violation of human and fundamental rights. This congress recognises the courage of victims of sexual abuse and harassment who have come forward in recent months and years as well as those who remain anonymous.

Congress stresses that this issue is prevalent in all sectors of our society including within our own movement and in our parliaments. One in three women have experienced physical or sexual violence during their adult lives and up to 55 % of women in the EU have been sexually harassed.

32 % of all victims in the EU said the perpetrator was a superior, colleague or customer; and 75 % of women in professions requiring qualifications or top management jobs have been sexually harassed. Finally, 61 % of women employed in the service sector have been subjected to sexual harassment.

Congress strongly condemns all forms of sexual violence and physical or psychological harassment and violence, including online abuse, and underlines the alarming increase in harassment of women online, ranging from unwanted contact to threats of rape and death.

Congress calls on the government to show clear leadership and adopt a zero tolerance approach towards any form of harassment, provide support for victims and offer greater access to training to ensure that employees are respected and safe at work. Congress calls on the government to provide clear evidence of the delivery of these recommendations.

Congress calls for the movement's full engagement in active awareness-raising campaigns involving all members, including a special focus on those in the weakest positions, including those employed on insecure contracts, interns, younger workers and those in temporary jobs.

B59 BRUSSELS

Southern Region

313. INDEPENDENT GRIEVANCE PROCEDURES FOR ALL

This Conference notes that the Harvey Weinstein revelations blew the lid off an age old problem in which harassment had gone unreported in Westminster. The GMB welcome the steps being taken in both parliament and within the political parties to introduce truly independent complaints and grievance policies that will go some way to helping to better protect these employees from harassment. We applaud the Labour Party for appointing an independent external organisation for reporting complaints and to guide and support anyone affected by sexual harassment through the party's procedures.

Meanwhile as those who work in parliament may be able to finally have complaints dealt with in an independent and impartial manner, our members and workers outside parliament, across the country, have their complaints answered by the same company management that often condone, turn a blind eye to, and sometimes even encourage the very misdemeanours complained about. When our members have a grievance about how they are being treated by an employer they have to complain to that employer. They then have the matter investigated and judged by an officer of the employer who frequently have a contractual duty to protect the reputation of that company, and if they appeal, the case is then heard by another manager of the company being complained about who has an equal vested interest in protecting that company. These managers' hands are often tied and because of implications upon the company and are unable to be fair, independent or impartial.

The GMB call on all MP's to take legislative action to provide an appropriate mechanism that gives all workers the same rights as Westminster employees when it comes to how their grievances are handled. All workplace harassment complaints should be decided by an independent arbitrator and all workers should have a truly fair independently heard complaints process. This need for independence has rightly been recognised as urgent requirement for workers in the houses of parliament. Workplace harassment being ignored and covered up is not something new that is only confined to Westminster, therefore the issue must be addressed urgently as a national workplace concern.

B10 BANBURY NO.1 BRANCH
Birmingham & West Midlands Region

314. SECTION 40 EQUALITY ACT 2010

This Conference notes that in January 2018 the Fawcett Society produced the findings of its Sex Discrimination Law Review. This report is the first of its kind, set up to review the sex discrimination laws in the UK.

The report found:

- Violence against women and girls was endemic in the UK;
- Half of all women have experienced sexual harassment at work;
- 64% of women of all ages have experienced unwanted sexual harassment in public places;
- 1 in 5 women aged over 16 have experienced sexual assault;
- In some sexual offences cases a victim's sexual history evidence is being inappropriately used in Court.

Furthermore the report highlights that women remain consistently disadvantaged in the workplace.

Despite the historic equal pay gap wins by the Ford Dagenham women, the progress on the gender gap has stalled and significant changes are needed to close it.

The process for Equal Pay Claims at Employment Tribunals is complex, lengthy, and a maze to tackle. The process wears down a claimant affecting their mental health and wellbeing.

As it currently stands under the Equality Act 2010 Section 40, if an employee is harassed in the workplace by a third party like a client or customer, the employer does not need to do anything unless the harassment occurs more than once.

Sexual harassment in the workplace and harassment on the basis of a protected characteristic can be perpetrated by third parties. The Coalition Government, under the Enterprise and Regulatory Reform Act 2013, repealed section 40.

Sexual harassment can be challenging to prove but this Conference believes that with stronger legal protection, better access to justice and solidarity from GMB it is not unsurmountable.

We call upon Conference to:

1. Work with GMB endorsed MPs to ensure the reintroduction of Section 40 of the Equality

Act 2010 to guarantee workers protection from third party harassment, requiring only one previous incident of harassment for the employer to take action, and protection should extend to pregnancy, maternity, marriage and civil partnership status.

2. To lobby the Government for the above change to be brought into effect.

EALING BRANCH

London Region

315. THIRD PARTY SEXUAL HARASSMENT WITHIN THE SECURITY INDUSTRY

This Conference is aware that on 1 October 2013 the Government repealed Section 40 of the Equality Act 2010 which made employers liable in certain circumstances for acts of harassment of an employee carried out by a third party. Section 40 was an important provision that provided protection for employees against harassment by a third party, when employers' ought to have been reasonably aware of harassment.

Sexual harassment at work is a "chronic problem" for women and is causing lasting mental illness. When complaining, you are either told to "shut up and put up" or removed from site and dismissed through SOSR.

We need to protect women Security Officers and other women from harassment at work and tackle sexist and misogynistic culture and the Government must take serious action to address these concerns.

Conference, we hope you will agree that this should be a matter of deep concern and the GMB should force the Government to bring back Section 40 of the Equality Act that requires only one previous incident of third party harassment instead of the previous requirement of two or more occasions of harassment.

GMB LONDON SECURITY BRANCH

London Region

316. THIRD PARTY HARASSMENT PROVISION IN THE 2010 EQUALITY ACT

This Conference calls upon this Government to re-instate Section 40 of the above Act. This clause was to protect employees from unwanted harassment by making their employers responsible/liable for incidents enacted by customers/clients.

This was repealed in 2013 and has now exposed employees to the possibility of having no recourse, should this happen.

LEICESTERSHIRE 2000 BRANCH

Midland & East Coast Region

317. THIRD PARTY HARASSMENT

This Conference notes that unfortunately sexual harassment at work is still common. We saw it at its worst in January this year, when women employed to host a "men-only" Presidents Club Charity Dinner were subjected to groping, sexist dress codes and sexual harassment.

At present these women are legally unable to hold their employer to account. It is a sad indictment that in 2018, the centenary year of women getting the vote, the legal system is still failing women.

It was a Conservative Government in 2013 that removed the requirement in the Equality Act 2010 for businesses to take reasonable steps to prevent persistent harassment of their staff by third parties. Employees therefore are not protected from sexual harassment at work if they are harassed by a customer, client or contractor. It means that organisations can keep turning a blind eye to blatant sexual abuse without facing any consequences.

Research earlier this year found that 89% of workers in the hospitality industry had experienced one or more incidents of sexual harassment in their working life.

Conference believes that the law needs urgent reform, so that all women are better protected within the workplace. Conference asks GMB to highlight this injustice and call on the government to reinstate third party harassment laws within the Equality Act.

L17 LB LEWISHAM

Southern Region

318. SEXUAL HARASSMENT CASES

This Conference is alarmed by the high number of sexual harassment cases being reported following recent accounts in the media and campaigns such as #MeToo.

Section 40 of the Equality Act, introduced in 2010, protected employees from sexual harassment from third parties in the workplace but on 1

October 2013 the Government repealed this section of the Act, so employees are no longer protected from sexual harassment at work if they are harassed by a customer, client or contractor.

Their reasoning? The Government thought the existing provisions were a burden on employers which imposed additional liabilities which in these difficult economic times could have a detrimental effect on businesses.

Recent events which have been reported in the news have once again highlighted the importance of this section of the Act but how many more incidents of workers facing third party harassment go unnoticed.

We therefore urge GMB to lobby the Government to reinstate Section 40 of the Act to ensure that our members are protected from all forms of harassment.

S85 SANDWELL COMMUNITY BRANCH
Birmingham & West Midlands Region

SOCIAL POLICY NHS & HEALTH ISSUES

322. CLINICAL COMMISSIONING GROUPS (CCGs)

This Conference condemns the wide variation in commissioning by Clinical Commissioning Groups (CCGs) of end-of-life and palliative care services in England and calls on the GMB to lobby the Government to support the Access to Palliative Care Bill.

LONDON CENTRAL GENERAL BRANCH
London Region

325. 70TH ANNIVERSARY OF THE NHS

This Conference is aware that 2018 is the 70th Anniversary of the NHS.

This Conference mandates the GMB to lobby for the restoration of the duty of provision of universal healthcare to the Secretary of State for Health.

LONDON CENTRAL GENERAL BRANCH
London Region

327. NHS: OPPOSE '5 YEAR FORWARD VIEW'

This Conference calls on Congress to use all sections of the GMB and lobby the Labour party to actively oppose the government's '5 Year Forward View', including vehicles for implementing this known as Sustainability & Transformation Plans and the Accountable Care Organisations (which are unaccountable bodies) and their model of private-public partnerships being brought in as an undemocratic replacement of a single NHS.

P42 BRANCH
North West & Irish Region

328. MALE BREAST CANCER

This Conference calls for the GMB to support and campaign to raise the awareness profile of male breast cancer through the use of a national social media campaign.

Whilst male breast cancer is less common than female breast cancer, there are some similarities and whilst female breast cancer is supported by screening and awareness, there is little awareness of this in males.

All people whether male or female are born with some breast cells and tissue. Even though males do not produce milk-producing breasts, a man's breast cells and tissue can still develop cancer.

Breast cancer in men is usually detected as a hard lump underneath the nipple and areola. Men carry a higher mortality than women do, primarily because awareness among men is less and they are less likely to assume a lump is breast cancer, which can cause a delay in seeking treatment and around 390 men are diagnosed each year in the UK from this disease.

We call for increased awareness of this condition as the single biggest risk factor for male breast cancer is getting older. Most breast cancers are diagnosed in men between the ages of 60 and 70.

B23 BRANCH
North West & Irish Region

329. THE UNFAIRNESS OF FREE PRESCRIPTIONS

This Conference notes that many conditions such as diabetes insipidus, thyroid, hormone replacement, cancer and others are exempted from prescription charges. Others such as MS and many forms of heart disease are not.

Without treatment, shortening of life occurs with increased long term disability. Some people on low incomes can apply and get exemptions but why should patients suffer the inequality of applying for life changing diseases?

It is time this injustice and free prescriptions list is updated in line with today's world.

We call on all to support this and get equilibrium in our system for all who suffer permanent health issues.

This Conference calls on the CEC to lobby our Labour MPs to include this motion in the next Labour Manifesto.

GMB PROFESSIONAL DRIVERS BRANCH London Region

331. NATIONAL AFFILIATION TO 'HEALTH CAMPAIGNS TOGETHER'

This conference calls upon the Union, nationally and regionally, to affiliate to 'Health Campaigns Together' who work with and support Trade Unions and workers in the NHS including campaigns locally and nationally.

A number of Trade Unions including UNISON and Unite already nationally affiliate to this organisation.

B50 SUSSEX BRANCH Southern Region

332. HEALTH CAMPAIGNS TOGETHER AFFILIATION

This Conference notes the appalling crisis now gripping the entire NHS which is at a direct result of chronic underfunding by central government. We note that our NHS is now the lowest funded health service per head of population in any European country.

We also note with alarm the creeping privatisation of the NHS through the back door. For example the majority of contracts put out to tender for health service provision went to the private sector in 2017. The creation of bodies such as Sustainability and Transformation Plans, Accountable Care Organisations and Wholly Owned Companies are all further designed by the government to undermine NHS funding and create a bridge to the private sector. These plans will directly impact on our members wages and terms and conditions.

However as a trade union we recognise the huge contribution the BHS plays in our member's lives and that we have a vested interest in maintaining the viability and proper funding of the NHS. As such we recognise the important role played by Health Campaigns Together (HCT) in coordinating and organising the campaign to save our NHS. In particular their highly successful national demonstration in London which attracted 250,000 people and the similarly successful conference of over 400 delegates towards the end of the year.

Congress we must do all in our power to join and support the fight to save our NHS and agree the following.

1. To affiliate as a trade union to HCT and appoint an officer to liase with their organisation
2. To encourage all branches to support and make contact with local HCT affiliated campaign groups with a view to publicising their activities and events as well as to affiliate themselves as branches to HCT
3. To regularly order the HCT newspaper for circulation to members and branches which is produced once a quarter
4. To support where appropriate national events and activities called by HCT e.g the 70th anniversary demonstration on London on 7th July which we should fully endorse and offer financial and practical support to ensure its success
5. To use our influence through the APF to ensure the Labour Party commits to support the aims of HCT in securing proper funding for the NHS and to return the NHS to the public sector.

GMB ORGANISING BRANCH Yorkshire & North Derbyshire Region

SOCIAL POLICY

SOCIAL CARE

333. CRISIS IN CARE HOMES AND STAFFING RATIOS IN THE CARE SECTOR

This Conference will be aware of the crisis in care homes and the effect it has on NHS hospitals. A report by industry analysts shows that in the last decade, 929 care homes housing 31,201 pensioners have closed, at a time when the population is ageing rapidly. Research confirms care homes are going out of business at an ever-increasing rate, with 224 care homes closed between March 2016 and March 2017, this amounting to more than 2,000 beds.

The huge loss of care home beds over the last few years is a result of funding pressures piled onto local authorities which has resulted in a crisis in the care home market and is a major factor in the deepening NHS crisis. Cuts in council funding have resulted in care home providers, and those providing care at home to withdraw from the market because simply it is no longer profitable. This has also resulted in an ever-increasing number of elderly and vulnerable people to fend for themselves, and more likely to end up in hospital if they are lucky to get treated.

The result of this has seen hundreds, if not thousands, of patients stuck in ambulances outside hospitals and in corridors where hospitals are too full to take them in. The knock-on effect of this is an ever-increasing rise of delayed transfers where patients are held up in hospital waiting for safe care elsewhere.

We call on this conference to back this motion for the Government to provide a sustainable long-term funding solution for health and social care that reflects the 'real world' with the demands we will face in years to come, and a viable workforce strategy that will ensure all patients young and old get the rightful care they just deserve.

There are also concerns surrounding staff ratios in care homes, therefore, we would like to call on this Government to make all care home companies adhere to a staffing ratio that is based on residents needs not ratios. One which all companies should abide to, thus creating a level playing field.

RIPON & THIRSK BRANCH
Yorkshire & North Derbyshire Region

334. ELDERLY CARE HOMES DEFICIT

This Conference notes care homes in England and Scotland are tethering on the edge of financial meltdown, according to local authorities and care providers. Some care companies have highlighted an estimated £1bn bill for "extra" wages as a result of the UK Government's so-called National Living Wage.

About 400,000 older people are in care in England and Scotland, but crisis in the care sector would put additional costs on the NHS far beyond those incurred through flu outbreaks or winter pressures on hospitals.

We are increasingly in danger that the best homes will become a preserve of the rich as the numbers of funded for the less well-off are reduced.

Conference calls for GMB to seek clarification on these statistics from councils and government and to campaign to stop them blaming the care crisis on the care sector workers well-earned, and decidedly modest, wages.

SC-G89 GLASGOW NE-SW HEALTH SERVICE BRANCH
GMB Scotland

335. NHS & SOCIAL CARE

Conference notes the recent Cabinet reshuffle which places responsibilities of Health and Social Care under one Cabinet Minister. However, Conference deplores the spin implicit in this move which does not allow for resources to follow into that brief.

Conference notes the recent cross party and expert calls for a Commission on the Funding of the NHS and Social care and calls on this to be set up very urgently, before this Government allows the whole system to collapse for its own ideological reasons.

C11 CUMBRIA PUBLIC SERVICES BRANCH
Northern Region

336. MORE FINANCIAL SUPPORT FOR HOSPICES

This Conference is asked to look at the financial problems suffered by all hospices in our country. They have to rely on monies received from people who have to use every form possible to beg money in the form of craft shows, begging

letters, collection tins and charity shops.

Lots of people die in these hospices and take a lot of pressure off the NHS. Included in the list is GMB members and families. We want the Government to put money into their running of the establishments.

YORKSHIRE COPPER WORKS BRANCH Yorkshire & North Derbyshire Region

337. CARE IN THE COMMUNITY

This Congress deplores the way that social care and care in the community have come under funding strain over many years. Social Care is in a terrible and unsustainable state due to lack of funding and is light years off GMB policy of being funded out of taxation. Congress notes that Social Care is funded as a Cinderella service from local government funding and that funding is being cut, and the Government is forcing Councils to raise Council tax to obtain more resources. Congress notes that Social care is fractured as a service as neither Health nor Social Care are joined up and fully funded from taxation.

This Congress therefore calls for an urgent review of Care in the Community and its association with social care so that far from the Tories wanting a ridiculous policy of capping and a dementia tax, there is a full assessment of current and future needs.

Congress welcomes the Labour Party's approach to this policy and asks for the Labour Party to adopt this resolution in embedding its policy set for forming a Government.

D43 DURHAM COUNTY LA BRANCH Northern Region

338. RIGHTS OF CARERS

This Conference calls for a working group to be set up to examine the rights of carers and urges:

- Local Authorities to register all carers, adults and children;
- Local Authorities to ensure all carers receive their entitlement to an Assessment under law;
- Local Authorities to provide respite opportunities for carers; and
- Where people are paid by the Local Authority to care for another, the contract shall include;

training, support, paid holidays and access to pension contributions.

W50 WELLINGTON BRANCH Birmingham & West Midlands Region

SOCIAL POLICY **YOUNG PEOPLE**

339. YOUNG WORKERS UNDER A FUTURE BREXIT

This Conference notes the demands of all Trade Unions with the TUC for a "jobs first" Brexit and for membership of both the single market (SM), the Customs Union (CU) on leaving the European Union (EU). Concerns are expressed by all Trade Unions, (TUs) for all workers' rights to be protected.

Conference deeply notes the Conservative Party's desire to reduce workers' rights, lower standards in health and safety, environmental protections in exchange for "free trade" deals. A hard Brexit will affect all workers particularly the young in all sectors, Food Processing, Packaging, Agriculture/Horticulture, Care Homes etc.

Conference calls for not only new employment rights to go into any workplace, ensure the low wages are covered by collective agreement and to make 2018 the year of the Young Worker in both retention, recruitment and motivating current and future GMB members with calls to the TUC to undertake the same.

EAST DEREHAM BRANCH London Region

340. WHEN AGE REALLY IS A NUMBER

This Conference is aware that young people throughout the UK are being subjected to age discrimination and monetary abuse on a daily basis, at the hands of those disguised as car insurance companies and agents.

On average, young people between the ages of 17 and 25 face a cost of anything from £2000 to £4000 per annum to drive a standard 1000cc car on the UK's roads. Along with this high cost, many are often bound by the constraints of a 'black box' to monitor driving skills, with the possible hope of reduction in cost the next time that their insurance premium is due for renewal. The

use of a black box also comes with a warning that driving curfew times may be in place, and suggests that individuals will be penalised if they are, for example, night shift workers.

Last year saw a 20% drop in taking driving lessons within the under 25 age group. The blame for this was apportioned to the cost of the lessons. However, research suggests that many young people stated that they could not afford the cost of insurance premiums if and when they had passed the two-part test.

On average car insurance in the UK rose by 8% across all age groups last year, so current promises by the insurance companies of lower premiums for our young people seems unlikely to be achieved, despite the restraints that are placed upon them, yet our European cousins are assessed and charged on the make and model of a specific car, and not on their age group. Charges for age, it would seem, is only attributed to the young people in the UK.

We therefore call upon the GMB to lobby the TUC on this issue, with a view to highlighting this increasing problem faced by young people in the UK, and to look at the possibility of offering an affordable solution led by Unions.

LINCOLN TEC GENERAL & APEX BRANCH
Midland & East Coast Region

SOCIAL POLICY EDUCATION & TRAINING

342. RENATIONALISATION OF SCHOOLS AND COLLEGES

This Conference calls on the National Officer of Public Services, and the CEC, to lobby the next Labour government, and this Tory government, to bring all schools and colleges back under the control of local authorities. This will allow the GMB to negotiate with one local authority, deal with one funding budget and bring back national terms and conditions for the appropriate book/books that refer to different staff group terms and conditions rather than thousands of different school and college employers as we have now.

P42 BRANCH
North West & Irish Region

343. LOCAL AUTHORITIES TO BRING BACK SCHOOLS FROM ACADEMIES WHICH HAVE FAILED

This Conference believes that Academies which have failed due to financial irregularities should be brought back into Local Authority. Each day more and more stories emerge in the media about financial irregularities in some academies. Therefore it should be the policy of the GMB to call for Local Authorities to bring back schools from Academies and or multi-Academy Trusts which have failed.

L09 LB LAMBETH BRANCH
Southern Region

344. ZOMBIE SCHOOLS

This Conference, currently as this motion is being written there are over 60 "Zombie" schools in this country. A Zombie School is a school that its Academy chain has abandoned usually due to poor mismanagement or financial difficulties. Over 40,000 children are currently affected.

Due to the precarious state of these schools other Academy chains refuse to take them over and Local Authorities cannot by law. This creates schools that cannot hire staff, give pay rises or undertake long term planning.

This motion asks that the GMB campaigns to allow these schools to be taken back by the Local Authority under these circumstances.

L16 LB GREENWICH
Southern Region

345. ABILITY TO RETURN SCHOOL ACADEMIES TO LOCAL AUTHORITY CONTROL

This Congress should campaign for Local Authorities to be able to take over failing

Academies or where the majority of parents support a school being run by a Local Authority.

Today 20% of primary schools and 52% of secondary schools are Academies in one form or another. The House of Commons Library in November 2017 reported that 24.3% of primary school children and 68.8% of secondary school children now attend academy schools.

It is clear that the intentions of the present government are for all schools to become Academies regardless of their performance

or the views of parents or the local authority. Under present legislation there is no mechanism for an Academy to return to local authority control. Academies that are deemed failing or underperforming may be transferred to a Multi Academy Trust or sponsor (known as re-brokering) or subject to other intervention from the relevant Regional Schools Commissioner.

We believe that this is wrong and the GMB and CEC should campaign for Local Authorities to be able to take over failing Academies or where the majority of parents support a school being run by a Local Authority.

C60 CROYDON

Southern Region

347. TACKLING SCHOOL BULLYING

This Conference calls on the CEC in helping to tackle school bullying. We are here to help adults in the workplace who experience bullying but every day we hear of bullied children who endure huge stress levels that affect their quality of life, well-being, educational attainment and also leads to increasing numbers of suicides.

We believe this union should think of ingenious ways that school age children can be made aware of the power of the union and for schools to put in place structures that can help alleviate exposure to such behaviour. That this union looks at methods such as a no bullying approach to see if we can get this into schools so that bullying becomes everybody's problem not just that of the bullied and that the whole school community are involved in the solution as well as prevention.

ISLINGTON APEX BRANCH

London Region

348. HELPING SCHOOL PUPILS INTO APPRENTICESHIPS

This Conference is aware that in certain parts of the country the system helping school pupils into apprenticeships and into decent well paid jobs is no longer functioning properly. In the 1970s there were 250,000 apprenticeship places. This is now down to 50,000. The system that operated in the past in schools and colleges of further education to train the higher numbers has either been dismantled or is broken.

In particular certain aspects like career advice in schools, vocational training courses in colleges

as well as employers offering enough good apprenticeship places are either not adequate or one or more of them are not there at all. There are parts of London and the South East for example where the levels of construction industry activities are at record levels but local schools and colleges are not plugged into the apprenticeships on these sites. This disengagement is harming local families looking for opportunities for their children at these local schools.

A properly functioning system requires that all these elements are properly directed and resourced to get all school pupils who want to secure good apprenticeships as a route into decent well paid jobs.

There is a recognition that the number of good apprenticeship places has to go back to the 1970s levels. The 0.5% apprenticeship levy is a step in the right direction. There is less recognition that schools and colleges of further education have to rebuild their capacity for vocational training and education and rebuild their careers advice away from their current total focus on preparing pupils for universities. At the very minimum, schools should be able to point pupils to apprenticeship places available locally.

Conference calls for GMB to campaign for schools and colleges of further education to work with local authorities and employers to rebuild this conveyor belt which is essential to get school pupils into good apprenticeships as a route to decent well paid jobs. It is also essential for our national prosperity.

BEDS COUNTY BRANCH

London Region

350. SUPPORT FOR APPRENTICES

This Conference notes that in 2017 the current government made a commitment to 'ensuring people have the skills they need for the high-skilled, high-wage jobs of the future' and also made a Manifesto commitment to supporting the creation of 3 million apprenticeships by 2020. This motion calls upon the GMB to lobby both the Labour Party in opposition and the Government to seek to prevent the poor treatment of apprentices.

Whilst it is recognised that there are some excellent apprentice providers and trail blazers, it is a sad fact that a number of employers still

view apprenticeships as a source of cheap labour and instead of recognising the talent and skills of young people, they instead choose to use them to complete menial tasks or in the case of one company to mass employ apprentices to cold call people for PPI and PBA claims and deny them the training to which they are entitled and that could support future employment in high skilled, high waged jobs.

However, a high number of apprentices in the United Kingdom are still being employed into poor quality apprenticeships that don't support or provide training. Furthermore, in 2016 the Financial Times reported that almost one in five UK apprentices was illegally underpaid for the hours they had worked.

Many apprentices are unaware of the benefits of Trades Union Membership and by working alongside GMB Young Members within apprentice workplaces to raise awareness around health and safety, minimum apprentice rates and access to appropriate training, this will only help to improve conditions for young workers on the whole.

B23 BRANCH

North West & Irish Region

351. SKILLS TRAINING

This Conference registers its concern at the way in which the Government has allocated funding for training & workforce development during 2017. This has led to the exclusion of many low skilled workers. Deep concern remains at the way in which funds were allocated to large scale training organisations whilst many local training organisations who have contact with and a commitment to the local community are excluded. This model is increasingly failing those who need training most.

The evidence from the 2017 process of allocating the Adult Education Budget has led to the demise of good quality local provision whilst large scale enterprises, some with inadequate Ofsted ratings were awarded significant contracts and funds.

Recent evidence shows that Learndirect who were awarded a substantial contract for apprenticeships are failing to deliver the necessary quality standards and outcomes resulting in over 50% of their apprentices in 2017 failing to achieve a qualification.

To continue with this broken model is a scandal and requires urgent investigation and action as well as a revised mechanism for the funding of training and workforce development going forward.

We call upon the GMB to work with the GMB Lifelong Learning Committee, MPs, Training Organisations and Learners to highlight the failures of the present system with a view to lobbying key decision-makers for:

- A new model of funding that is inclusive and responsive to those who need skills training most.
- A fair, and transparent tendering process.
- The inclusion of smaller and community based training organisations with a track record of engaging and delivering skills to people both inside and outside the workplace.
- A reduced burden of administration for smaller training organisations and a fairer "management fee" structure for those subcontracting with larger providers to deliver skills training.

We believe by addressing these issues a greater proportion of funding for workforce and skills development will reach its intended target and lead to improved provision and less profiteering from contracts by large scale providers.

Q22 BRANCH

North West & Irish Region

352. AN AGEING WORKFORCE AND THE SKILLS GAP

This Conference calls on the GMB to lobby MPs and Government to stop this worrying trend.

The shortage of skills is now reaching a critical level, and steps must be taken to act, rather than complain about the issues facing our industries and sectors.

HULL PAINT & ENGINEERING BRANCH

Midland & East Coast Region

353. SKILLS SHORTAGES

This Conference is appalled at the continuing barriers being put in place that restricts the access to adult and skills education, which reduces the prospects for workers. Budget cuts to further education colleges seriously reduce

the provision to access opportunities to obtain skills that are needed, impacting on people whose choices are already extremely restricted.

Like all reduction to funding, this also leads to loss of jobs. At this time when companies have identified the lack of workers with skills required to improve and expand their businesses, training either internally or externally is essential to fill the gaps.

We call on the GMB to put pressure on companies, and on the government, to address the issue of skills shortages to increase funding and improve the prospects for workers and the economy.

X07 BRANCH

North West & Irish Region

354. HELP FOR VETERANS

This Conference notes the lack of help for those leaving the armed forces, some of whom have served this country for 20 years and more. Because of the way they are treated whilst in the services, many have difficulty adjusting to civilian life. They have had years of having their needs catered for, such as access to a doctor, dentist, housing and schooling for their children. Once they leave that bubble, they often have a lack of understanding of how to register with a doctor and dentist, how to find work and how to get a child into school. This lack of knowledge can lead to ex-forces families ending up in expensive privately rented accommodation. The stresses caused can lead to family break-ups and homelessness.

Conference believes that a re-settlement programme would help those leaving the armed forces. This would teach ex-service personnel how to access services and how to write a CV and apply for jobs. Conference, therefore, calls on the government to provide a properly funded programme for those who have given a service to the country. Our service personnel deserve a decent life with a decent chance of employment, housing, medical services and education for their children, after leaving the armed forces.

A re-settlement programme would give them a chance of that decent life.

DONCASTER CENTRAL BRANCH

Yorkshire & North Derbyshire Region

355. FAKE DIPLOMAS CIRCULATING IN THE UK – ARE YOU REALLY SEEING A PROFESSIONAL?

This Conference is concerned by recent news, indicating a “staggering trade in fake Diplomas”.

We ask the GMB to lobby MPs and the Government to investigate this dangerous trade, and to root out all providers and users of these false documents.

HULL PAINT & ENGINEERING BRANCH

Midland & East Coast Region

SOCIAL POLICY THE ENERGY & UTILITIES MARKET

356. RENEWABLE ENERGY SUBSIDIES

This Conference applauds the call by the GMB Commercial Services Section for subsidies on renewable energy to be paid for through general taxation.

Conference notes that environmental levies on consumer bills are set to treble from £4.6 billion to £13.5 billion between 2015/16 and 2021/22 according to the office for Budget Responsibility.

Conference further notes that the office for Budgetary Responsibility predicts that as a result that the surcharge the UK’s 27m households already pay is set to treble over the next 4 to 5 years to £10 per week for every household for this energy.

Conference considers that this is in effect a thoroughly regressive tax on lower paid GMB members. It is advocated and supported by organisations made up mainly of far more affluent people than our members. Attempts to guilt trip GMB to support this regressive tax should be resisted as should attempts to portray opposition as being anti-renewable energy sources. Conference restates its support for renewable energy sources as part of a balanced, secure and cost effective energy policy.

The average wind farm for example receives roughly half of its income from the electricity wholesale price and half from subsidy via the Renewables Obligation Certificate (ROC) – the cost of which is passed on to consumers through their energy bills.

Conference calls on the CEC to vigorously campaign for a policy that where energy subsidies of any sort can be shown to be justified and in the public interest, then the GMB position is that they should be paid for out of basic taxation – which is a much fairer and more transparent system of paying such subsidies.

A stealth tax of £10 per week on every single household is a new unjustifiable poll tax that Conference cannot support and calls on the CEC to win support for its replacement with a progressive system of funding.

EAST OF ENGLAND WATERWORKERS BRANCH

London Region

357. CREATING JOBS-UNION IN RENEWABLE ENERGY

This Conference notes that ten years after the global financial crisis, GMB members are suffering falling living standards and their earnings are still buying less than in 2007. Well paid union jobs are still being lost. Every year in tax avoidance, Governments across the world are losing \$500bn from Corporations and a further \$200bn from wealthy individuals.

In developing countries, total illicit outflows are greater than total developing country debt. In the UK over \$1billion is lost in tax. When our Government fails to tax, schools, hospitals and social care suffers. When the Governments of developing countries don't have the tax, their countries are looted and children go to school hungry or not at all. The money is there to improve living standards across the world if tax avoidance is stopped.

Unions across the world have an important role to play in improving living standards by making sure well paid jobs and apprenticeships are created. In the war on coal and oil, California is planning to have half of its energy from renewables by 2030, using tax to create Green solar energy jobs. Founded in 1914, Fresno Ironworkers' Union, Local 155, is providing jobs and training 260 ironwork apprentices for renewable energy. The starting wage for an apprentice is \$22 an hour rising to \$40 at the end of the four-year apprenticeship. This compares to the minimum wage of \$11 an hour. Between 2002 and 2015, 88,000 renewable energy jobs have been created in the San Joaquin Valley, California, adding \$13 billion to the economy. Union membership has grown.

Conference calls on the CEC to campaign for the Government to use tax to create union organised Green renewable energy jobs and apprentices for a future economically and environmentally sustainable future for all.

ISLINGTON 1 & HARINGEY BRANCH

London Region

358. FRACKING

This Conference, the reports of the employment opportunities of Fracking has been widely exaggerated. The devastating effects on the environment have been widely under played.

This motion asks that the GMB commissions an independent enquiry on the Fracking Industry not one based on the Fracking Industry's own findings. That GMB backing of the Fracking Industry is suspended until the results of the study are published and voted upon in Conference.

L16 LB GREENWICH

Southern Region

359. WATER SHORTAGE AND RESOURCES

This Conference recognises that due to long term weather cycles that London and parts of the South East and East of England will experience periods of low rainfall that will result in reservoirs running short of water. This is likely to happen every 20 years or so.

Conference also recognises that there is no shortage of water in Britain but there is a lack of capacity to get the water from where it is plentiful to areas where it can be scarce from time to time.

Conference dismisses notions of a "market" for water for households as irrelevant and calls on all concerned to recognise that water is a natural monopoly.

Conference notes that during the last drought GMB put back on the table plans from the old Water Resources Board, developed in the 1970s to move water from the west of Britain to those parts where it is scarce at times of low rainfall.

Conference notes that the Water Resources Board had identified about fifty potential storage developments including new reservoirs, expansion of old reservoirs and more effective ways of managing existing reservoirs and aquifers. The Water Resources Board

established that there is no question that ample resources are available to meet all rainfall patterns.

GMB drew attention to a scheme to enlarge the Craig Goch reservoir in Plymlimon mountain range in mid Wales and to move the water via the rivers Wye and Severn to be pumped into the Thames via the Sapperton tunnel in the Cotswolds canals at times of low rainfall.

Conference notes that the Cotswolds canals are currently being restored for leisure purposes.

Conference calls on the CEC and National Secretary for the Water Industry to get the Government and the Labour Shadow team to recognise the need for long-term practical plan to deal with periodic water shortages in London and parts of East of England and the South East.

There is no current plan in place as no action was taken on the problem since the last drought.

Conference calls for the plans of the old Water Resources Board to be re-examined updated and developed into practical plans by the relevant water companies. Conference calls on all concerned to seize the opportunity of the current restoration of the Cotswolds canals for them to be made ready to be used to transfer water from the Severn to the Thames. This could lead to the restoration of the Cotswold canals being funded by the water companies as well as the Heritage Lottery Fund.

Conference also calls on local GMB branches to consider joining the Cotswolds Canals Trust to win support for this scheme.

THAMES GENERAL BRANCH

London Region

360. WATER SHARING SCHEMES

This Conference calls on Section Conference "For GMB to oppose any regional water sharing schemes".

I am aware that water companies are in discussions to enable such schemes to be looked at, not on the scale of a National water infrastructure. In principle, I would not be opposed to such schemes and recognise that work could be created for GMB members. However, I do not believe that whilst water companies allow such high levels of leakage in their own areas, they should be allowed

to import water to immediately close to these leaks. The money to be spent on these projects should be spent on existing repair and encouragement of better management by insourcing repairs.

N45 BRANCH

North West & Irish Region

SOCIAL POLICY HOUSING

361. GRENFELL TOWER

This Conference notes that Grenfell Tower has been a ticking time-bomb. Lots of things have been said about this awful tragedy. Time after time, coming out of the media has been suggestions that if a sprinkler system had been installed many more lives would have been saved and things would have been a lot different.

After many months of continued media reporting it is now known that all new builds of this kind that fall into the same category as Grenfell Tower would NOT BE FITTED WITH A SPRINKLER SYSTEM?

After such a disaster as this, with such a huge loss of life is unacceptable that these kinds of buildings are not up to the much needed safety standards that we now know are needed.

We the GMB must put pressure to bear on all Government, local authorities and HM opposition to ensure that in future, better fire retardant materials and used and sprinkler systems are fitted to existing and new builds where multiples of people live.

KING'S LYNN NO 1 BRANCH

London Region

362. DEFEND COUNCIL HOUSING

This Conference calls upon the GMB to further its already excellent housing policies by giving greater support and publicity to axe the Housing Act, Defend Council Housing campaigns and to urge support and involvement from branches and membership.

ESSEX PUBLIC SERVICES BRANCH

London Region

364. SOCIAL HOUSING NOT AFFORDABLE HOUSING ^{EP}

Conference, we keep hearing about the need for affordable housing but the government needs to address the chronic shortage of social housing (or better known as council housing). It's no good offering the low paid the opportunity to buy an affordable home if their pay/hours are not guaranteed to pay the mortgage and that is of course if they can get a mortgage.

We need to stop the sell-off of housing stocks and give local authorities the funds and power to rebuild sold off social housing, using the monies raised from said sales. Another thought would be to invest the Section 106 money obtained from developers to build social housing rather than ploughing it back into what is in all but name the private sector developers' pet projects (enhancing the development for the privileged few). We don't want token affordable housing on developments built for the rich.

So comrades, give local authorities the funds and power to rebuild their depleted housing stocks to help those that need it most.

BEDS COUNTY BRANCH
London Region

365. AFFORDABLE HOUSING.....WHERE? ^{EP}

This Conference calls on Government and councils to build affordable housing and not the overpriced housing that is being built.

We were promised housing for your average working families to afford but we are still waiting.

How are people expected to get on the property ladder?

ASDA STORES BRANCH
Yorkshire & North Derbyshire Region

366. GMB SUPPORT FOR UK HOUSING CRISIS ^{EP}

This Conference is aware there is a huge housing crisis in the UK.

We ask Congress to lobby Government to build council housing and affordable housing for the people in the UK.

HULL RETAIL & DISTRIBUTION BRANCH
Midland & East Coast Region

367. HOUSING PROPERTY OWNERS SCANDALOUS RENTS AND LIVING EXPLOITATIONS ^{EP}

This Conference is aware that property owners throughout the United Kingdom who let their properties unlicensed are ramping up rents (taking cash payments only). Maximising unsuitable space within their properties exploiting the living accommodation, cramming properties and charging premium rents to sleep under stairs and within ceiling voids.

This Conference calls for an end to profiteering from a shortfall in housing stock.

CAMDEN APEX BRANCH
London Region

368. PRIVATE HOUSING - RENTED SECTOR - LICENSING SCHEME ^{C25}

This Conference applauds the licensing scheme brought in by Newham Council to rid the Borough of rogue landlords who exploit young people and others by cramming them into rooms no bigger than a broom cupboard.

Last November, the Council's Private Rented Sector Team was joined by our General Secretary, Tim Roache and London Regional Secretary, Warren Kenny, on an extremely well-publicised raid, as part of the Council's campaign to highlight these overcrowded Dickensian living conditions, and the extortionate amount of rent these landlords charge.

The scheme in Newham requires all private rented properties in the Borough to have a licence and landlords involved could and should face financial penalty notices of up to £30,000 per offence, with the money generated being ring-fenced to improve the living conditions of tenants. Conference believes that the scheme should be replicated throughout the UK and therefore calls upon Government to bring forth legislation to this effect.

NEWHAM APEX BRANCH
London Region

369. PRIVATE SECTOR LANDLORDS' REGISTER ^{C25}

This Conference is concerned at the high level of private sector landlords who flout the housing and environmental laws when it comes to letting property that needs health and safety enforcement, has chronic overcrowding, ever

increasing financial costs in rents, or letting property that is simply not fit for purpose.

London Borough of Newham have taken on the responsibility in enforcing a private sector landlords' register where landlords have to sign and pay for to allow councils to introduce strong enforcement including dawn raids to catch these landlords and stop them demanding high rents and giving out poor and dangerous accommodation at extortionate rents.

The GMB therefore is calling for a campaign to get all local councils to set up a register for all private sector landlords, and get out into the areas unveiling any abuse and prosecute any landlords who are abusing the clear housing and environmental legislation, and retaining the fine to invest in support of administration of such schemes, making them self-financing. This can be linked across local councils working together to combat this scourge on vulnerable people.

The campaign must also include the fact that rents are being increased, and many are threatened with losing their deposits, or simply pressured to leave the accommodation when they complain, we need to highlight by naming, shaming and fining these landlords.

BARKING BRANCH

London Region

370. REHOUSING OF RESIDENTIAL EMPLOYEES

This Conference is aware that that residential staff employed for the better performance of their duties, living in tied accommodation due to the housing crisis, face eviction and possible homelessness after their employment ends for whatever reason.

We call upon the CEC to review all local agreements to ensure our members are accommodated on a like for like basis.

CAMDEN APEX BRANCH

London Region

371. PROPERTY SALE REGULATIONS

This Conference notes that in today's property market it is getting nigh on impossible for first time buyers or people wanting to move up the property ladder to do so. When many properties come on the market they are snapped up by landlords on buy to let or cash payment before

the general house hunter is even aware that the property is on the market. We believe that this is keeping prices of properties and rents artificially inflated in many areas.

Conference would like new legislation put in place that states that any property entering the sales market, whether new build or older properties, will be made available to general public for say – 12 weeks – before it can be bought by a landlord or large organisation for future rental. This would allow people a) time to view the property, b) time to make an offer and c) keep more properties on the market for the general public.

HAVERING BRANCH

London Region

373. PEOPLE HAVING TO SLEEP ROUGH ON THE STREET

This Conference asks Congress to support the people on the streets by campaigning and making people aware that it is the Tory's changes to our benefit systems and housing shortage that has caused this crisis.

HULL RETAIL & DISTRIBUTION BRANCH

Midland & East Coast Region

SOCIAL POLICY TRANSPORT

374. TAXI REGULATION ENFORCEMENT

This Conference calls upon the GMB to campaign with representatives from the Taxi trades for more effective enforcement and investigation into the problems of cross-border hiring. This problem has led to a swamping of areas across the country by vehicles licenced in another local authority without effective legislation to enable licensing officers in the affected areas to regulate or control this epidemic.

We further call upon the Union to lobby local authorities and the Government to ensure that sufficient funds are available to enable the effective enforcement of regulations and prosecution of drivers or operating companies who deliberately flout the regulations and place the public at risk.

Members are concerned that the Government has failed to bring to a conclusion the effective enforcement of existing regulations and changes to legislation, despite the fact that this problem has been known about for many years.

Q22 BRANCH

North West & Irish Region

376. INTRODUCTION OF THE PAPER ROAD TAX DISC TO BE DISPLAYED IN VEHICLE WINDSCREENS

This Congress calls for reinstatement of the requirement to display a current Vehicle Excise Duty tax disc on the windscreen of all vehicles registered in the UK.

In October 2014, the Government removed the need for a paper Vehicle Excise Duty (VED) disc to be displayed in the left-hand corner of vehicles in the UK. This change was supposed to save between £7 and £10m in administration costs to the DVLC.

However, this has turned out to have the opposite effect in that the number of un taxed vehicles on the streets of the UK has trebled to over 750,000 and the amount of licence fee lost was £32m in 2014/15 and is expected to rise to £97m by the end of 2017/18. This loss of tax revenue has clear implication for government spending on roads, the NHS and education.

Not only has the removal of the paper reduced the amount of tax collected, it has made it more difficult to identify vehicle owners that have not paid their Vehicle Excise Duty.

As a side effect, the removal of the paper Road tax disc has had implications for the viability of many rural Post Offices being one less service that they can provide.

C60 CROYDON

Southern Region

377. NO DISABLED BLUE BADGE EXEMPTIONS

This Conference agrees the Disabled Blue Badge scheme throughout the United Kingdom should not be exempt by selected local authorities within London or town centres where local schemes are in operation.

The Blue Badge scheme should be mandated under law to be honoured in all London local

authorities and town centres calling on Department for Transport in government to apply this as mandatory.

CAMDEN APEX BRANCH

London Region

378. DANGERS OF ELECTRIC CARS

This Conference is aware that it appears that electric vehicles are very much on the horizon as the transport of the future. There are lots of reasons that this is a good thing for the environment.

But it has become apparent that, although the electric vehicles are a welcome thing, they can also be a danger to children or those with sight or hearing impairment due to the very quiet nature of electric vehicles.

Conference would like to propose that some form of noise, warning or some other audible and visible device alerts people in the vicinity of the movements of the electric vehicle, this is especially important when turning into side roads or at pedestrian crossings.

HAVERING BRANCH

London Region

379. MOTORWAY AND HIGHWAY SAFETY DURING NIGHT TIME HOURS H&S ISSUE

This Conference calls on the CEC to support and put a motion to the Minister for Transport and The Highways Agency to light motorways where there is already lighting included on the motorways and highways, to re-light these sections at night during maintenance, in the interest of our colleagues in the maintenance and construction sectors and also in the interest of public safety.

After using several motorways around the UK during night time driving, I've become rather concerned about the practice of Highways maintenance at night time. Several of these sections of motorway have lamp standards fitted and have been turned off to save money which on the face of it is a wise and sensible economic idea during these times of SO called Austerity. (Not Austerity). But many of these, especially in urban areas, are extremely busy and even grid locked at times with the weight of traffic.

There is a major programme in place to create smart motorways! Or future cash cows!

Let's use the Worsley intersection of the M60, M62 and M61 as a sample of which I have travelled through in all directions during one of the latest upgrading to Smart Motorway.

The lighting has been turned off to save money and workers are working in the centre and the sides and are using huge arc lighting to light the areas they are working in. Driving along an unlit section then suddenly hit in the face with these very powerful lights in narrow lanes with other safety lights flashing all around it's a fantastic light show. Not really in the interest of safety on our motorways and Highways! Certainly not for those workers who are earning a living on the carriageways to improve our motorways and highways. I firmly suggest unsafe working spaces.

A08 BRANCH

North West & Irish Region

380. BUS COLLISIONS

This Conference is appalled by the number of deaths and serious injuries caused by collisions involving public transport buses. This is a matter of great concern for GMB members and their families.

Bus collisions in London for example have increased year on year since 2012, with last year's record bus collisions totalling 28,010 or over 77 bus collisions per day and 3.2 serious injuries per day.

Conference considers that 3.2 persons being seriously injured every day by collisions of London buses is totally unacceptable.

A report by London Assembly "Driven to Distraction" released in July 2017 revealed that in the two years 2015 and 2016 over 12,000 people were injured and 25 were killed as a result of safety incidents involving TfL buses.

The Mayor has a responsibility to act to reduce this unnecessary injury and loss of life. In addition, local Councillors across the country also need to act to protect road users from unnecessary bus collisions.

The numbers of collisions and the numbers injured in the rest of the country is not known as the information is not published. It is only

available in London following a 5 year campaign by survivors of bus collisions to get the information published.

The Mayor of London's current contracts incentivises bus operators to meet punctuality targets, but not to reduce collisions and injuries. Safety targets and incentives are essential in all bus operations contracts.

In September 2014, TfL bus drivers protested in front of City Hall and presented The Mayor of London with a Bill of Rights, many of which deal with concerns resulting from poor working conditions and safety practices identified in the London Assembly Report. Similar cuts in terms and conditions have occurred for bus workers across the country.

Conference is concerned that even though Boris Johnson announced on 1 February 2016 that bus contracts would be updated to include safety "incentives over the next three months" that in July 2016 Sadiq Khan delayed that promised action for another 18 months until the end of 2017 and then in November 2017 TfL's response to the Bus Safety Investigation was postponed again to the end 2018.

Conference calls on:

- The Mayor of London, Sadiq Khan to speed up the changes needed in the contract to reduce death and injuries in the Capital.
- The CEC to campaign for bus operators across the country to have their contracts changed to give them incentives for a reduction in the numbers of deaths and serious injuries caused by collisions by public transport buses.
- The CEC and regions to raise with local authorities the necessity of improving the monitoring and reporting of the Operational Safety Performance of public transport buses across the UK and where necessary change contracts to avoid unnecessary death and injuries.
- The CEC and regions to raise with local authorities to act on the urgent requirement for information on bus collisions to be published.

BARNET PUBLIC SERVICES BRANCH

London Region

SOCIAL POLICY WELFARE RIGHTS & SERVICES

382. END THE DETRIMENTAL EFFECT OF UNIVERSAL CREDIT ON HOUSING C26

This Conference notes that whilst the consequences of universal credit on recipients is well publicised, there have also been unintended consequences on housing providers. Not only are families suffering hardships by having to go 6 – 10 weeks without money, there is also a knock on effect to social housing providers. Many of these providers are waiting for large sums of money from those awaiting universal credit payments. Rent arrears that are caused by the universal credit debacle are causing cash flow problems, meaning no money to pay wages. Many arm's length local authority housing companies are making people redundant. Some face bankruptcy. Unemployment is fast rising in already low paid and overstretched services. Private landlords are reluctant to take those on universal credit as tenants due to the wait for payments. A number who invested in buy to let as a means to a pension after the financial crash of 2008, are also being affected.

Conference calls for an end to this vicious circle of delayed payments leading to rent arrears, leading to job losses in housing providers, leading to more on universal credit. Conference accepts the need for a Welfare and Benefits system fit for the 21st Century but Universal Credit is not the answer. For the sake of preventing homelessness and stopping the destruction of housing providers, universal credit must stop.

DONCASTER CENTRAL BRANCH Yorkshire & North Derbyshire Region

384. UNIVERSAL CREDIT C27

This Conference resolves to fight the iniquitous attacks on the low-paid, under-employed and unemployed through the implementation of Universal Credit. Members are forced into claiming because the government would prefer to subsidise employers rather than insist on them paying a living wage.

The measure is used to control and discriminate against non-UK citizens, to discourage single mothers with children under school age from working, to discourage the illiterate, innumerate and those with no access to IT/internet, to prop up the zero hours culture and the "gig economy", those who have been made redundant and never claimed in their lives but are also caught by the rise in retirement age. People who would previously have been able to claim immediately (if made redundant) through contributions, now have to support themselves for 6 weeks. In short, it appears to be one almighty mess that serves only to attack claimants and discourage people from part-time or low-paid work. By paying the benefit all in one pot to the "head of the household" it will also lead to a greater risk of domestic abuse. Many workers who would be entitled to payments do not claim because they don't understand it or fear it. In addition it has only been "rolled out" in some areas, so many of us do not yet understand the ramifications.

GMB will therefore:

- Embark on a programme of research to ascertain the implications of Universal Credit for our members and numbers eligible but not claiming.
- Send out publicity to all our branches explaining Universal Credit and where members can get help (e.g. CAB).
- Combat the inherent racism and discrimination of the benefit.
- Set up education sessions about this benefit for GMB officers and volunteer activists.
- Campaign for the Universal Living Income.

LOWESTOFT BRANCH London Region

385. UNIVERSAL CREDIT C26

This Congress believes that Universal Credit (UC) needs a radical overhaul so that people who are amongst our most disadvantaged communities, are not stigmatised for falling on hard times. The Benefits system is a safety net not a punishment. This Congress deplores the inhuman and impersonal treatment handed out to claimants to bring in an ill thought UC system. This Congress calls on the Labour Party, as part of its manifesto to overhaul the system so that we get

back to the system where the benefits system, whilst making work pay, does not penalise and demonise those who for whatever reason are unable to work or finding it hard to obtain work.

C11 CUMBRIA PUBLIC SERVICES BRANCH

Northern Region

386. UNIVERSAL CREDIT

This Conference, Universal Credit, the single monthly payment which replaces the six current working age benefits, is to be fully implemented in the coming period. Where the full service Universal Credit has been rolled out evidence has shown considerable financial hardship for the many people moving on to the new system of payments.

Where existing claimants of 'legacy benefits' are migrated over many hundreds of thousands of working people will be in receipt of Universal Credit.

We call on the Union to implement the following.

The Union's officers to both provide workplace representatives with a thorough briefing on Universal Credit and its consequences for members

Developing plans to support and campaign alongside members and their families having problems with the new benefit

The Union to use its political influence to gain support from MP's to lobby against the roll out of Universal Credit in the Houses of Parliament.

GMB CHESTERFIELD NO. 1 BRANCH

Yorkshire & North Derbyshire Region

387. UNIVERSAL CREDIT & ASSOCIATED BENEFITS

This Congress calls upon a future Labour government to fully overhaul Universal Credit and other state benefits which has proved a policy disaster upon implementation, with all claimants in receipt of the above benefits having the right to elect for weekly or monthly payment of such benefits as have citizens receiving the state pension. Such a proviso would enable claimants to budget effectively to suit their individual needs and lifestyle.

B05 BARROW 5 BRANCH

Northern Region

388. BASIC INCOME

This Conference is asked to agree to campaign for a "Basic Income" meaning a flat, non means tested payment to every citizen.

Basic income is an idea that has been around for years and is becoming more of a political reality around the world with Finland, Switzerland and places in Holland either debating the issue or experimenting with a trial period of monthly basic incomes.

Basic income is a humanistic idea that would strengthen humans against the systems of inequality, ageing global population and the advancing new technologies that are competing humans against computers year after year, resulting in mass unemployment.

Therefore I ask Congress to use all its influence within their political arenas and through the TUC to campaign for an introduction of a BASIC INCOME unconditionally granted to all on an individual basis, without any means test or requirement to work.

- A "basic income", is an income unconditionally granted to all on an individual basis, without any means test or requirement to work.
- It is paid irrespective of any income from other sources.
- It is paid without requiring the performance of any work or the willingness to accept a job.
- Advocates say it will allow people to genuinely choose what sort of employment they take and to retrain when they wish.
- Its proponents also claim that a basic income scheme is one of the most simple benefits models and will reduce all the bureaucracy surrounding the welfare state, making it less complex and much cheaper to administer.

B19 BRANCH

North West & Irish Region

389. FAIRER BENEFITS FOR DISABLED AND THOSE UNABLE TO WORK

This Conference calls on the GMB to:

1. Challenge the government to cease the practice of systematically targeting the most vulnerable members of our society,

2. Demand that the social model, in which the disability is understood to be the result of barriers preventing the inclusion of people with impairments, and not the impairment itself be used as the foundation for development.
3. Accelerate the recommendations made by The UN's committee on the Rights of Persons with Disabilities report (which made a scathing attack on government policy towards disabled people) and commission a full review.

Employment and Support Allowance (ESA) is the out-of-work benefit paid to people who are unable to work due to a long-term health condition or disability. The process of claiming Employment and Support Allowance (ESA) is long and complicated. Following a Work Capability Assessment (WCA), a judgement will be made as to whether a person is fit for work and if they are declared 'unfit' they are assigned to the Work Related Activity Group or the Support Group. Those in the Work Related Activity Group (WRAG) are expected to be able to eventually return to work and are consequently expected to make steps to prepare for this. Like Job Seeker's Allowance (JSA), they are obliged to sign a Claimant Commitment which details the 'work related activity' they are expected to undertake.

Changes in the 2016 Welfare Reform Act meant that those who open a new claim and are placed in the ESA WRAG are now paid the same amount of benefit as JSA recipients, and the equivalent "limited capability for work" component in Universal Credit will be abolished. This has reduced the level of benefits for new ESA recipients from £102.15 to £73.10, a cut of nearly a third. Those in the ESA WRAG have been medically assessed as currently unable to work because of their disability or health condition. Is it proper to introduce conditionality and sanctions?

P42 BRANCH

North West & Irish Region

390. WINTER FUEL ALLOWANCE

This Congress notes that the general election was a clear thumbs down to Tory austerity, and Tory attacks on young, middle aged and older people. The Tories wanted to scrap the Winter Fuel Allowance. Labour wants to keep it. This Conference applauds Labour Policy and

calls on our CEC to lobby for the retention of the Winter Fuel Allowance from All Main parties and pledges to campaign against any politician seeking to place pensioners in poverty by scrapping winter fuel payments.

F10 ROWNTREES INDUSTRIAL BRANCH

Northern Region

391. CHILDREN WITH LEARNING DISABILITIES

This Congress calls for greater resourcing so that the time taken to diagnose children with learning disabilities is drastically shortened and so the support needed is improved. All the evidence suggests that children and their families benefit from the earliest possible diagnosis and intervention, but unfortunately, due to budget cuts, the various agencies are struggling to maintain services and as a result waiting times are increasing.

Congress calls for far greater focus on diagnosis and support so that those who are at their most vulnerable are given the opportunity to achieve their full potential.

C17 METAL BOX CARLISLE IND BRANCH

Northern Region

392. PROTECT SERVICES FOR DOMESTIC VIOLENCE VICTIMS

This Conference is called upon to condemn cuts by local authorities to services to those suffering domestic violence. These services provide refuges, help to access benefits and housing and, more importantly, a chance for a new life without fear of injury or death. Cutting services to victims of domestic violence is a false economy. They give an opportunity for, mainly, vulnerable women protect themselves and their children. It helps to re-build personal confidence and self-esteem.

This helps to identify and remove themselves from abusive relationships. By helping with self-confidence and self-esteem, those helped become not victims but people who can fulfill their potential. It helps to remove children from situations where violence is the norm, stopping a further cycle of domestic violence. The blame for these cuts lay with central government. The austerity measures of the past 8 years threaten not just libraries, parks and other council provided services but, threatens lives. This cannot be allowed to go on.

Conference calls on the government, as a matter of urgency, to make adequate funds available to local authorities to enable these essential services to continue.

DONCASTER CENTRAL BRANCH

Yorkshire & North Derbyshire Region

INTERNATIONAL

393. SOLIDARITY WITH THE ROHINGYA

This Conference notes that the Myanmar conflict has seen the violent disposition of 800,000 Rohingya from their home and into Bangladesh. Living in dangerous unsanitary conditions after fleeing murder, torture and rape, there is now a repatriation operation commencing before the monsoon season starts, causing more danger to the Rohingya people. Although repatriation sounds like a peaceful operation, it is not. The Rohingya people are not legally recognised in Myanmar, they cannot leave their villages, attain certain jobs, enter higher education and are denied healthcare. They are not citizens in their own country and so fear returning to more murder, torture and rape. Myanmar has also refused independent monitors from the UN, media or NGSs, and humanitarian aid has been prevented by Myanmar authorities.

This Conference believes all countries have a shared responsibility to prevent and respond to the most serious violations of international human rights and humanitarian law. Following the Holocaust, the subsequent genocides in Cambodia, Rwanda, Bosnia and Darfur, we cannot stand by and watch another genocide unfold if “never again” is to mean anything, and yet the UN warning in December that genocide may be taking place in Myanmar has been met by an awkward silence around the world.

This Conference calls on GMB to help the Rohingya people gain their status and safe return to Rakhine, through building international solidarity with organisations which labour for their welfare, and lobbying the Government to take their duties seriously. While we welcome the Government’s ban on arms and military training with Myanmar, the Government must put more pressure on all EU states to do the same, and use their position in the EU to put international

pressure on Myanmar – ending the systematic discrimination against the Rohingya, having the Rohingya people be legally recognised, their human rights returned and safety ensured.

X39 BRANCH

North West & Irish Region

394. TURKEY STATE OF EMERGENCY

This Conference notes the oppressive lawless state of emergency inflicted by a tyrant dictator President Erdogan to “rule by decree” branding everyone as a terrorist, trampling democracy, imprisoning political opposition parties, violating human rights, crushing liberties and free speech, imprisoning over fifty thousand people, removing trade union activities with threat of imprisonment.

We call upon the CEC to:

- Campaign for the immediate unconditional release of all political detainees including the Kurdish Leader, Abdullah Ocalan.
- Agenda this motion at the TUC, both internationally and Nationally
- Campaign and lobby government to stop selling arms to Turkey and issue economic sanctions.

CAMDEN APEX BRANCH

London Region

NATIONAL EQUALITIES CONFERENCE MOTION

396. CONGRESS REPRESENTATION C2

This congress notes that GMB rule 8 was amended to allow for 10% of delegates to be appointed by regional committee to reflect the equality of the region.

This congress believes the above rule is being undermined by branches and does not reflect the spirit of these clauses, using this rule to nominate women as a second delegate, rather than the delegate for their branch. There are instances of;

- entire 10% being used for women

- delegations gender balance remain unequal
- other strands are not considered
- regions delegation does not reflect the make-up of the region let alone the 50/50 gender balance

This congress calls upon the Central Executive Committee to work with the NEF and regions on a solution to address this issue and to provide a report to the SMT/CEC in time to be able to ensure any rule amendments can be submitted to 2019 Congress.

NATIONAL EQUALITIES CONFERENCE

397. SUPPORTING WORKING CARERS

This Conference is concerned that there is limited requirement on employers to give consideration to employees with caring responsibilities or to work with such employees to help them remain at work. We call upon the GMB to lobby the Westminster Government to make compulsory provision whereby employers have to consider temporary adjustments and give reasonable time off work, whether it be agreed shorter or a reasonable career break.

To further lobby the government to introduce an "in-work" benefit to help compensate for any loss of income that is directly related to caring responsibilities along the same criteria as Statutory Sick Pay.

RHONDDA CYNON TAFF BRANCH

Wales & South West Region

398. PCSO (POLICE COMMUNITY SUPPORT OFFICERS)

This Conference condemns the decision in Norfolk by the Police and Crime Commissioner to withdraw the entire PCSO workforce of 150 for the whole of the county, also reducing public enquiry counter staff alongside some police stations.

Conference calls on all GMB Regions, branches with the support of the CEC to campaign against any similar cuts (elsewhere) in other counties.

EAST DEREHAM BRANCH

London Region

COMPOSITE MOTIONS

Composite number	Motions	Title	Mover	Seconder	Priority
1	1. LO 2. LO 3. LO	Shortening of Congress	LO	LO	
2	6. LO 396. NEC	Congress Representation	NEF	LO	
3	10. LO 11. LO	GMB and the Trade Union Friends of Israel	LO	LO	
4	17. LO 19. WSW	Privacy of Member Records & Email Security	LO	WSW	
5	29. LO 30. BI	Information Materials for Members	LO	BI	
6	67. LO 68. LO	Application for Tax Relief on GMB Membership Contributions	LO	LO	
7	69. LO 70. LO	Promotion of Unionline	LO	LO	
8	75. LO 76. MI 77. MI	GMB Credit Union	MI	LO	
9	104. SO 108. NW	Raising Awareness of Hidden Disabilities	SO	NW	
10	105. LO 107. SO	Disability Awareness Training for Managers	LO	SO	
11	128. SO 130. BI 131. YO 132. SO	Plastic Pollution	BI	SO	YO
12	137. BI 141. NO	Employee Pension Funds	BI	NO	
13	186. SW 187. LO	Period Poverty	WSW	LO	
14	203. LO 205. LO 206. MI	Re-Nationalisation	LO	MI	
15	208. LO 210. SO 211. SO	Carillion	SO	LO	

16	218. LO 219. SO 221. YO 222. MI 223. BI 225. BI	Outsourcing	YO	LO	BI
17	229. WSW 230. LO	Trump Official State Visit	LO	WSW	
18	236. NO 237. WSW	Defence Spending	NO	WSW	
19	272. WSW 273. YO	Rights of Asylum Seekers and Refugees	WSW	YO	
20	133. SO 295. LO	Provision of Drinking Water	LO	SO	
21	299. LO 300. MI	Investigatory Powers Act	LO	MI	
22	314. LO 315. LO 316. MI 317. SO 318. BI	Section 40 Equality Act 2010	LO	SO	BI
23	331. SO 332. YO	Health Campaigns Together Affiliation	YO	SO	
24	352. MI 353. NW	Skills Shortage	NW	MI	
25	368. LO 369. LO	Private Landlords Licence	LO	LO	
26	382. YO 385. NO 387. NO	Universal Credit	YO	NO	
27	384. LO 386. YO	GMB Guidance and Information on Universal Credit	LO	YO	

C1. Covering Motions:

Motion 1: Shortening of Congress

London Region

Motion 2: The unilateral Shortening of Democracy

London Region

Motion 3: GMB Congress

London Region

SHORTENING OF CONGRESS

This Conference is aware that Congress 2017 was a Special Congress shortened by the announcement of the General Election and the General Secretary remarked that this would not set the precedent for the future.

GMB Conference also notes that the General Secretary, in his speech when addressing the issue of Congress 2017 being cut short, confirmed that this was an exceptional reason and that Congress next year (2018) will not be shortened, and this was not setting a precedent.

GMB Conference also notes that the General Secretary, in his speech when addressing the issue of Congress 2017 being cut short, confirmed that this was an exceptional reason and that Congress next year (2018) will not be shortened, and this was not setting a precedent.

Conference notes that GMB diaries have the date for Congress from 3rd June 2018 to the 7th June 2018.

We were then informed that Conference will close on the 6th June 2018. Notwithstanding that 2018 includes a Sectional Conference, Conference notes that this is the members' Conference, an opportunity to make the changes/amendments/ and set the agenda of how we, as members foresee the future of our union. This democratic right to debate/ challenge/hold to account and make policy has been taken away from the members unilaterally. Congress has always been set over 5 days and it has worked and will continue to work.

This Conference is deeply unhappy with the fact that Congress 2018 has been shortened as the General Secretary assured the 2017 delegates that this would not happen again, as it was a one-off event due to the General Election.

There may be some merit in a shorter Conference, but this should be investigated further, and options presented to Congress delegates for a decision as the supreme decision-making body.

We therefore call upon Conference to:

1. Provide clarity, in writing, as to who made this decision, when it was made, why it was made and how it was reached?
2. Confirm that Congress 2019 and thereafter will not be shortened.
3. Provide answers in writing, as to why members were not consulted on this important issue.

We would like this Conference to vote that if there is to be a permanent change to the length of Congress that it should be consulted with branches through the Regional Councils and Committees and only in exceptional circumstances should this decision be made without going through Congress, i.e. such as last year's snap election as a change of Congress is a policy change.

MOVING REGION: LONDON

SECONDING REGION: LONDON

C2. Covering Motions:

Motion 6: Congress Representation

London Region

Motion 396: Congress Representation

National Equality Conference

CONGRESS REPRESENTATION

This Conference believes that recent regional delegations to Congress do not reflect the spirit of GMB Rule 8 and in particular Rule 8.7 as the final makeup of Congress delegates is a poor representation of the great diversity of our unions' members. This congress notes that GMB rule 8 was amended to allow for 10% of delegates to be appointed by regional committee to reflect the equality of the region.

In recent years, we have seen fewer women being nominated for Congress and some regional delegations with an unequal gender balance and unequal strand representation.

Congress needs full member democracy and participation as it is a means for members to influence the policy and direction of our Union. Therefore we need to ensure that Congress delegates are as representative of regional composition as possible both industrially and socially.

This congress believes the above rule is being undermined by branches and does not reflect the spirit of these clauses, using this rule to nominate women as a second delegate, rather than the delegate for their branch. There are instances of;

- entire 10% being used for women
- delegations gender balance remain unequal
- other strands are not considered
- regions delegation does not reflect the make-up of the region let alone the 50/50 gender balance

The CEC Special Report to Congress 2017 on Reserved Seats will take its time to show progress and we hope that as a result many more women and equality groups will start to engage in union democracy however we believe more need to be done.

We call upon Conference to instruct the National Equality Forum to work with the SOGs, SMT, regions, and CEC on solutions to address this issue. This could include reviewing the wording of the 8.7 Rule and making changes to the nomination forms used for Congress so that regions have the fullest information to enable them to make an informed decision on make-up of their delegation.

We would like a report on the findings and recommendations to be published before November 2018 and then if necessary, propose Rule Amendments to Congress 2019.

MOVING: NATIONAL EQUALITY FORUM
SECONDING: LONDON

C3. Covering Motions:

Motion 10: Trade Union Friends of Israel

London Region

Motion 11: GMB and the Trade Union Friends of Israel

London Region

GMB AND THE TRADE UNION FRIENDS OF ISRAEL

This Conference welcomes and applauds the GMB General Secretary's signature appearing in support of the advert in The Guardian on 2 November 2017 placed by the Palestine Solidarity Campaign listing many reasons why the British Government should apologise should apologise for its actions (and indeed lack of actions) over the hundred years since the Balfour Declaration and in respect of the Palestinian people.

The General Secretary's action represents the strongest statement of support for the Palestinian people that this union has ever made.

It is therefore disappointing and certainly contradictory, that the CEC continues to extend Congress facilities to the Trade Union Friends of Israel.

Conference expresses its dismay therefore that the CEC continue to allow Trade Union Friends of Israel to continue to pay for a stall at GMB Congress bearing in mind that this organisation actively opposes the sentiments expressed in the advert and that the GMB CEC Political, European & International Committee meeting held on 8 February 2016 made it absolutely clear in the minutes that "GMB does not affiliate to the organisation at any level, nor would we join a delegation at national or regional level or accept any money from them".

The Minutes of the CEC Political and European International Committee of 8th February 2016 confirm that the union:

"Does not affiliate (to TUPI) at any level, nor would we join at delegation of national or regional level or accept any money from them".

Accepting a booking from TUI for a stall clearly involves the acceptance of TUI money and therefore violates union policy.

Conference demands that union policy is confirmed and that TUI will be excluded from those organisations allowed to have stalls at this Union's Congresses.

MOVING REGION: LONDON
SECONDING REGION: LONDON

C4. Covering Motions:

Motion 17: Privacy of Member Records

London Region

Motion 19: Email Security

Wales & South West Region

PRIVACY OF MEMBER RECORDS AND EMAIL SECURITY

This Conference demands a full unequivocal statement regarding the security and maintenance of members personal data held by the Union.

In the light of the introduction of GDPR, this Conference further demands to know what actions have been taken by the Union to ensure members personal details are protected at all times.

This Conference calls upon the GMB and its Regions to ensure that lay representatives use safe and secure electronic mail addresses and systems such as GMB secure.

MOVING REGION: LONDON
SECONDING REGION: WALES & SOUTH WEST

C5. Covering Motions:

Motion 29: Materials and Publications for Members

London Region

Motion 30: Promotion Packs

Birmingham and West Midlands Region

INFORMATION MATERIALS FOR MEMBERS

This Conference notes that generic basic information material (hard copy) offered to members is lacking. In order to empower our members, and recruit new members, we need

to produce consistent professional-looking leaflets, brochures, booklets, posters, etc.

Not all our members have access to a computer and photocopies of old leaflets make us look unprofessional, outdated and quite lame compared to what other unions produce.

The following list shows examples, but is not exhaustive:

1. An **Introduction Pack** given to all new members with information that will aid members with employment issues (a basis "what to do if....."), give contact information of their Branch and Regional Officers (this info can be inserted by Branch), what they can do to help their GMB colleagues, benefits to members, useful contact details (TUC, ACAS, LRD etc).
2. **Briefing Papers (for Reps and Members):** How to recruit (e.g. from the Toolkit); responsibilities of Reps, Branch Officers; grievances and what to do; disciplinaries and what to do:
3. **Updates** on National/Regional employment regulations;
4. More **guides** similar to Women's H&S at Work and Mental Health at Work.

Once these materials are designed and produced (with a standard format throughout), they can be uploaded onto one specific website that is easily accessible for download or, for bulk numbers, online orders.

There may be some good examples within regions and branches, but these have not been shared with others. National HQ should request all branches to submit their self-produced publications and then come up with publications and materials usable throughout the country. Further, this Conference asks the CEC to instruct regions to make available informative promotion packs and materials for inductions into the GMB where required.

We call on National GMB to invest time, skill and money in producing publications/materials that will help our members in the workplace and be fit for a 21st Century union.

MOVING REGION: LONDON
SECONDING REGION: BIRMINGHAM & W MIDLANDS

C6. Covering Motions:

Motion 67: Tax Relief for GMB Contributions

London Region

Motion 68: Tax Relief on GMB Membership Subscriptions

London Region

APPLICATION FOR TAX RELIEF ON GMB MEMBERSHIP CONTRIBUTIONS

This Conference notes that some Trade Unions in the public sector have arrangements with HMRC which allows them to define themselves as a professional organisation which allows their members to claim tax relief on all or part of their union subscriptions. This can place the GMB at a disadvantage when recruiting new members or retaining members.

This Conference therefore calls on the CEC to examine whether the GMB can apply to HMRC to be classed as a professional organisation to allow members' to claim tax relief on their contributions or enter into similar arrangements with HMRC in relation to our membership subscriptions.

MOVING REGION: LONDON

SECONDING REGION: LONDON

C7. Covering Motions:

Motion 69: UNIONLINE

London Region

Motion 70: Promotion of UNIONLINE

London Region

PROMOTION OF UNIONLINE

This Conference congratulates and thanks all the staff at UNIONLINE and our panel solicitors for providing the most exclusive and easily available legal service in the Trade Union Movement.

Conference also notes the excellent work done by our National Legal Officer, Maria Ludkin and the Senior Management Team who has steered the dream of our Union and our members controlling a comprehensive framework of legal support for the members when they need it, into reality.

Conference further recalls that GMB members' contributions amounting to millions of pounds per year used to end up in the partner dividends of many of the legal firms we used to use.

This Conference is concerned that not enough promotion of UNIONLINE our own legal service is being undertaken.

Conference agrees that the GMB should promote the work that UNIONLINE does and that every branch should receive a quarterly bulletin from UNIONLINE showing amongst other things the total number of individual members' queries that are dealt with, the number of claims being actioned and highlighting successful cases where consent is given by the member. This would ensure all GMB branches had identical and up to date information on the UNIONLINE service.

Conference further reminds post holders from Workplace and Branch Officers to Regional, National and General Secretary that it is vital that no undermining of UNIONLINE takes place in furtherance of passing our Union's assets and services to other legal firms whose business is to reap profits from our members' cases as they have done in the past.

UNIONLINE may continue to allocate work to National and Regional nominated legal firms as determined by the National Legal Department, SMT and the CEC.

Conference agrees the GMB has a strong legal service which should be managed well, constantly improved and should never again be allowed out of our own control and passed to external profit making legal outfits who see our members as money earners.

The use of external legal specialists for campaigns on equal pay or litigation against rogue employers is sometimes required and for the GMB to retain its ability to fund these expensive legal challenges it must retain control of its core legal service through UNIONLINE.

Conference also welcomes an annual statement on the business plan and market value of UNIONLINE.

Conference further instructs the GMB management board members to deal with any failure of service, improve delivery and develop new services for the membership. Conference is proud to have a legal service we can devote to

our members unlike other unions who are at the mercy of the legal markets and those who have made profits of millions on our backs.

MOVING REGION: LONDON
SECONDING REGION: LONDON

C8. Covering Motions:

Motion 75: Investigate Mainstreaming the GMB Credit Union

London Region

Motion 76: GMB Credit Union

Midland and East Coast Region

Motion 77: GMB Credit Union

Midland and East Coast Region

GMB CREDIT UNION

This Conference instructs the CEC to promote the GMB Credit Union via National and Regional websites as an ethical alternative to Wonga.

This Conference directs the CEC to:

- (i) Investigate and determine further ways and means to mainstream the GMB Credit Union in the daily lives of our overall union membership
- (ii) Duly promote the GMB Credit Union on the national GMB website and all regional websites.
- (iii) To seek practical steps, in negotiation with the Credit Union to increase the net disposable income of our members i.e. by redesigning and reconfiguring the GMB membership card as a Debit card to be seen and be relevant in our members' daily lives as residents and consumers outside the workplace.

MOVING REGION: MIDLAND & E COAST
SECONDING REGION: LONDON

C9. Covering Motions:

Motion 104: To Raise Awareness of the Impact of Hidden Disabilities and Learning Difficulties

Southern Region

Motion 108: Dyspraxia

A Hidden Disability - North West & Irish Region

RAISING AWARENESS OF HIDDEN DISABILITIES

This Union notes:

1.1 That there are many workers and GMB members suffering in silence with a hidden disability or learning difficulty.

1.2 That workers and members with hidden disabilities and/or learning difficulties are often overlooked for promotions.

1.3 That workers with hidden disabilities and/or learning difficulties are subject to terrible abuse and hate crime.

1.4 That there is a lack of support for workers with hidden disabilities and learning difficulties.

This Union believes:

2.1 That a national campaign is needed to raise awareness of hidden disabilities and learning difficulties in the workplace including an awareness campaign in the workplace on Dyspraxia.

2.2 That more members with learning difficulties or hidden disabilities need to feel confident to become reps.

2.3 That members would gain confidence to apply for higher graded jobs and put themselves forward for promotions.

This Union resolves:

3.1 To drive a national campaign, raising awareness for workers with hidden disabilities and learning difficulties.

3.2 To provide practical support, advice and guidance to members on how to recognise the issues, how the person can be assessed and what support can be put in place to help them overcome the problems associated with Dyspraxia and other hidden disabilities and learning difficulties.

3.3 To recruit more members with hidden disabilities and/or learning difficulties and as reps.

MOVING REGION: SOUTHERN
SECONDING REGION: NORTH WEST & IRISH

C10. Covering Motions:

Motion 105: Disabled Workers and Reasonable Adjustments

London Region

Motion 107: Employers Must Undergo Disability Training That Matches Their Staff Needs

Southern Region

DISABILITY AWARENESS TRAINING FOR MANAGERS

This Conference demands that Managers should be expected to understand the disability of their staff before they can legitimately make reasonable adjustments to ensure that all members of the workforce are able to do their job equally to their peers with out barriers and prejudice.

The Equality Act 2010 protects employees from disability-related discrimination, harassment and victimisation.

Employers like to take on Disabled members of staff as it meet the criteria for the 1/10 employees should have some disability to show equal opportunities and employers have a duty to make reasonable adjustments to allow their staff to work effectively. How they do this is not stated.

Disabled people have to fight to persuade their doctors to treat their case seriously and refer them. They have to battle a specialist or consultant to get a diagnosis and to give their problem a name.

Sometimes they have to battle an employer to recognise their diagnosis as a disability and eventually when the disability is recognised it is an uphill struggle to teach the managers about it.

The problem is that employers have no background in meeting the staff's needs, i.e. ramps, workstations that are equipped for that persons disability, wheelchair accessible, large screens and high visible keyboards for visually impaired employees. However, not everybody needs physiotherapy, or a wrist-guard or a slope.

A simple recommendation at this stage is that managers should learn about disabilities of their staff and should be pro-active in their approach.

Every employer that takes on a member of staff with a disability undertakes training to be

able to support that person correctly, to ensure that 'Reasonable Adjustment' is met, and The Equalises Act 2010 doesn't have to be bought into force.

This Conference would like to see employers to understand the needs of disabled members of staff and see with understanding and without prejudice that they can be a valued and productive member of the workforce community. Conference therefore calls upon the Union to negotiate with ACAS to change their advice and recognise that there is a need for managers to learn about the disabilities of their workforce and the effects that they have on them.

MOVING REGION: LONDON

SECONDING REGION: SOUTHERN

C11. Covering Motions:

Motion 128: Plastic Pollution

Southern Region

Motion 130: Time for GMB to Throw its Weight behind Stopping Plastics Being Dumped in the Sea and Oceans

Birmingham & West Midlands Region

Motion 131: End of Single Use Plastic

Yorkshire & North Derbyshire Region

Motion 132: Plastic

Southern Region

PLASTIC POLLUTION

This conference is well aware of the enormous damage that plastic is having on our environment, particularly in our oceans and rivers and to our marine life. David Attenborough's work, amongst others, has assisted a growing awareness of this crisis and is shaping a new understanding of our urgent need to use less plastic and to use better packaging or less packaging. The damage to the environment, the polluting of our rivers, waterways and oceans through to the more sinister aspects of plastic particles entering the food chain is seriously disturbing. The potential long term damage to working people and their families is an unacceptable situation.

This Conference is to agree to campaign against plastics being dumped in our seas and oceans.

Plastics production has increased twentyfold since 1964, reaching 311m tonnes in 2014, the report says. It is expected to double again in the next 20 years and almost quadruple by 2050.

Despite the growing demand, just 5% of plastics are recycled effectively while 40% end up in landfill and a third in fragile ecosystems such as the world's oceans.

Much of the remainder is burned, generating energy, but causing more fossil fuels to be consumed in order to make new plastic bags, cups, tubs and consumer devices demanded by the economy.

Decades of plastics production have already caused environmental problems.

The report says that every year "at least 8m tonnes of plastics leak into the ocean – which is equivalent to dumping the contents of one garbage truck into the ocean every minute. If no action is taken, this is expected to increase to two per minute by 2030 and four per minute by 2050.

"In a business-as-usual scenario, the ocean is expected to contain one tonne of plastic for every three tonnes of fish by 2025 and by 2050, more plastics than fish (by weight)".

Plastic particles have been found in metal ores and, more worryingly, plastic is contaminating the world's oceans. Even in the deepest depths of the sea, plastic has been found in sea creatures. Every type of creature, from the plankton to whales, has been adversely affected. It is believed plastic is contaminating the milk of female whales, causing the poisoning of calves. The delicate balance of the ecosystem is under threat. The age of plastic must be brought to an end.

A carelessly discarded plastic bag can break down in the sea, especially in warmer waters but the process releases toxic chemicals that may be digested by fish, sea birds and other mammals like seals and whales etc. and end up in the human food chain.

In order to take responsibility for our own impact on the environment, we call on the GMB to take prompt and urgent action at every level of our organisation to reduce plastic waste wherever possible. This could well include training staff with responsibility for procurement, actions such as avoiding all use of non-recyclable plastic lined drink cups at conferences and in offices, to changing suppliers based on their use of

responsible products or packages, or to actively contacting existing suppliers to request that they use more ecologically sound goods or packaging. We request that an update on all changes and improvements to our ecological responsibility are given at next Congress.

It also calls on the government to incentivise plastic re-cycling and to invest in the research and development of alternatives to plastic.

Conference also calls on the GMB raise awareness and to take a look within the union of single use plastic products and, work with suppliers to end their use. By working with providers, and working with other partners and political allies to ensure we find solutions and take actions to drastically reduce the damaging effects of a world over-producing and over-reliant on plastic we should be able to lead the way and build a sustainable world for our children. It is time to raise the profile of this issue; the GMB would be the ideal organisation to do this.

MOVING REGION: BIRMINGHAM & W MIDLANDS
SECONDING REGION: SOUTHERN
PRIORITY IN DEBATE: YORKSHIRE & N DERBYSHIRE

C12. Covering Motions:

Motion 137: Employee Pension Funds
 Birmingham and West Midlands Region

Motion 141: Company Law
 Northern Region

EMPLOYEE PENSION FUNDS

This Congress calls on the Government to urgently introduce company legislation to make company directors personally liable for pension deficits, so that the lack of due diligence in the collapse of Carillion is avoided in the future as this Conference believes that senior directors responsible for companies are still not taking adequate action to properly fund employees' pension funds.

Conference therefore instructs the CEC to campaign to make these directors personally liable for any shortfall in the funding making it a criminal offence where negligence can be proved, and Congress calls on the Labour Party to adopt this proposal as part of its Manifesto.

MOVING REGION: BIRMINGHAM & W MIDLANDS
SECONDING REGION: NORTHERN

C13. Covering Motions:

Motion 186: Period Poverty

Wales and South West Region

Motion 187: Period Poverty

London Region

PERIOD POVERTY

This Conference calls on the Union to use all tools at its disposal to help end the disgrace of period and hygiene poverty.

This Conference is concerned that girls in the UK are missing school as they can't afford sanitary products. This means female pupils could be skipping up to a week of school every single month because they can't afford tampons, towels or menstrual cups and they are too afraid to ask for them, due to ridiculous stigma and shame still attached to periods.

Research by Plan International suggests that one in 10 girls and women aged between 14 and 21 in the UK has been affected by period poverty. Thousands of women have suffered the entirely avoidable indignity of being unable to afford to buy sanitary protection, leaving them isolated when at their most vulnerable.

Women and girls are resorting to using socks and newspaper in place of tampons and towels because the Government continually refuse to offer sanitary products for free. We are urging you to support this motion and to lobby Government to recognise the embarrassing situation women and girls are enduring through poverty and to provide free sanitary products and to support the work of charities providing these products.

The Unions' Officers and branches should lobby politically; both nationally and locally, for a long-term political solution, they will also work with charities such as, but not limited to, #FreePeriods, In Kind Direct and the Trussell Trust to assist and enhance their work in this important area.

MOVING REGION: WALES & S WEST REGION
SECONDING REGION: LONDON

C14. Covering Motions:

Motion 203: Nationalisation of the System for Care

London Region

Motion 205: Active Support for the Rail Re-Nationalisation

London Region

Motion 206: Nationalise all Major Services

Midland and East Coast Region

RE-NATIONALISATION

This Conference calls on Congress to actively campaign for the nationalisation of the commanding heights of the economy, including the banks and financial institutions.

The collapse of Carillion is a perfect example of how capitalism wrecks and destroys people's lives.

This Conference notes that there have been three attempts by the private sector to run the East Coast Rail Line franchise. The first two failed and cost the government millions. It was in public hands and not only did it return a £1billion fee for operating the line but also made a profit for the Treasury and won awards for its customer service.

The franchise was re-privatised in March 2015 and now Chris Grayling is paying Virgin/Stagecoach £2billion in a bail out to enable it to continue to run the franchise. Members residing on this route have experienced substantial fare increases and a reduction in customer service so feel that enough is enough.

This Conference is requested to campaign for:-

- The re-nationalisation of the whole rail industry, to end the gravy train for these companies who are all too often overcharging UK passengers so that they can subsidise passengers elsewhere.
- The renationalisation of the care system.
- All privatised public services to be brought back into the public sector.

We believe that the GMB should be leading the campaign, fighting for a socialist alternative to chaos madness and misery created by capitalism and the privatisation of the public services.

MOVING REGION: LONDON
SECONDING REGION: MIDLAND & E COAST

C15. Covering Motions:

Motion 208: Impact of Carillion's Collapse on Outsourced Public Services

London Region

Motion 210: Protection of Former Carillion Workers

Southern Region

Motion 211: Carillion

Southern Region

CARILLION

This Congress notes that the collapse of Carillion in January 2018 exposed the corrupt business model of unethical private sector companies living like parasites off of public sector procurement. This Conference notes the impact of the collapse of Carillion has been felt throughout the industrial community. We are hearing of work outsourced to private companies like Carillion, facing challenging decisions.

This Congress notes that GMB has been raising concerns about Carillion for several years.

This Congress notes that it was GMB members at Swindon's Great Western Hospital that took 21 days strike action in 2012 against bullying and exploitative managers. This Congress notes that it was as a result of the Swindon dispute that GMB took up the blacklisting campaign. This Congress notes the exemplary way that GMB campaigned against Carillion, combining industrial action, political lobbying and pressure, through legal action, and imaginative use of events to capture press attention.

This Congress notes the GMB's victory over blacklisting, where Carillion along with other defendants made a statement in open court admitting wrong doing, and settled thousands of claims in favour of wronged and victimised trade unionists. This Congress notes that the Financial Times argued that a key turning point in Carillion's fortunes was the Great Western Hospital NHS Trust in 2014 going public with their disappointment about Carillion's poor service delivery, which included recognition of the poor industrial relations resulting from their handling of the dispute with GMB.

This Congress notes that Carillion's financial woes were in part created by their having to bid too low for contracts to compensate for

their damaged reputation following GMB's campaign. This Congress believes that the role of GMB is confronting, opposing and fighting the unethical and bullying tactics of Carillion played a significant role in the difficult recent history of Carillion.

This is the time now to take stock of all the outsourcing services from the public to the private sector and to follow the lead of Councils like Ealing to bring services back into public control.

There are many more services that have been outsourced to private companies like Carillion and if they were to collapse, as like Carillion, it may mean losing some life-saving and essential public services.

In Ealing London, the Ealing Library Service has been brought back under the Council's control after Carillion's collapse. Ealing Library Services had been outsourced to Carillion under the Compulsory Tendering policy.

We ask Conference to:

1. Work with and encourage GMB endorsed Councillors and MPs to ensure that outsourced services are brought back into public control.
2. Continue to campaign on these issues by whatever means they are able to do so.
3. Consider a public enquiry into the impact of all public services that were/have been outsourced to private companies including equality impact assessments should these private companies become insolvent, or collapse like Carillion.
4. Congratulate GMB shop steward, Paulo Fernandes, and the Carillion members at Swindon's Great Western Hospital for maintaining a high level of GMB membership ever since 2012, despite hostile and aggressive management.

However, this conference is concerned that the conversation about the collapse of Carillion is focussing on the events leading up to its folding and not the events thereafter. While this needs to be examined in order to learn from it, the individual workers have been seemingly forgotten and have through no fault of their own become pawns in a wider game.

This conference seeks government reassurance that these people will not just be forgotten about

and will be properly looked after. These people require a commitment that they will receive any monies they are owed for work already carried out, that any pension they may have accrued in their time working for Carillion will be protected and that they will not be left out of pocket by a situation wholly out of their control.

This conference would like a commitment that all former Carillion workers will be protected by TUPE law when transferring over to a new employer within a public contract, and that all private sector Carillion workers will be given support to help find work and not be left cast adrift in the benefit system, which is itself being attacked relentlessly by this same Tory government.

This Congress resolves to invite other companies who seek to exploit and oppress GMB members to look at the fate of Carillion, and understand that GMB will never abandon our members. GMB will never tolerate injustice, and GMB will never give up the fight however daunting the odds may at first seem.

**MOVING REGION: SOUTHERN
SECONDING REGION: LONDON**

C16. Covering Motions:

Motion 218: Outsourcing of Public Projects, the NHS and Local Services
London Region

Motion 219: Bringing Outsourced Contracts Back In-House
Southern Region

Motion 221: Call to End Outsourcing and Privatisation of our Public Services
Yorkshire & North Derbyshire Region

Motion 222: Outsourcing
Midland & East Coast Region

Motion 223: Public Service Contracts
Birmingham & W Midlands Region

Motion 225: P.F.I Contracts
Birmingham & W Midlands Region

OUTSOURCING

This Conference demands urgent action be taken on the practice of outsourcing local services, including housing stock maintenance and housing development, to private

companies. The clear failings of Carillion and the depth of their involvement in Public Service provision highlights that undercutting and devaluing Public Services can no longer be tolerated.

Such acts forced upon local authorities by this Tory Public Service hating government dilutes the quality of the service provided, cuts the terms and conditions of those staff transferred out of local authority employment and savages their Pensions to the point that the dumping down by outsourcing then has a negative impact on the local economy as wages already cut to the bone leave less to spend on food, in the retail industries, on entertainment and health and wellbeing.

Commissioning is a soft word for outsourcing which local authorities like to use and they simply do not do enough to protect the transferred terms and conditions of our workers as well as the protection of health and safety. This is all at the cost of the quality delivered to our residents as outsourcing simply lines the pockets of the company owners, shareholders, boards and directors leaving very little for the front line staff who then have to leave and be replaced by unqualified, untrained and inexperienced staff who are brought in on the lowest and worst terms and conditions possible.

Yet these companies continue to pay extortionate salaries at the top whether still working for them or not whilst those at the bottom suffer day in day out with total disregard for their circumstances.

Buying contracts in low to win the work but maintaining the top at the expense of the bottom cannot and should not be tolerated colleagues.

This government knew of the profit warnings six months before Carillion Group collapsed yet carried on awarding contracts bought at low tender values. This practice of using private companies placing profit before people must be stopped, we ask why has this been allowed to happen and say no more should we be using public funds to pay the sums allowed by the contracts of individual CEO's and any contract should be draw up taking into account how the money will be used to fund the public and be transparent.

The Grenfell disaster and the resulting terrible loss of life has brought into sharp focus the profound lack of accountability and

effectiveness of the current system. Tenants and Leaseholders had raised their concerns with the local authority about the substandard refurbishment undertaken by the private sub-contractor and the neglect of health and safety procedures including non-compliance with fire regulations. These clearly played a massive part in causing this avoidable catastrophe.

Conference believes that these services should be brought back “in-house” under local authorities, and massive public infrastructure projects such as Crossrail, HS2 or NHS building development should be under government control. The failure and collapse of Carillion, a self-confessed blacklisting company whose Chairman was an open supporter of the Tories, demonstrates that a free market approach where private companies are awarded billion pound contracts by the Government, is a failed strategy and a misappropriation of taxpayers’ money.

This conference notes the success of reps in Southern Region in bringing the patient transfer contract in Sussex (previously run disastrously by Coperforma) back into NHS and therefore public control. This follows similar success stories around the country, such as the Newcastle Metro system, where a contract has been brought back in-house and delivered a surplus that can be reinvested in local communities rather than lining the pockets of an anonymous shareholder.

Therefore Congress calls for

- The GMB campaign for a transparent and fully accountable system of public control to be put in place, and to support Labour Councillors who support these approaches. Conference resolves to work to ensure taxpayer investment in the infrastructure, public services and workforce be restored and maintained.
- GMB to work or fight with this and future governments to stop profiteering at the expense of our member’s standard of living, health and welfare.
- The Labour Party to adopt as policy and as a manifesto pledge to commit to bringing back into public control, all outsourced and privatised contracts, whether they be central government, local government, civil service or health.

- The Government to change rules on outsourcing, and bringing services back in-house.
- The next Labour Government to repeal all legislation in relation to (P-F-I) private finance initiative no future contracts.

MOVING REGION: YORKSHIRE & N DERBYSHIRE

SECONDING REGION: LONDON

PRIORITY IN DEBATE: BIRMINGHAM & W MIDLANDS

C17. Covering Motions:

Motion 229: American President

Wales and South West Region

Motion 230: Trump

London Region

TRUMP OFFICIAL STATE VISIT

This Conference notes with disappointment the decision of the American people to elect the divisive figure Donald Trump as President of the United States of America.

It further notes that the Conservative Government is in talks with President Trump about an official state visit. This Conference is aware of the odious, vile racist behaviour and comments and tweets of Donald Trump and believes the invitation to him for a state visit was a major error and an insult to the vast majority of the UK’s population.

Conference requests therefore that the GMB expresses its total opposition to such a visit and encourages its branches and members to actively oppose it should such a visit take place and that this resolution be forwarded to the Prime Minister and the American embassy. Further, this Conference calls on the CEC to organise a public demonstration should a state visit take place.

MOVING REGION: LONDON

SECONDING REGION: WALES & S WEST

C18. Covering Motions:

Motion 236: Dreadnought Submarine Programme

Northern Region

Motion 237: Strategic Defence Reviews

Wales and South West Region

DEFENCE SPENDING

This Conference calls upon the Government to increase the Defence Industries spending on the UK's Armed Forces, to ensure long-term Sovereignty for the UK, home and aboard.

Further, we call on the future Labour government to fully endorse and commit to the Dreadnought submarine programme which provides much needed highly skilled, well paid employment in both the direct and supply industries involved in the above project, whilst providing large apprentice schemes in the commercial, technical & graduate fields, often in areas of the UK where such schemes would otherwise be non-existent.

MOVING REGION: NORTHERN

SECONDING REGION: WALES & S WEST

C19. Covering Motions:

Motion 272: Rights of Asylum Seekers

Wales and South West Region

Motion 273: Refugee Rights Campaign for Asylum Seekers Right to Work

Yorkshire and North Derbyshire Region

RIGHTS OF ASYLUM SEEKERS AND REFUGEES

This Conference notes that:

- We are now witnessing the highest levels of displacement on record. An unprecedented 65.6 million people around the world have been uprooted from their homes by war and environmental catastrophes. Among them are nearly 22.5 million refugees, over half of whom are under the age of 18.
- 80% of the refugees remain within their country of origin or in neighbouring ones
- Those refugees who reach Britain usually find themselves in dire circumstances. It often takes many years for asylum seekers to be

accepted by the system as refugees. They have to go through different screening and interviews for their cases to be heard. Most of these have inadequate language translators and lack of opportunities for the individuals to explain their cases.

- They are also denied the right to work and are forced to live on a bare minimum of £5 per day to pay for their basics such as clothing, food, drinks, transport. Most asylum seekers are living in poverty and experience poor health and hunger. Many families are not able to pay for their basic needs.
- Thousands of children seeking asylum in the UK are being denied access to education, according to organisations who work with refugees. There is no legal requirement for local authorities to provide education for children waiting for dispersal from initial accommodation by the Home Office.
- Adult education facilities are restricted to certain fields only.
- No advice is given on what health care maybe available and the lack of such of information means that some asylum seekers are made to pay for treatment.
- The UK is the only country in Europe that does not have a limit on the length of time that someone can be detained. There are individuals in detention centres who have been detained for years that are still not given the results of their case.
- In the UK, asylum seekers are encouraged to work within the detention centre for £1 an hour yet they are not allowed to work when they are outside and are forced to look for alternative ways to earn some money to live on. This makes them vulnerable to be exploited by bosses who employ them illegally on slave wages, some on as little as £3 per hour.
- The vast majority of these exploited workers are outside of the organised trade unions movement.
- Until a decision is made the lives of asylum seekers are left in a limbo.

Conference notes that:

- The Refugee Rights campaign was set up by refugee who have decided to come together to organise, campaign and fight for their rights.

- This campaign has participated in national demonstration including the ones on UN International Anti-Racism day, United for Education demo, May Day demo as well as numerous protest including for the closure of Yarls Wood detention centre
- Refugee Rights organises free law clinic with legal representation and provides free advice and access to information.
- Refugee Rights campaign calls for:
 - The right to work
 - Access to education
 - The closure of detention centres
 - £10 an hour now
 - An NHS free for all
 - Language and adequate medical help – including mental health facilities –for asylum seekers and refugees
 - The right to join a trade union

Conference:

- Demands that asylum seekers must not be treated as criminals or unlawfully held in detention centres. Their fundamental human rights need to be defended.
- Supports the demand to allow the right to work and join a trade union for all asylum seekers/refugees.
- Agrees to affiliate to the Refugee Rights campaign including financial support.
- Calls on all GMB branches to also affiliate to Refugee Rights

MOVING REGION: WALES & S WEST

SECONDING REGION: YORKSHIRE & N DERBYSHIRE

C20. Covering Motions:

Motion 133: Motion on Single

Use Plastic Containers

Southern Region

Motion 295: Water Points of Fountains Should be Available in Public Spaces and Schools - London Region

PROVISION OF DRINKING WATER

This Conference calls for the provision of water points and water fountains in public places and schools.

Britain consumes 3bn litres of bottled water per year. Typically bottled water retails at up to 500 times more than the price of tap water. Plastic bottles require petroleum and water in their production. Only 35% of bottles made are recycled and most end up as landfill. The World Wide Fund for Nature (WWF) campaigns strongly suggest that bottled water is not only environmentally unfriendly but also a waste of consumers' money. These are only a few of the surveys and statistics that show it is necessary for a change.

This conference congratulates the Mayor of London Sadiq Khan on his initiative to make free drinking water available for all Londoners. As well as the building and maintenance of twenty public water fountains, he has also sought to implement a scheme whereby local businesses make tap water available for public use, and therefore people on the street can refill their bottles with safe drinking water rather than buying expensive and wasteful bottled water.

This conference believes that as well as the obvious health benefits involved in ensuring access to drinking water, this will also clamp down on the use of single-use plastic water bottles, which are being used in the United Kingdom at a rate of 38.5million per day, only half of which are recycled. This means that 16 million bottles are thrown away, sent to landfill or just dumped every single day in the UK alone.

2017 saw campaigns for the end of the use of plastic drinking straws and coffee cups that are not easily recyclable. 2018 should see the beginning of a campaign against the single use water bottle. Making water freely and hygienically available in public areas would go a long way to breaking our dependence on a bottled product that is freely available in every business and home in the country.

This conference encourages other local authorities to follow London's lead and explore initiatives to make free drinking water available for everyone, whether with a system of public fountains, or a network of local businesses making their tap water accessible, as has also been very successful in Bristol.

This conference would also like to see employers making an effort to make drinking water available to their employees, both for the benefit of their health, safety and welfare at work, and for the benefit of the environment too.

MOVING REGION: LONDON

SECONDING REGION: SOUTHERN

C21. Covering Motions:

Motion 299: Investigatory Powers Act

London Region

Motion 300: The “Snoopers” Charter

Do You Know What It Is? – Midland and East Coast Region

INVESTIGATORY POWERS ACT

This Conference notes:

1. The GMB campaign against blacklisting; the compilation of records of union and civic society activists of individuals and their use in employment processes.
2. The increased use of employers in the use of government databases e.g. the Criminal Records Bureau as part of employment processes.
3. The exposure by Edward Snowden of the illegal mass surveillance of the US NSA and their 5 eyes, including GCHQ in intercepting private telecommunications traffic.
4. The passage by the Conservative Government of the Investigatory Powers Act also known as the snoopers charter which:
 - a. Extends the intelligence services right to intercept electronic and internet traffic
 - b. Retains “economic security” of the nation as a reason for intelligence and police activities
 - c. Legalises mass surveillance
 - d. Allows access to these records on the basis of police or senior manager warrants

Conference believes:

1. The Investigatory Powers Act contravenes the European Convention on Human Rights, specifically Article 8, the right to privacy.
2. The Investigatory Powers Act has been declared in contravention of the EU Charter of Fundamental Rights Charter
3. The Investigatory Powers Act will be used against trade unions and their right to organise.

Conference resolves:

1. To continue the campaign against private sector blacklisting
2. Seek support from the TUC to oppose the legislation of mass surveillance
3. Support legal challenges to the laws where GMB has standing
4. To raise awareness of the “Snoopers” charter, and what it means to our members and their families.

MOVING REGION: LONDON

SECONDING REGION: MIDLAND & E COAST

C22. Covering Motions:

Motion 314: Section 40 Equality Act 2010

London Region

Motion 315: Third Party Sexual Harassment within the Security Industry

London Region

Motion 316: Third Party Harassment Provision in the 2010 Equality Act

Midland and East Coast Region

Motion 317: Third Party Harassment Provision in the 2010 Equality Act

Southern Region

Motion 318: Sexual Harassment Cases

Birmingham and West Midlands Region

SECTION 40 EQUALITY ACT 2010

This Conference is alarmed by the high number of sexual harassment cases being reported following recent accounts in the media and campaigns such as #MeToo.

This Conference notes that unfortunately sexual harassment at work is still common. We saw it at its worst in January this year, when women employed to host a “men-only” Presidents Club Charity Dinner were subjected to groping, sexist dress codes and sexual harassment. Research earlier this year found that 89% of workers in the hospitality industry had experienced one or more incidents of sexual harassment in their working life.

This Conference notes that in January 2018 the Fawcett Society produced the findings of its Sex Discrimination Law Review. This report is the first of its kind, set up to review the sex discrimination laws in the UK.

The report found:

- Violence against women and girls was endemic in the UK;
- Half of all women have experienced sexual harassment at work;
- 64% of women of all ages have experienced unwanted sexual harassment in public places;
- 1 in 5 women aged over 16 have experienced sexual assault;
- In some sexual offences cases a victim's sexual history evidence is being inappropriately used in Court.

Furthermore the report highlights that women remain consistently disadvantaged in the workplace. Despite the historic equal pay gap wins by the Ford Dagenham women, the progress on the gender gap has stalled and significant changes are needed to close it. It is a sad indictment that in 2018, the centenary year of women getting the vote, the legal system is still failing women.

Sexual harassment at work is a "chronic problem" for women and is causing lasting mental illness. When complaining, you are either told to "shut up and put up" or removed from site and dismissed through SOSR. The process for Equal Pay Claims at Employment Tribunals is complex, lengthy, and a maze to tackle. The process wears down a claimant affecting their mental health and wellbeing.

Sexual harassment in the workplace and harassment on the basis of a protected characteristic can be perpetrated by third parties. As it currently stands under the Equality Act 2010 Section 40, if an employee is harassed in the workplace by a third party like a client or customer, the employer does not need to do anything unless the harassment occurs more than once. At present these women are legally unable to hold their employer to account.

Section 40 of the Equality Act, introduced in 2010, protected employees from sexual harassment from third parties in the workplace. Section

40 was an important provision that provided protection for employees against harassment by a third party, when employers' ought to have been reasonably aware of harassment as this clause was to protect employees from unwanted harassment by making their employers responsible/liable for incidents enacted by customers/clients.

This Conference is aware that on 1 October 2013 the Coalition Government, under the Enterprise and Regulatory Reform Act 2013, repealed section 40 of the Equality Act 2010, which made employers liable in certain circumstances for acts of harassment of an employee carried out by a third party so employees are no longer protected from sexual harassment at work if they are harassed by a customer, client or contractor.

Their reasoning? The Government thought the existing provisions were a burden on employers which imposed additional liabilities which in these difficult economic times could have a detrimental effect on businesses. Employees therefore are not protected from sexual harassment at work if they are harassed by a customer, client or contractor. It means that organisations can keep turning a blind eye to blatant sexual abuse without facing any consequences and has now exposed employees to the possibility of having no recourse, should this happen.

Sexual harassment can be challenging to prove but this Conference believes that with stronger legal protection, better access to justice and solidarity from GMB it is not unsurmountable. Recent events which have been reported in the news have once again highlighted the importance of this section of the Act but how many more incidents of workers facing third party harassment go unnoticed. This should be a matter of deep concern. Conference asks GMB to highlight this injustice.

We need to protect women Security Officers and other women from harassment at work and tackle sexist and misogynistic culture and the Government must take serious action to address these concerns. Conference believes that the law needs urgent reform, so that all women are better protected within the workplace.

This Conference calls upon this Government to re-instate Section 40 of the above Act.

We call upon Conference to:

1. Work with GMB endorsed MPs to ensure the reintroduction of Section 40 of the Equality Act 2010 to guarantee workers protection from third party harassment, requiring only one previous incident of harassment for the employer to take action, and protection should extend to pregnancy, maternity, marriage and civil partnership status.
2. Lobby the Government to bring back Section 40 of the Equality Act that requires only one previous incident of third party harassment instead of the previous requirement of two or more occasions of harassment to ensure that our members are protected from all forms of harassment.

MOVING REGION: LONDON

SECONDING REGION: SOUTHERN

PRIORITY IN DEBATE: BIRMINGHAM & W MIDLANDS

C23. Covering Motions:

Motion 331: National Affiliation to 'Health Campaigns Together'

Southern Region

Motion 332: Health Campaigns Together Affiliation

Yorkshire & N Derbyshire Region

HEALTH CAMPAIGNS TOGETHER AFFILIATION

This conference calls upon the Union, nationally and regionally, to affiliate to 'Health Campaigns Together' who work with and support Trade Unions and workers in the NHS including campaigns locally and nationally. This Conference notes the appalling crisis now gripping the entire NHS which is at a direct result of chronic underfunding by central government. We note that our NHS is now the lowest funded health service per head of population in any European country.

We also note with alarm the creeping privatisation of the NHS through the back door. For example the majority of contracts put out to tender for health service provision went to the private sector in 2017. The creation of bodies such as Sustainability and Transformation Plans, Accountable Care Organisations and Wholly Owned Companies are all further designed by

the government to undermine NHS funding and create a bridge to the private sector. These plans will directly impact on our members wages and terms and conditions.

However as a trade union we recognise the huge contribution the BHS plays in our member's lives and that we have a vested interest in maintaining the viability and proper funding of the NHS. As such we recognise the important role played by Health Campaigns Together (HCT) in coordinating and organising the campaign to save our NHS. In particular their highly successful national demonstration in London which attracted 250,000 people and the similarly successful conference of over 400 delegates towards the end of the year.

A number of Trade Unions including UNISON and Unite already nationally affiliate to this organisation.

Congress we must do all in our power to join and support the fight to save our NHS and agree the following.

1. To affiliate as a trade union to HCT and appoint an officer to liaise with their organisation
2. To encourage all branches to support and make contact with local HCT affiliated campaign groups with a view to publicising their activities and events as well as to affiliate themselves as branches to HCT
3. To regularly order the HCT newspaper for circulation to members and branches which is produced once a quarter
4. To support where appropriate national events and activities called by HCT e.g the 70th anniversary demonstration on London on 7th July which we should fully endorse and offer financial and practical support to ensure its success
5. To use our influence through the APF to ensure the Labour Party commits to support the aims of HCT in securing proper funding for the NHS and to return the NHS to the public sector.

MOVING REGION: YORKSHIRE & N DERBYSHIRE
SECONDING REGION: SOUTHERN

C24. Covering Motions:

Motion 352: An Ageing Workforce and the Skills Gap

Midland and East Coast Region

Motion 353: Skills Shortages

North West and Irish Region

SKILLS SHORTAGE

This Conference is appalled at the continuing barriers being put in place that restricts the access to adult and skills education, which reduces the prospects for workers. Budget cuts to further education colleges seriously reduce the provision to access opportunities to obtain skills that are needed, impacting on people whose choices are already extremely restricted.

The shortage of skills is now reaching a critical level, and steps must be taken to act, rather than complain about the issues facing our industries and sectors.

Like all reduction to funding, this also leads to loss of jobs. At this time when companies have identified the lack of workers with skills required to improve and expand their businesses, training either internally or externally is essential to fill the gaps.

This Conference calls on the GMB to put pressure on companies, and to lobby MPs and Government, to address the issue of skills shortages to increase funding and improve the prospects for workers and the economy and stop this worrying trend.

MOVING REGION: NORTH WEST & IRISH
SECONDING REGION: MIDLAND & E COAST

C25. Covering Motions:

Motion 368: Private Housing – Rented Sector - Licensing Scheme

London Region

Motion 369: Private Sector Landlords' Register

London Region

PRIVATE LANDLORDS LICENCE

This Conference is concerned at the high level of private sector landlords who flout the housing and environmental laws when it comes to

letting property that needs health and safety enforcement, has chronic overcrowding, ever increasing financial costs in rents, or letting property that is simply not fit for purpose.

This Conference applauds the licensing scheme brought in by Newham Council to rid the Borough of rogue landlords who exploit young people and others by cramming them into rooms no bigger than a broom cupboard.

London Borough of Newham have taken on the responsibility in enforcing a private sector landlords' register where landlords have to sign and pay for to allow councils to introduce strong enforcement including dawn raids to catch these landlords and stop them demanding high rents and giving out poor and dangerous accommodation at extortionate rents. Last November, the Council's Private Rented Sector Team was joined by our General Secretary, Tim Roache and London Regional Secretary, Warren Kenny, on an extremely well-publicised raid, as part of the Council's campaign to highlight these overcrowded Dickensian living conditions, and the extortionate amount of rent these landlords charge.

The scheme in Newham requires all private rented properties in the Borough to have a licence and landlords involved could and should face financial penalty notices of up to £30,000 per offence, with the money generated being ring-fenced to improve the living conditions of tenants. Conference believes that the scheme should be replicated throughout the UK and therefore calls upon Government to bring forth legislation to this effect.

The GMB therefore is calling for a campaign to get all local councils to set up a register for all private sector landlords, and get out into the areas unveiling any abuse and prosecute any landlords who are abusing the clear housing and environmental legislation, and retaining the fine to invest in support of administration of such schemes, making them self-financing. This can be linked across local councils working together to combat this scourge on vulnerable people.

The campaign must also include the fact that rents are being increased, and many are threatened with losing their deposits, or simply pressured to leave the accommodation when they complain, we need to highlight by naming, shaming and fining these landlords.

MOVING REGION: LONDON
SECONDING REGION: LONDON

C26. Covering Motions:

Motion 382: End the Detrimental Effect of Universal Credit on Housing

Yorkshire and North Derbyshire Region

Motion 385: Universal Credit

Northern Region

Motion 387: Universal Credit & Associated Benefits

Northern Region

UNIVERSAL CREDIT

This Congress believes that Universal Credit (UC) needs a radical overhaul so that people who are amongst our most disadvantaged communities, are not stigmatised for falling on hard times. The Benefits system is a safety net not a punishment. This Congress deplores the inhuman and impersonal treatment handed out to claimants to bring in an ill thought UC system.

This Conference notes that whilst the consequences of universal credit on recipients is well publicised, there have also been unintended consequences on housing providers. Not only are families suffering hardships by having to go 6 – 10 weeks without money, there is also a knock on effect to social housing providers. Many of these providers are waiting for large sums of money from those awaiting universal credit payments. Rent arrears that are caused by the universal credit debacle are causing cash flow problems, meaning no money to pay wages. Many arm's length local authority housing companies are making people redundant. Some face bankruptcy. Unemployment is fast rising in already low paid and overstretched services. Private landlords are reluctant to take those on universal credit as tenants due to the wait for payments. A number who invested in buy to let as a means to a pension after the financial crash of 2008, are also being affected.

Conference calls for an end to this vicious circle of delayed payments leading to rent arrears, leading to job losses in housing providers, leading to more on universal credit. Conference accepts the need for a Welfare and Benefits system fit for the 21st Century but Universal Credit is not the answer. For the sake of preventing homelessness and stopping the destruction of housing providers, universal credit must stop.

This Congress calls on the Labour Party, as part of its manifesto to overhaul the system so that we get back to the system where the benefits system, whilst making work pay, does not penalise and demonise those who for whatever reason are unable to work or finding it hard to obtain work.

Further, this Congress calls upon a future Labour government to fully overhaul Universal Credit and other state benefits which has proved a policy disaster upon implementation, with all claimants in receipt of the above benefits having the right to elect for weekly or monthly payment of such benefits as have citizens receiving the state pension. Such a proviso would enable claimants to budget effectively to suit their individual needs and lifestyle.

MOVING REGION: YORKSHIRE & N DERBYSHIRE
SECONDING REGION: NORTHERN

C27. Covering Motions:

Motion 384: Universal Credit

London Region

Motion 386: Universal Credit

Yorkshire & N Derbyshire

GMB GUIDANCE AND INFORMATION ON UNIVERSAL CREDIT

This Conference resolves to fight the iniquitous attacks on the low-paid, under-employed and unemployed through the implementation of Universal Credit. The single monthly payment which replaces the six current working age benefits, is to be fully implemented in the coming period. Where the full service Universal Credit has been rolled out evidence has shown considerable financial hardship for the many people moving on to the new system of payments. Members are forced into claiming because the government would prefer to subsidise employers rather than insist on them paying a living wage. Where existing claimants of 'legacy benefits' are migrated over many hundreds of thousands of working people will be in receipt of Universal Credit.

The measure is used to control and discriminate against non-UK citizens, to discourage single mothers with children under school age from working, to discourage the illiterate, innumerate

and those with no access to IT/internet, to prop up the zero hours culture and the “gig economy”, those who have been made redundant and never claimed in their lives but are also caught by the rise in retirement age. People who would previously have been able to claim immediately (if made redundant) through contributions, now have to support themselves for 6 weeks. In short, it appears to be one almighty mess that serves only to attack claimants and discourage people from part-time or low-paid work. By paying the benefit all in one pot to the “head of the household” it will also lead to a greater risk of domestic abuse. Many workers who would be entitled to payments do not claim because they don’t understand it or fear it. In addition it has only been “rolled out” in some areas, so many of us do not yet understand the ramifications.

GMB will therefore:

- Embark on a programme of research to ascertain the implications of Universal Credit for our members and numbers eligible but not claiming.
- The Union’s officers to both provide workplace representatives with a thorough briefing on Universal Credit and its consequences for members
- Set up education sessions about this benefit for GMB officers and volunteer activists.
- Send out publicity to all our branches explaining Universal Credit and where members can get help (e.g. CAB).
- Developing plans to support and campaign alongside members and their families having problems with the new benefit
- Combat the inherent racism and discrimination of the benefit.
- The Union to use its political influence to gain support from MP’s to lobby against the roll out of Universal Credit in the Houses of Parliament.
- Campaign for the Universal Living Income.

MOVING REGION: LONDON

SECONDING REGION: YORKSHIRE & N DERBYSHIRE

CENTRAL EXECUTIVE COUNCIL RULE AMENDMENTS

CECRA1

Rule 1, Clause 2

Line 1

Insert "Mary Turner House"

Rule 1.2 to read:

- 2 Our main office is at Mary Turner House, 22 Stephenson Way, London NW1 2HD. Our main office in Northern Ireland is at Victoria House, 1a Victoria Road, Holywood BT18 9BA.

CECRA9

Rule 19,

Insert: New Clause 14

- 14 In relation to GMB Scotland, any reference in these rules to Regional Secretary shall mean the GMB Scotland Secretary; any reference to Regional President shall mean the GMB Scotland President; any reference to Regional Council shall mean the GMB Scotland Council and; any reference to Regional Committee shall mean the GMB Scotland Committee.

CECRA10

Rule 2

Insert: New Clauses 10 and 11

- 10 To make available a range of membership services, including but not limited to discounted offers and financial services, provided either by the union or by third parties.
- 11 To do any such lawful things as are incidental or conducive to the attainment of the above aims (or any of them) or that the Central Executive Council may consider to be in the interests of the members or likely, directly or indirectly, to benefit the union or any member of it.

CEC Positions on Remaining Existing Policy Motions

117. CARRY ON CAMPAIGNING FOR MORE INVESTMENT IN THE HSE (BI)

GMB has longstanding policy calling for increasing funding for the Health and Safety Executive. Congress 2006, Motion 70 HEALTH AND SAFETY INSPECTORS – “Congress calls on the Government to put more funding into the HSE to ensure more inspectors are available for workplace visits” Carried

Congress 2007, Motion 56 – HEALTH AND SAFETY – “Congress calls upon the CEC to lobby the Government for greater funding and resources for the HSE. It is getting harder and harder to get an inspector into the workplace now due to cut backs. The workload of individual inspectors has increased due to fewer and fewer on the ground.” Carried

Congress 2014, Motion 42 – PRIVATISATION AND COMMERCIALISATION OF HSE – “This Conference calls on the GMB senior management team to continue to campaign to maintain an Independent HSE that protects the health and safety of workers. We also ask them to put pressure on Government to recognise that the priorities of the HSE have to be strict enforcement and robust regulations. It would appear that after four Government commissioned reviews in three years, Young, red tape, Lofstedt and now Triennial review have all failed to back the Governments notion of health and safety being a ‘burden on business’. The Tories answer is to ignore the evidence and continue with the increased commercialisation, gradual dismantling and future privatisation of the HSE with less intervention putting our members and all workers at greater risk.” Carried with Qualification

119. HEALTH & SAFETY INSPECTIONS (NW)

In light of the explanation from the region, this issue is existing policy; Motion 70, 2006;

Congress calls on the Government to put more funding into the HSE to ensure more inspectors are available for workplace visits.

Motion 56, 2007; Congress calls upon the CEC to lobby the Government for greater funding and

resources for the HSE. It is getting harder and harder to get an inspector into the workplace now due to cut backs. The workload of individual inspectors has increased due to fewer and fewer on the ground.

123. Recording of Work Related Stress Injury in Health & Safety Statistics (LO)

The CEC believes the content of this motion is covered in Motion 36 from 2009 Congress. Congress 2009, Motion 36 – HEALTH AND SAFETY – “Congress calls on the CEC to lobby the Government to recognise stress complaints, where it is found to be work related as a reportable condition under RIDDOR and is reportable after 3 days.” Carried with Qualification.

135. PENSION INEQUALITY (NW)

The contents of this issue were covered and carried in the Special Report on Pensions at Congress 2017.

136. The Rights of Women AGAINST State Pension Inequality (WASPI) (BI)

The contents of this issue were covered and carried in the Special Report on Pensions at Congress 2017.

143. FLEXIBLE RETIREMENT (BI)

The issues covered in the Motion were also included in the Special Report on Pensions from Congress 2017. GMB has long recognised that age is an arbitrary determinant of retirement age and that greater weight should be placed on location, occupation and socio-economic status when determining retirement ages. Pension schemes should also offer a retirement age range and other greater protections in line with Cridland 2017.

145. DRUGS TESTING IN THE WORKPLACE (LO)

This motion is understood to be existing policy, and the contents of the motion were covered in

Congress 2016, Motion 104 – SUBSTANCE ABUSE – “This Conference believes that substance misuse can have a major impact to physical / mental health and general wellbeing within society and the workplace. Congress notes that substance misuse and addiction can have serious consequences to individuals, their families, friends, employers and work colleagues. More than ever national and local companies are imposing substance misuse testing on their own employees as well as their contractors. Congress believes that employers need to take a balanced approach to the management of substance misuse in the workplace and intervention for the employee. Congress believes that it is essential that proper training and support is required not just sanction after sanction to help general health and well-being of workers.” Carried with Qualification.

150. Trade Union Rights (LO)

GMB has a long standing policy to oppose the anti-union legislation imposed by successive Governments going back to the 1980’s and 1990’s. More recently Congress has carried a number of Motions on the issue for example Composite 11 “Anti Trade Union Laws” carried by Congress 2005, Composite 4 “Trade Union Rights and Anti Trade Union Laws” carried by Congress 2014, Motion 127 “The Right to Strike” carried as existing policy at Congress 2015, and Motion 121 Scrap the Trade Union Act carried with a qualification at Congress 2017. This motion is also broadly in line with the CEC Statement on the Trade Union Act 2016 in opposing the Act, and calling for its repeal.

151. Modern Apprenticeships (MI)

The CEC believes that this is existing policy as the motion, and the further explanation of the motion is asking that GMB campaign for high quality and properly paid apprenticeships. GMB has long standing policy on this and absolutely agrees with the motion that apprenticeships are a form of training and education, not a loophole used for cheap labour. From 2012 Composite 17 Apprenticeship Schemes called out bogus apprenticeship schemes particularly in the building and maintenance industries which used apprentices to undercut real jobs and wages; it set out policy to support bona fide apprenticeships. In 2014 Composite 20 Youth Unemployment, Real Apprenticeships and the Impact on the UK Economy, called for

apprenticeships to offer proper trades and to address the skills gap. Also in 2014 motion 225 Support for Apprentices called for supporting high quality apprenticeship courses which offered career progression and realistic job opportunities, accessible to all (ages). In 2016 Composite 5 Apprenticeship System & Apprenticeship Levy criticised business that abused the levy and hired apprentices in order to recoup money but on bogus schemes which undercut normal jobs.

164. Remove Two Years’ Period For Dismissal On Employment Law (LO)

Congress 2012 adopted policy to oppose the extension of the unfair dismissal qualifying period to 2 years introduced in April 2012 in a number of Motions: Composite 3 Claims to Employment Tribunals, Composite 4 Employment Tribunal Fees and Unfair Dismissal, Composite 5 Employee Funding for Employment Tribunals. Subsequent Congresses in 2013 and 2015 endorsed similar Motions as Existing Policy for example Motion 133 Qualifying Period –Tribunal Claims at Congress 2015. In so doing the union has emphasised that GMB policy is for full unfair dismissal rights from day one of the employment and not one year.

173. Support of Low Paid Workers (NW)

GMB already has very clear policy decisions on low pay for example £10.00/hr campaign and one of our key objects is to fight for decent rates for all our members.

174. Workers Need a Pay Rise (NW)

This motion references the financial crash of 2007/08 which saw much of the global economy fall to its knees, and from which many are still feeling the effects. It should be considered existing policy as fighting for better wages for workers, and our members, is core GMB business. By the very nature of having wage bargaining with employers, we are campaigning for pay increases. Our policy is also that we campaign for a Living Wage of £10 p/h as a minimum, which should be applied across all of the economy, and to all those who have a job. The motion does not offer any additional or new campaigning strategy for increasing workers wages.

175. National Living Wage (NW)

Our policy is that the real Living Wage is £10 p/h as a minimum, which should be applied to all parts of the economy. We have had a number of motions since 2014 which cover this issue, which resulted in the policy of £10 p/h. The motion asks for pressure to be put on the government to introduce a National Living Wage; the government has implemented a National Living Wage Rate which was an increase to the poverty pay of the Minimum Wage, however it is not a real living wage, applies only to those over the age of 25, and has not been rising at the rate it was promised to. GMB does not recognise it as a real Living Wage. GMB has policy that the living wage should be applied to all those in work no matter the age, and that every employer should pay at least £10 p/h. This motion also references Veolia in Liverpool City Council and the issues with the contract. This is not an issue for Congress specifically, however the overall motion is existing policy.

179. Artificial Intelligence, Machine Learning, Robotics and the Future of Human Employment (SW)

The CEC Special Report on Insecure Work passed by the 2017 Congress committed the GMB to 'monitor and research the impact of automation on insecure work and GMB sectors ... and develop campaigns to protect the jobs of GMB members as the world of work changes.' We are committed to researching and monitoring employment trends with a view to initiating campaigns on the potential negative impacts of automation.

180. Artificial Intelligence and Robots in Workplaces (LO)

The CEC Special Report on Insecure Work passed by the 2017 Congress committed the GMB to 'monitor and research the impact of automation on insecure work and GMB sectors ... and develop campaigns to protect the jobs of GMB members as the world of work changes.' We are committed to researching and monitoring employment trends with a view to initiating campaigns on the potential negative impacts of automation.

183. Automation and the Threat of Jobs (YO)

The CEC Special Report on Insecure Work passed by the 2017 Congress committed the GMB to 'monitor and research the impact of automation on insecure work and GMB sectors ... and develop campaigns to protect the jobs of GMB members as the world of work changes.' We are committed to researching and monitoring employment trends with a view to initiating campaigns on the potential negative impacts of automation.

188. Female Hygiene (YO)

The contents of this motion was covered in 2016. Motion 158, 2016 on Taxation of Sanitary Products: This Conference calls on the GMB to campaign and lobby against the taxation on sanitary products, as they are currently classed as "luxurious items" and are thus taxed at 5% VAT. The fact that cake and men's shaving razors are considered "a necessity", whilst fundamentally important intimate products such as tampons, are not, goes against all ideas of social equality. Conference, please support a campaign aimed at revoking these sexist taxes.

195. Tax Havens (LO)

GMB has longstanding policy on opposing tax haven and offshore accounts. These were discussed in 2010 C6 UK Taxation and Corporation Tax, 2011 C12 Tax Avoidance and Tax Evasion, and 2014 113 Tax avoidance HMRC Funding, which specifically calls for GMB to work with a future Labour Government to increase resources to the HMRC to take on tax avoidance, evasion, and close loop holes.

200. Existing Policy (NW)

By the motion's own admission, the re-nationalisation of public utilities is existing policy. In 2005, C35 'Public Ownership - Coal, Utilities, Water, Railways (Motions 198,199, 205, 314) was discussed, whilst the Labour Party was in power, calling for the re-nationalisation of public utilities.

204. Postal Service (BI)

Motions 164, 230 & 231 in 2011 discussed the renationalisation of the Royal Mail and postal service, and to work with the Labour Party to achieve this as well. Motion 133 from 2014 also covers the issue of the restoration of terms and conditions of workers, which was carried with the qualification that GMB would not have the bargaining rights to determine this due to it being the membership of CWU.

- it to be a scandal that in large parts of the UK it is cheaper for councils and businesses to send plastic recyclates to Germany and China, to be made into recyclable commodities, than adopt more plastic recycling facilities within the UK.
- that this policy would increase business demand, enable more plastic recycling and give a much needed boost to skills and employment." Carried.

243. Brexit Impact on Northern Ireland (NW)

The motion calls for action to lobby politicians to address the serious challenges faced by Northern Ireland in relation to Brexit. The motion is existing policy contained in the CEC Special Report on Brexit endorsed by Congress 2017.

303. Decriminalisation of Sex Workers (SW)

Congress has already formally supported decriminalisation of prostitution see for example Motion 183 Safety, Sex Work, and Human Rights from the London Region London Entertainment & IUSW Branch carried with a statement from the CEC at Congress 2009. The Motion is existing policy.

260. Clause 4 (SW)

A motion which contained the sentiment of this motion, and arguably went further than this motion, was passed in 2014:153 A New Clause 4. It was passed with a qualification as it was particularly close to a general election. However it stands as our policy to have an iteration of Clause 4 established within the Labour Party Constitution.

325. 70th Anniversary of the NHS (LO)

The CEC Statement on the NHS 2017 covers the content of this motion.

294. Recycling in the UK (LO)

It is longstanding GMB policy to promote recycling and sustainable products. See most recently Congress 2011, motion C2 – WASTE RECYCLING – "This Congress recognises the progress made in the recycling of re-usable materials in recent years, but now further understands that it is the time to evolve from simple avoidance of the landfill tax to the effective use of these valuable materials. This Congress calls for a much greater focus on waste recycling within the business community, so that raw materials are not wasted, businesses realise their corporate social responsibilities, the green economy is enhanced and that new manufacturing jobs are created within the UK. This Congress calls on the Government to enable the creation of more waste recycling facilities within the UK for recycling plastics. Congress believes:

333. Crisis in Care Homes and Staffing Ratios in the Care Sector (YO)

GMB have long campaigned for a fully funded National Social Care Service (2011:EM3, 2012:C18) GMB have campaigned for a social care model to demand that Government should introduce a standard of care, that is sufficiently funded and resourced. The special report to congress 2016 "GMB in the care sector – campaigning to prevent the collapse of social care" reports on the chronic underfunding of residential care and that politicians must accept their responsibility face up to the funding crisis and act on the integration of health and care. (2.1 Low fees paid by councils). Included in the special report to congress 2016 GMB made recommendations regarding investment to alleviate the crisis of bed blocking in the NHS (7. GMB recommendations, bed blocking and better funding)

GMB have continued to campaign for changes to the minimum standards of staffing levels of care home in the Care Standards Act 2000 (2013:12). GMB believe that staffing ratios should always be based on residents needs and not left to managers discretion. These ratios should be published for all residential homes (2006:175)

336. More Financial Support for Hospices (YO)

CEC supported motion 128 which was referred at congress 2003 "Fair Funding for the Hospice Movement. A further motion was submitted at Congress 2008 "Funding for Hospices Adult and Social Care" This motion was supported with the qualification that hospice funding is a devolved matter and that campaigning would have to be required in the devolved countries.

362. Defend Council Housing (LO)

GMB has a longstanding commitment to promoting council housing (2006, 239 Defend Council Housing)

364. Social Housing not Affordable Housing (LO)

GMB has a longstanding commitment to promoting council housing (2006, 239 Defend Council Housing)

365. Affordable Housing.....Where? (YO)

The contents of this motion has been covered before in the 2017 CEC Charter on Housing.

366. GMB Support for UK Housing Crisis (MI)

CEC Special Report from Congress 2014 covers the content of this motion.

367. Housing Property Owners Scandalous Rents and Living Exploitations (LO)

The contents of this motion has been covered by motions at previous congresses, 2012, 205 Private Housing Landlords, and 2013, 284, Landlords

373. People Having to Sleep Rough on the Street (MI)

The contents of this motion have been included in the 2017 CEC Housing Charter, and therefore should be considered as existing policy.

COMMERCIAL SERVICES SECTION CONFERENCE AGENDA

SUNDAY MORNING - 3RD JUNE 2018

09.30 CONFERENCE OPENS

CHAIR'S WELCOME, ANNOUNCEMENTS AND OPENING REMARKS

Kevin Flanagan, Section President

NATIONAL SECRETARY INTRODUCTION & INDUSTRIAL REPORT

Justin Bowden, National Secretary

Activists' Reports

Motions

INDUSTRIAL REPORT

Mick Rix, National Officer

Activists' Reports

Motions

EXTERNAL SPEAKER

Motions

INDUSTRIAL REPORT

Gary Carter, National Officer

Activists' Reports

Motions

EQUAL PAY AND THE GENDER PAY GAP

Leigh Day Solicitors.

12:30 CONFERENCE ADJOURNS – LUNCH BREAK

Fringe meeting

EQUAL PAY AND GENDER PAY GAP IN THE PRIVATE SECTOR

Room 1a, Ground Floor, Brighton Centre

SUNDAY AFTERNOON - 3rd JUNE 2018

14.00 CONFERENCE RESUMES

ADDRESS TO CONFERENCE

Tim Roache, General Secretary

Presentation of the "Dave Lyons" Award to the Commercial Services Section's Outstanding Activist

Presentation of The Commercial Service Section President's Award for Learning and Development

INDUSTRIAL REPORTS

Stuart Fegan, National Officer

Activists' Reports

Motions

INDUSTRIAL REPORTS

Roger Jenkins, National Officer

Activists' Reports

Motions

EQUALITIES SURVEY – Report Back to Conference

Roger Jenkins, National Officer

INDUSTRIAL REPORT

Bob Crosby, National Co-ordinator

Activists' Reports

AUTOMATION IN THE WORKPLACE

CONFERENCE SUMMARY

National Secretary

CLOSING ADDRESS

Kevin Flanagan, Section President

CONFERENCE CLOSES

COMMERCIAL SERVICES SECTION CONFERENCE

INDEX OF MOTIONS

- CS14. ASDA 'SQUEEZING ITS WORKERS'
- CS5. CONTACT DETAILS
- CS16. DECOMMISSIONING IN NUCLEAR INDUSTRY
 - CS1. DEFINITION OF PRIVATE HIRE
- CS15. ELECTION OF WILKO CONVENORS
- CS19. LACK OF SIA LICENCE SUPPORT
- CS11. LONDON AIRPORTS LIVING/LONDON WAGE
- CS20. MENTAL HEALTH IN THE SECURITY INDUSTRY
- CS4. NATIONAL MINIMUM WAGE
- CS21. OFWAT CONSEQUENCES
- CS17. OUTSOURCING WITHIN NUCLEAR SECTOR
- CS8. PRIVATE HIRE RIDE SHARING
- CS22. RECOGNITION
- CS3. REGULATION TO PHV OPERATIONS IN LONDON
- CS18. SIA LICENCES GUIDELINES NOT BEING FOLLOWED
- CS6. TAXI AND PRIVATE HIRE SAFETY
- CS12. THE IMPLICATIONS ON PAY DUE TO NOROVIRUS WITHIN RETAIL
- CS10. THREAT OF CLOSURE OF DEFINED BENEFIT PENSION SCHEMES
- CS2. TWO-TIER TAXI AND PRIVATE HIRE SYSTEM
- CS9. UNFAIR PENSIONS AT BRITISH AIRWAYS
- CS23. WORKPLACE DISABILITY POLICY
- CS13. ZERO TOLERANCE POSTERS IN RETAIL

COMMERCIAL SERVICES SECTION CONFERENCE

CS1. DEFINITION OF PRIVATE HIRE

This Conference asks that we seek to pursue National and Local Government to define plying for hire for the taxi trade.

GMB PROFESSIONAL DRIVERS BRANCH
London Region

CS2. TWO-TIER TAXI AND PRIVATE HIRE SYSTEM

This Conference calls on GMB to pursue National Government to ensure a two-tier system remains. As part of that system, pre booking is a statutory requirement at a Private Hire Operators centre before any job offer is dispatched to a driver.

GMB PROFESSIONAL DRIVERS BRANCH
London Region

CS3. REGULATION TO PHV OPERATIONS IN LONDON

This Conference should instruct the leadership of the Union to bring about changes in the law, regulations and policies affecting Professional Drivers licenced by Transport for London for work in the area covered by TfL.

These are:-

1. To introduce a mechanism that would establish and regularly review the minimum fares charged by TfL licenced operators in their area.
2. To introduce legislation that would set a limit on the total number of licences issued to private hire drivers by all local authorities and set up an appropriate body to advise the licencing authority on this.

GMB PROFESSIONAL DRIVERS BRANCH
London Region

CS4. NATIONAL MINIMUM WAGE

This Conference is concerned by the increase in working practices affecting the earnings of workers in the United Kingdom particularly those engaged as licenced private hire drivers. Conference is aware that a number of entrants in this sector, and some established entities, are effectively paying their workers below the National Minimum Wage.

This Conference recommends the Union's Leadership to pursue local and National Government where workers rights have been given to private hire drivers that Licensing conditions be imposed by the regulator on private hire operators to pay private hire drivers National Minimum Wage, London Living Wage or an appropriate remuneration resulting from a formula agreed between Trade Unions, the operators and interested parties.

GMB PROFESSIONAL DRIVERS BRANCH
London Region

CS5. CONTACT DETAILS

This Conference is concerned by the operations of a minority of private hire vehicle operators who have failed to provide their workers, customers and members of the public, with a reasonable means of communicating with them. This has caused loss of earnings to the workers where disputes have arisen in respect of their payment.

Such practices have also placed obstacles in the way of private hire customers and members of the public when they seek to efficiently communicate with such operators.

This Conference recommends the leadership of the union to use all reasonable measures to persuade National Government and Local Authorities that all taxi and private hire operators must have an email address, a postal address and a telephone number, which must be answered during their normal operating hours, in the event that a worker, customer or member of the public wishes to raise an issue or make an enquiry. Contact details must be placed on their website and app as a condition of having an Operator's Licence granted.

GMB PROFESSIONAL DRIVERS BRANCH
London Region

CS6. TAXI AND PRIVATE HIRE SAFETY

This Conference calls on GMB to pursue National Government and Local Authorities to place stickers in all taxi and private hire vehicles stating that the journey will be terminated if the driver is verbally abused.

GMB PROFESSIONAL DRIVERS BRANCH
London Region

CS7. SAFEGUARDING PROFESSIONAL DRIVERS

This Conference wishes to safeguard those professional drivers who obey the regulation of local government by providing a safe, efficient service to passengers.

Therefore, private-hire drivers working outside the borders of the local authority that regulates them, as well as operators in minicab offices that take bookings for cross-border work, should be prevented from practising whenever a driver or operator has had a licence refused or revoked, from being not fit and proper.

This should apply in every local authority so that such a driver, or operator, who is banned by one local authority, is unable to obtain a licence from another local authority.

GMB PROFESSIONAL DRIVERS BRANCH
London Region

CS8. PRIVATE HIRE RIDE SHARING

This Conference wishes to pursue central Government and local government to outlaw private hire ride-sharing because it places passengers and professional drivers at greater risk of verbal or physical attack.

GMB PROFESSIONAL DRIVERS BRANCH
London Region

CS9. UNFAIR PENSIONS AT BRITISH AIRWAYS

This Conference opposes the two-class pension system at British Airways.

The best paid employees and top managers have access to the highest pension contribution rates, whilst the lowest paid are denied.

We support the ongoing campaign by the GMB at BA to secure a fair system that benefits all employees, not just the few.

BRITISH AIRWAYS HATTON CROSS BRANCH
London Region

CS10. THREAT OF CLOSURE OF DEFINED BENEFIT PENSION SCHEMES

This Conference, over the past 5 years Thames Water have succeeded in reducing the Pensions benefits and increasing the amount members pay in. They have mounted a vigorous attack and have threatened to close the defined benefits pension schemes, affecting some 2,500 employees, many of whom are GMB members.

The GMB have recently fought a long and hard battle to make Thames Water extend the proposed closure dates by 2 years. We feel that this is merely a stay of execution and we ask Conference to start a national campaign to preserve our hardworking members' pension schemes; especially in light of the fact Thames Water, as all water companies are, extremely profitable.

THAMES GENERAL BRANCH
London Region

CS11. LONDON AIRPORTS LIVING/LONDON WAGE

This Conference notes that London Region has been successfully campaigning for direct and contract Heathrow Airport staff to be paid the London Living Wage. Why stop there?

If our Government wish to name all surrounding Airports as "London"; Gatwick, Luton, Stansted, City and Southend, then we should be campaigning **FOR ALL LONDON** Airports to pay staff the London Living Wage.

Each of these Airports are situated within high cost of living areas where our members are unable to live due to expensive property prices, with some travelling up to 50 miles to go to work.

STANSTED AIRPORT BRANCH
London Region

CS12. THE IMPLICATIONS ON PAY DUE TO NOROVIRUS WITHIN RETAIL

This Conference is asked to support the campaign for the removal of restrictive practices by all employers including ASDA in respect of Norovirus otherwise known as the winter vomiting bug.

Ask any employee within ASDA and you will find that you are in a no win situation which sees a double whammy of pay reductions due to pay not only being lost for the day's work you may

miss, but also the loss of any bonus when not attending work at a time that you simply have no choice in the matter.

Employers do not see the implications of Norovirus in the workplace, they only see attendance, or in the case of genuine illness, lack of attendance. The employers can only see as far as the Bradford matrix which determines the levels of sanction for simply being ill. It therefore means that Norovirus within a food handling environment has the capacity to infect hundreds of people, and this is Asda's policy.

Nationally employers including ASDA are fully aware that each year many employees fall ill with Norovirus, often as a potential result of interaction with customers, members will suffer this brief and debilitating illness which sees advice given by healthcare professionals as follows.

- If you experience sudden diarrhoea and vomiting, the best thing to do is to stay at home until you're feeling better.
- Visiting your GP surgery or Hospital with Norovirus can put others at risk.
- There's no cure for Norovirus, so you have to let it run its course.

Therefore with No Cure, No Doctors Visit, No hospital visit and being advised by healthcare professionals to stay away from the workplace, when you do return you have not only lost the pay you would have received for attending those individual days lost, but your bonus is also now gone seeing individuals now in financial hardship playing a game of cash catch-up.

The following is an excerpt from Food handlers and Norovirus transmission: Social science insights 2017 Barriers influencing Fitness to work

There was a clear knowledge gap FROM Food Business operators around appropriate exclusion from work practice. Participants were often unaware of official guidance and there was even more limited awareness of the recommendation that food handlers should not return to their workplace until at least 48 hours after Norovirus symptoms (vomiting and/or diarrhoea) stop. The survey supported this finding with only a handful (5/37) of respondents correctly identifying recommended practice. Participant knowledge typically approximated recommended practice but was rarely completely accurate. Participants suggested various courses of action in the event of exhibiting symptoms including staying off work

until GP says it is OK to return; staying off work for 48h; staying off work for 3 days

There was very little evidence that managers or food handlers were aware of the potential for asymptomatic transmission of Norovirus and no recognition of any need to report exposure to someone else with a Norovirus diagnosis or symptoms. Again, survey evidence is supportive here with around a third (12/37) suggesting they would return to work once symptoms stopped. There was also limited awareness of the need for additional hygiene precautions when returning to work after illness. "People don't care and don't understand that they don't have to be sick for their actions to matter...they don't understand that they can carry [Norovirus] without being sick."

Food handlers tended either not to be paid for sick days or they had to take sick days as holiday and consequently absence from work as a result of illness led to a loss of earnings. Small number (3/5) respondents also reported that concern about losing their job was a reason for working despite experiencing vomiting and/or diarrhoea in the last year.

You need look no further than the Food Handlers: Fitness to Work Regulatory Guidance and Best Practice Advice For Food Business Operators 2009 it states as follows.

Penalising staff for being ill, for example by not paying them when they are excluded from work, could lead to them working whilst ill and may lead to food safety problems. Incentives to have few sick days can have a similar effect.

Conference, it is clear that a great number of GMB members within ASDA will suffer financial detriment as a result of no fault of their own; remember, you cannot attend work, you are advised by healthcare professionals not to attend a GP Surgery or Hospital and the irony is that the virus itself in all likelihood could have been transmitted to the employee whilst serving or supporting one of the many hundreds of thousands if not millions of the people that any retailer needs. The customer.

We ask that you support a campaign to lobby both ASDA all High Street retailers to stop deducting pay from the sick who simply have no option other than not to attend the workplace as a result of taking healthcare professionals best practice advice on Norovirus.

A10 RETAIL AREA 1
Southern Region

CS13. ZERO TOLERANCE POSTERS IN RETAIL

This Conference regrets Asda's decision not to allow zero policy posters in the stores so that the general public are aware.

GMB has a zero tolerance for violence and abuse in the workplace. GMB posters can be seen on noticeboards in the colleagues' rest areas. We are calling for these posters to be located in view for the general public. The NHS, railways and most companies who deal with the public have these posters on display.

Our members in retail are very often subjected to verbal abuse and physical abuse. We demand protection for our members.

We call upon this conference to campaign to ensure that our member's safety is paramount.

A15 ASDA BRANCH

Birmingham & West Midlands Region

CS14. ASDA 'SQUEEZING ITS WORKERS'

This Conference calls on Asda to stop hitting its shop workers with cuts, cuts, cuts. All they seem to do is take things off us, premium time, canteens, Bank Holidays, paid breaks, pensions, where will it end.

It is not like Walmart are skint, how much more can they squeeze out of us. It needs to stop, we need to bite back!

We need forum reps and national officers responsible for Asda to put pressure on Asda before we are paying them to work there.

ASDA STORES BRANCH

Yorkshire & North Derbyshire Region

CS15. ELECTION OF WILKO CONVENORS

This Conference calls for action to address the under-representation of Wilko retail employees.

When we have a Recognition Agreement with a National company, who has multiple sites and job roles, Convenors should be elected to reflect the equality and diversity from within the membership of the nine GMB regions as a whole.

SCARBOROUGH & NORTH YORKS COMMUNITY BRANCH

Midland & East Coast Region

CS16. DECOMMISSIONING IN NUCLEAR INDUSTRY

This Conference deplores the level of bonuses that are being paid out from the taxpayer in areas of the nuclear sector, to top executives and senior management.

Information from a series of Freedom of Information Act Requests has shown that in one establishment alone, £32 million was paid out in the last financial year, ended 31 March 2018.

Conference believes that this level of eye watering bonuses is in many cases a reward for failure.

Conference asks that the Nuclear Decommissioning Authority urgently investigates this level of abuse of public funding and that the GMB campaigns to have this matter raised, scrutinised and debated in parliament as a way of changing this outrageous master and servants culture that exists within parts of the sector.

G50 GENERAL SECURITY BRANCH

Northern Region

CS17. OUTSOURCING WITHIN NUCLEAR SECTOR

This Conference deplores the way in which Client's outsource contracts in areas known as soft services, without any proper due diligence in respect of contractors' ability to pay the Living Wage Foundation Living Wage Rate or indeed the GMB Policy of currently £10 per hour.

Conference believes that it is an absolute scandal that the NDA is sanctioning in vital areas like Nuclear Decommissioning Sites, that workers in areas of close proximity to cross contaminants, are not receiving a proper rate for the job, whilst working alongside colleagues who are receiving pay and rations commensurate with working on a nuclear establishment.

Conference calls on an immediate campaign to be launched by the GMB through the NDA, Government and Parliament, to lobby for a change in this disgraceful practice of Clients paying bosses eye watering bonuses, on the backs of paying contractors in areas such as soft services, the basic government living wage. Conference believes that the taxpayer should not have to foot the bill for subsidising bosses' bonuses when workers are having to exist on low pay topped up by in work benefits.

T25 NEWCASTLE & NORTH TYNE GENERAL BRANCH

Northern Region

CS18. SIA LICENCES GUIDELINES NOT BEING FOLLOWED

This Conference believes that Security companies like MITIE are not following the correct guidelines when members are renewing their SIA licences and this is not acceptable. Many members face being suspended and unable to work, if their licence runs out while it is being processed and face financial hardship

GMB needs to highlight to all employers, the guidelines that SIA has set out and that where the process is out of our members control, then our members shouldn't face any financial loss.

G36 SECURITY

Southern Region

CS19. LACK OF SIA LICENCE SUPPORT

This Conference believes that since SIA moved to having applications online for a Security licence, the SIA has created more problems and has provided little support to our members, who are now unable to contact SIA by telephone when they have an issue or concern over their SIA licence.

GMB should campaign to get SIA to reinstate the telephone support line for those who have questions relating to their Security licence

G36 SECURITY

Southern Region

CS20. MENTAL HEALTH IN THE SECURITY INDUSTRY

This Conference is asked to pass a motion on how the employer sees mental health in the security industry and the impact to their employees. The industry needs to take more care of their employees' mental health as in the same way as other organisations do who place their personnel in harm's way. More research is required in the field to help with a better approach to those with PTSD, as well as operational stress, anxiety and depression.

G07 BRANCH

North West & Irish Region

CS21. OFWAT CONSEQUENCES

This Conference believes that OFWAT Regulators take no account of the impact their determinations have on the workforce and their pay conditions and pensions every 5 years (AMP). The employers ensure that their profit levels are maintained.

This has come into sharp focus with companies ending their final salary schemes. This is effectively a pay cut for the rest of our members lives.

Whilst a motion on OFWAT was adopted as union policy at previous Congresses there has been little change and we the union should be re-doubling its efforts to bring political change.

EAST OF ENGLAND WATERWORKERS BRANCH

London Region

CS22. RECOGNITION

This Conference calls on the Central Executive Council and the National Organising Team and National Officers to seek a resolution for affirmative national recognition within the Care and Justice Section within G4S to stimulate growth and stability.

SCOTTISH SECURITY & AVIATION BRANCH

GMB Scotland

CS23. WORKPLACE DISABILITY POLICY

This Conference notes that over 20 years since the introduction into law of the 1995 Disability Discrimination Act, we still have a huge problem with workplace disability discrimination. Every day, too many employers are breaching the disability provisions of Equality Act 2010 and shop stewards are too often unable to hold them to account.

It is true that some progressive forward thinking employers already have good disability policies in place. These take into consideration the duty to make reasonable adjustments to company procedures, to help protect anyone with impairment against detrimental less favourable treatment because they are living with a disability. Regrettably DHL in the UK while claiming to be a 'disability friendly' employer and despite the fact that they already have a Disability Policy in one sector (NHS Supply Chain)

continually refuse GMB appeals to introduce a policy to cover other parts of the business. We the GMB need to ensure that disability and, or disability leave policies are as common place within our workplace as absence management and disciplinary policies.

This Congress calls on the GMB Commercial Services National Committee and National Officers to commission a concerted campaign to influence DHL and other similar companies who don't as yet believe there is a need for a companywide Disability Policy. We must help them to understand that having a Disability Policy covering all workplaces is not only the morally right and fair thing to do. It would not only be beneficial for those employees living with disabilities it would also be good for business as well as their all-important corporate image.

B10 BANBURY NO.1 BRANCH

Birmingham & West Midlands Region

MANUFACTURING SECTION CONFERENCE AGENDA

- 09.30am** **Welcome, Announcements and Opening Remarks**
Andy Irving, Manufacturing Section National President
- 09.45am** **“Making it” – Members Campaign Film**
- 09.50am** **Address to Conference**
Jude Brimble, National Secretary
- 10.00am Hearing from Delegates – Feed Back on Campaigns / Activities
- 10.15am Eamon O’Hearn, National Officer Report
- 10.25am MF1. ECONOMY
MF2. MANUFACTURING AFTER BREXIT
MF3. MANUFACTURING AFTER BREXIT
MF13. ORGANISING AND RECRUITMENT
- 11.00am** **The Fourth Revolution and What it Means for Workers**
Presentation to Conference and Q&A Session
Karen Hamann, IFAU Institute for Food Studies & Agriculture
Industrial Development
- 11.30am MF4. COLLECTIVE AGREEMENTS IN THE ENGINEERING
CONSTRUCTION INDUSTRY
MF5. MANUFACTURING CONFERENCE
MF6. ENERGY FROM WASTE / BIOMASS NEW BUILDS
MF14. SUPPORTED EMPLOYMENT FOR THE FUTURE
- 12.00pm** **Presentation of “Manufacturing Outstanding Activist Awards”
by Tim Roache, General Secretary**
Alan Malcolm, Bombardier Campaign – GMB North West & Irish Region
Michael Sullivan, Bi Fab Campaign – GMB Scotland
- Special Retirement Award in Recognition of Union Contribution**
Bob Welham – North West & Irish Region
- 12.20pm** **Address to Conference**
Tim Roache, General Secretary
- 12.30pm to
14.00pm** **Conference Adjourns for Lunch**
- 14.00pm Ross Murdoch, National Officer Report
- 14.10pm MF7. PROTECT BOMBARDIER MANUFACTURING JOBS
MF8. SHIPBUILDING
MF9. SHIP FACTORY UPPER CLYDE
MF10. SHIPBUILDING / SHIPREPAIR & MAINTENANCE
MF11. BUILD BRITISH SHIPS IN BRITISH SHIPYARDS USING BRITISH STEEL
MF12. UK STEEL
- 15.00pm** **Address to Conference**
Ruth Smeeth, MP for Stoke-on Trent and Kidsgrove
- 15.30pm Steve Kemp, National Officer Report
FMF1. CERAMICS INDUSTRY
FMF2. APPRENTICES
- 16.00pm** **Closing Comments & Addresses**
Jude Brimble, National Secretary
Andy Irving, Section National President
- 16.30pm** **Conference Closes**

MANUFACTURING SECTION CONFERENCE

INDEX OF MOTIONS

- MF11. BUILD BRITISH SHIPS IN BRITISH SHIPYARDS USING BRITISH STEEL
- MF4. COLLECTIVE AGREEMENTS IN THE ENGINEERING CONSTRUCTION INDUSTRY
- MF1. ECONOMY
- MF6. ENERGY FROM WASTE / BIOMASS NEW BUILDS
- MF2. MANUFACTURING AFTER BREXIT
- MF3. MANUFACTURING AFTER BREXIT
- MF5. MANUFACTURING CONFERENCE
- MF13. ORGANISING AND RECRUITMENT
- MF7. PROTECT BOMBARDIER MANUFACTURING JOBS
- MF9. SHIP FACTORY UPPER CLYDE
- MF8. SHIPBUILDING
- MF10. SHIPBUILDING / SHIPREPAIR & MAINTENANCE
- MF14. SUPPORTED EMPLOYMENT FOR THE FUTURE
- MF12. UK STEEL

MANUFACTURING SECTION CONFERENCE

MF1. ECONOMY

This Conference calls on the Government to re-balance the economy away from financial services to manufacturing.

NOTTINGHAM TEC BRANCH

Midland & East Coast Region

MF2. MANUFACTURING AFTER BREXIT

This Conference realises the complexities of Brexit and leaving the European Community but we strongly recommend working together with our counterparts in the Trade Union movement throughout Europe to safeguard jobs in Manufacturing.

We call on the CEC to take the relevant action to implement this process.

R35 JCB GENERAL BRANCH

Birmingham & West Midlands Region

MF3. MANUFACTURING AFTER BREXIT

This Conference expresses extreme concern for manufacturing after Brexit.

Brexit unleashes great uncertainty.

This Conference requests this union, the GMB, to formulate a realistic plan to put to this Government for all of the United Kingdom after Brexit.

Z46 STOCKTON 3 ENG BRANCH

Northern Region

MF4. COLLECTIVE AGREEMENTS IN THE ENGINEERING CONSTRUCTION INDUSTRY

This Conference calls on the government for collective agreements, such as the National Agreement for the Engineering Construction Industry, to be put into legislation. Too many companies of late are shying away from using collective agreements at the cost of employees' working rights and terms and conditions.

In the Engineering Construction Industry, particularly in the Energy from Waste sector,

clients are awarding contracts to contractors who purposely avoid using the industry collective agreement as a way to save money and exploit its workforce. These employers use umbrella companies and bogus self-employment with inferior rates of pay and no holiday pay to circumvent collective agreements.

Whilst working for these unscrupulous companies and agencies, the terms and conditions of our members are slowly but surely being eroded. It is time the government addressed this dire situation and halt this race to the bottom.

The Engineering Construction Industry employs thousands of our members who are highly skilled and are vital to the infrastructure of the UK, who deserve to have their collective agreements and their terms and conditions that these collective agreements offer upheld.

Z01 BRANCH

North West & Irish Region

MF5. MANUFACTURING CONFERENCE

This conference calls on the manufacturing national committee to address the situation we have encountered in organising the biomass power stations under construction in the last 10 years. In Kent, 3 have been built with no trade union organisation being established on these sites. The one at Sittingbourne is under construction. We must investigate how they can build these power stations under the radar. Why can't we get the planning departments of councils to reassess the information? A freedom of information request should give us this information. We must explore all avenues to get this information into the public domain to establish clients, contractors and owners.

Z39 NORTH KENT ENGINEERING

Southern Region

MF6. ENERGY FROM WASTE / BIOMASS NEW BUILDS

This Conference regrets that promises of a green energy jobs bonanza, made by successive UK and Scottish governments has not materialised. Rather in the Energy from Waste sector, in particular, we have seen around the UK social dumping with foreign worker exploitation on a massive scale, whilst at the

same time local unemployed skilled workers locked out of even being able to apply for work and if they can get a start are forced into bogus self-employed status by employers to enable the greedy bosses to cream off more profit from the tax payer by avoiding their social responsibility to pay the rate for the job and to pay their due company NI contributions.

These local infrastructure projects are invariably tax payer funded and have been popping up around the UK with little or no engagement with the union to organize and protect workers, opportunities for craft apprenticeships for our unemployed young people are being lost at the very time we need quality craft jobs the most, the time must surely be right to say enough is enough all construction projects such as this regardless of the size and power it will generate must be done under the UK recognised agreement.

This conference calls on GMB to use its influence within the Labour Party and all Labour controlled local authorities to commit to and ensure that all Energy from Waste and Biomass plants being or due to be built in the UK are constructed under the National Engineering and Construction Industry Agreement (the Blue Book).

UPPER CLYDE ENGINEERING & SHIPBUILDING BRANCH

GMB Scotland

MF7. PROTECT BOMBARDIER MANUFACTURING JOBS

This Conference calls to mount a campaign to protect and maintain Bombardier manufacturing jobs in Northern Ireland that are at the core of long term sustainability of the economy.

X02 BRANCH

North West & Irish Region

MF8. SHIPBUILDING

Conference notes that the potential negotiations in relation to a future Brexit deal are far from certain. Conference is alarmed at the lack of prioritising of the UK's ports structures and infrastructures in any planning for a post Brexit position in the UK. Conference is alarmed at the paucity in UK Government thinking on this vital part of the UK's future and calls on the GMB to step up campaigning for British Shipbuilding

and Manufacturing so that the UK has the opportunity to maximise employment in a vital sector of the UK's economy.

Z21 HEBBURN ENG BRANCH

Northern Region

MF9. SHIP FACTORY UPPER CLYDE

Conference recalls proposals and promises made in 2013 regarding a so-called "Frigate Factory" to be built on the Upper Clyde. This was at a time when almost 2,000 BAE shipbuilding employees lost their jobs, most of whom were longstanding and loyal GMB members and which saw the closure of shipbuilding facilities on the south coast of England at Portsmouth with 951 job losses, along with a further 1,000 on the Upper Clyde.

The promise was that in exchange for the job losses a new state of the art ship factory would be built. This facility was to be the envy of the world and would enable the UK to produce Defence Frigate warships at a price and speed demanded by the MOD, whilst at the same time attracting overseas orders.

This Conference calls for a renewed campaign in defence of shipbuilding and for GMB to use its influence within the Labour Party to make good a broken Tory promise and to build a state of the art "Frigate Factory" on the Clyde.

UPPER CLYDE ENGINEERING & SHIPBUILDING BRANCH

GMB Scotland

MF10. SHIPBUILDING / SHIPREPAIR & MAINTENANCE

This Conference calls on GMB to use its influence within the Labour Party to commit to and ensure all Royal Navy vessels and all Royal Fleet Auxiliary are designed, built and maintained in the UK, and to stop the scandal that is a race to the bottom which has seen our UK shipyards being pitted against each other with the cheapest yard wins, with Royal Fleet Auxiliary Vessels going out to international tender and being built in South Korea with the resulting job losses in design and innovation never mind the British supply chain not being utilised and hard pressed tax payers money taken out of the UK economy without one penny coming back.

We are an island nation with a proud Shipbuilding heritage which cannot be lost. This situation must stop and stop now.

UPPER CLYDE ENGINEERING & SHIPBUILDING BRANCH

GMB Scotland

MF11. BUILD BRITISH SHIPS IN BRITISH SHIPYARDS USING BRITISH STEEL

This Conference commends the GMB for its efforts to secure work for British shipyards. This contrasts with the government, which, despite wrapping the Union Flag around themselves, has put the building of three fleet auxiliary support ships out to international tender. Not for the first time, the Tories are prepared to sacrifice British jobs. It doesn't make economic sense to build these ships and others abroad. By building ships in the UK, using British made steel it will safeguard jobs in shipyards and steel plants throughout the country and, also, jobs in the supply chain. That means tens of thousands of workers paying tax and spending money. This is of benefit, not only to the local economies in shipbuilding and steel making areas but, also to the national economy.

Conference calls on the government to give British shipbuilders priority when building naval and support vessels and, ensure British steel is used in the building. It calls for a national shipbuilding strategy, integrated with a national manufacturing policy, that works for the national interest.

PARKGATE BRANCH

Yorkshire & North Derbyshire Region

MF12. UK STEEL

We call on the Government, to award contracts to UK steel companies, shipbuilding and other UK industries, based on social and economic impact and return, to the HM Treasury, of approximately 40% in the form of taxes and NI.

Supply chains and communities should also provide benefit to the UK manufacturing workforce.

DEVONPORT DOCKYARD BRANCH

Wales & South West Region

MF13. ORGANISING AND RECRUITMENT

This Conference feels that there is a large section of the food processing and packaging industry that is grossly neglected by our union. We feel that membership potential exists and that it is incumbent on our union to bring workers in these industries into the union to improve their terms and conditions and their overall material conditions.

We see a drawback in our union in that there are not sufficient Organisers dedicated to an industry where many of these workers are non-English and are not confident or knowledgeable of trade unions. It is felt that the GMB should have energetic campaigns with dedicated Officers who will look towards long term organising and recruitment of these new members. We would like to see more high profile activity in this sector where actions speak louder than words. We say it is action that will encourage and give hope to many non-English speaking exploited workers in the food industry and that GMB policy should be directed towards this goal.

CENTRAL WEMBLEY BRANCH

London Region

MF14. SUPPORTED EMPLOYMENT FOR THE FUTURE

This Conference recognises the important role that disabled people play in the UK economy. When at work, the major mistake by the last Labour government was to start the closure of the Remploy manufacturing sites, leading to wholesale destruction of supported employment by the Tory Lib Dem coalition.

We now understand the basics of the closures, a massive saving of 250 million pounds a year at the same time as hundreds of millions in cuts to disabilities benefits. Figures of massive proportions. Now we see a new trend, disabled people too frightened to declare to employers that they have a disability. This Section Conference calls on the GMB Executive Council to campaign with all the TUC affiliated, for a national strategy funded by national government but run by local authorities.

A factory based manufacturing strategy which would be run by disabled people. An enterprise of equality not like the last Remploy model, but one that is dedicated to the support of disabled people. As a first step, we request the National Secretary of the Manufacturing Section produces a detailed report by no later than January 2019. This will include, but not be conclusive: the total number of disabled people in full time and part time employment in 2006: the total number of disabled people in full time and part time employment in 2017: the total spend in 2006 on supported employment and the total for access to work: the same information for 2017: a report on what is happening in USA, Canada and Europe. For instance, is the set aside scheme in some parts of the USA still operating?: A complete directory of all supported employment enterprises including social enterprises, where the majority of employees are disabled, including worker cooperatives.

Once this report is completed, it should be presented to the February 2019 Section Committee and then presented to the March 2019 GMB Executive ready for 2019 Congress.

W87 BRANCH

North West & Irish Region

FINE MANUFACTURING SECTION CONFERENCE

INDEX OF MOTIONS

FMF2. APPRENTICES

FMF1. CERAMICS INDUSTRY

FMF1. CERAMICS INDUSTRY

This Conference is greatly concerned that the ceramics industry faces an unknown future at the moment with Brexit looming. The ceramics industry has suffered greatly in the past years due to outsourcing and cheap imports killing most of the big factories. The ones that are left are constantly fighting on energy costs and cheap imports the illegal back stamping which is still going on and now the China dumping being their biggest worries. The potter industries biggest sales is export where a large percentage of sales are. The home market is almost non-existent to some companies and they struggle that's why they rely on export. We need to campaign to buy our own products.

S75 STOKE UNITY BRANCH

Birmingham & West Midlands Region

FMF2. APPRENTICES

This Conference realises that the potter industry has had a rapid decline over the years of apprenticeships and this has caused a lot of problems to the industry. Most skilled workers now in the industry are more mature or leading up to retirement.

The industry desperately need to employ apprentices so that the skill can continue. The union can help by campaigning for apprentice on to factories encouraging employers to use their levy the right way to train workers.

S75 STOKE UNITY BRANCH

Birmingham & West Midlands Region

PUBLIC SERVICES SECTION CONFERENCE PROGRAMME

SUNDAY 3rd JUNE 2018 – MORNING SESSION

- 0930 Welcome by Rehana Azam, National Secretary, Public Services Section
- 0935 Announcements by Rehana Azam
– Minute Silence for Mary Turner
– Mary Turner Video Tribute
– Introduce the Mary Turner Award
– Notice of Election of Section President
– Vote for Section President
- 0945 Section President Announcement
- 1000 President's Address
- 1015 Motions in order (PS1, PS2, PS3)
- 1030 Speaker: Tim Roache, GMB General Secretary
Followed by Q&A's
- 1100 Motions in order (PS4, PS5, PS6)
- 1115 Speaker: Angela Rayner MP, Shadow Education Minister (Time TBC)
- 1130 Motions in order (PS7, PS8, PS9, PS11, PS12, PS13)
- 1200 National Secretary's Report: Rehana Azam followed by Q&A's
- 1230 Lunch

SUNDAY 3 JUNE 2018 – AFTERNOON SESSION

- 1400 Conference reconvenes
- 1405 Announcements
- 1410 Public Services Section Q&A's (National Secretary, Rehana Azam. National Officers Kevin Brandstatter, Sharon Holder, Karen Leonard & Sharon Wilde)
- 1440 Motions in order (PS14, PS15, PS16, PS17, PS18, PS19, PS20, PS21, PS22, PS23, PS24, PS25, PS26, PS27)
- 1610 Campaign School Meals
- 1620 Motions in order (PS28, PS29, PS30, PS32, PS34, PS35, PS36, PS37, PS38, PS39, PS40, PS41)
- 1720 Vote of Thanks
- 1730 Conclusion of Conference

PUBLIC SERVICES SECTION CONFERENCE

INDEX OF MOTIONS

- PS1. CUT BACKS ON SCHOOL SUPPORT STAFF
- PS2. CAMPAIGN FOR AN INCREASE IN HOURLY RATE FOR TEACHERS
- PS3. ACKNOWLEDGEMENT OF SKILLS LEVELS OF TEACHING ASSISTANTS IN SCHOOLS
- PS4. TEACHING ASSISTANTS ARE NOT CHEAP LABOUR
- PS5. HEAD TEACHER PAY CAP
- PS6. MANDATORY EQUALITY OF BREAKS
- PS7. VIOLENCE IN SCHOOLS
- PS8. SCHOOL GOVERNANCE – VOLUNTARY AIDED SCHOOLS
- PS9. NIGHT SHIFT WORK
- PS11. CARE PROFESSIONALS
- PS12. A NATIONALLY RECOGNISED QUALIFICATION FOR CARE HOME MANAGERS
- PS13. CALL TO END OVER USE OF CONSULTANTS AND AGENCY STAFF IN OUR LOCAL AUTHORITIES AND PUBLIC SERVICES
- PS14. NHS FUNDING CRISIS
- PS15. PROTECTING OUR MEMBERS' TERMS AND CONDITIONS
- PS16. LOCAL AUTHORITIES TERMS AND CONDITIONS AND JOB CUTS
- PS17. MORE WORK FOR LESS PAY
- PS18. TO ENSURE BETTER WORKING CONDITIONS AND PROTECTION FROM ABUSE FOR EMERGENCY MEDICAL DISPATCHERS WORKING IN AMBULANCE CONTROL CENTRES
- PS19. KEEP OUR AMBULANCE CREWS ON THE ROAD
- PS20. RETIREMENT AGE FOR OPERATIONAL AMBULANCE WORKERS
- PS21. UNSOCIABLE HOURS PAYMENTS FOR AMBULANCE STAFF
- PS22. NHS AND UNION CO-OPERATION
- PS23. PRIVATISATION OF THE NHS
- PS24. NHS EMPLOYMENT TERMS
- PS25. NHS STAFFING LEVELS
- PS26. UNPAID WAGES NHS
- PS27. MINIMUM WAGE FOR ALL NHS WORKERS
- PS28. NHS TRUST-OWNED COMPANIES
- PS29. CRISIS IN THE NHS (ENGLAND) AND THE IMPACT OF CUTS ON PATIENTS AND STAFF
- PS30. IPCC COMPLAINTS
- PS32. GMB RECOGNITION IN ALL POLICE FORCES AFFILIATED TO THE POLICE STAFF COUNCIL HANDBOOK
- PS33. GMB JUSTICE SECTION
- PS34. ASDM'S AND PRIVATISATION
- PS35. WORKPLACE REPRESENTATIVES/CONTRACTORS WORKING IN PUBLIC SERVICES

- PS36. LOCAL GOVERNMENT WORKERS COMMITTEE
- PS37. FUNDING OF LOCAL GOVERNMENT
- PS38. SAFETY IN NUMBERS
- PS39. CAMPAIGN FOR A CHANGE TO LGPS
- PS40. RATIONALISING PROPERTY PORTFOLIOS
- PS41. PUBLIC SERVICES MELTDOWN

PUBLIC SERVICES SECTION CONFERENCE

PS1. CUT BACKS ON SCHOOL SUPPORT STAFF

This Conference calls upon the GMB to lobby parliament to stop the cut backs on school based support staff due to cutting the funding for schools.

L25 BRANCH

North West & Irish Region

PS2. CAMPAIGN FOR AN INCREASE IN HOURLY RATE FOR TEACHERS

This Conference is requested to campaign for:-

- (i) Term-time only contracts of employment for Teachers. Equal terms and conditions to that of Teaching Assistants and other school support staff.
- (ii) Ironically, increasing the hourly rate for Teachers, albeit during term time only, but being paid over 12 months would effectively be the same annual salary but would emphasise the discrepancy in terms and conditions between school support staff who are entitled to equal treatment by the employers *and their teaching colleagues* who they support on a daily basis in the same schools regardless of whether they are academies or not

It is about equal treatment.

NORFOLK PUBLIC SERVICES BRANCH

London Region

PS3. ACKNOWLEDGEMENT OF SKILLS LEVELS OF TEACHING ASSISTANTS IN SCHOOLS

This Conference calls upon the CEC to campaign to get recognition of the skills required that

Teaching Assistants bring to the schools and that this be reflected in the pay they receive.

CAMBRIDGE 2 BRANCH

London Region

PS4. TEACHING ASSISTANTS ARE NOT CHEAP LABOUR

This Conference is deeply concerned that Teaching Assistants are continually being abused by being used as cheap labour.

Schools are strapped for cash and look for economies at the lowest end of the pay scales.

Teaching Assistants are being asked to cover classes and to teach children. As there is no money for them, they do it as part of their normal duties. Many of them do not wish to speak up for fear of losing their jobs.

Conference therefore calls upon their officers to make a decision. Do we campaign for the teaching that they do to be recognised by appropriate grading and pay or do we campaign to stop them doing it? Whichever way we go we need to clear this mess up now.

BARKING & DAGENHAM LGO BRANCH

London Region

PS5. HEAD TEACHER PAY CAP

This Conference, ATL, NUT, NAHT and UCAC all agreed in 2017 that the recommended highest pay for a head teacher working in inner London (the highest possible rate) should be no more than £116,738 a year.

However many examples exist of far higher salaries. Sir Craig Tunstall of the Gipsy Hill Academy Trust received a £36,589 pay rise in 2016-17, taking his overall pay to £366,983 and his total remuneration package is now worth £398,214 once employers' pension contributions are included. In order to pay for this pay rise GMB members were made redundant.

This is becoming a common occurrence in Academies and increasingly in L.A schools. This motion asks that the GMB campaigns to bring a cap on head teacher salaries in order to protect our members from redundancies through crippling education budget cuts proposed by this Government.

L16 LB GREENWICH Southern Region

PS6. MANDATORY EQUALITY OF BREAKS

There is still the “them and us” ethos when it comes to Teachers and Teacher Assistants. Both are employed for the educational welfare of children. Both have responsibilities in ensuring that certain needs are met with children and both are entitled to an equal number of breaks. However, this is not always the case and on many occasions Teaching Assistants are indirectly made to sacrifice their breaks to prepare the lessons, create strategies and measurable targets for pupils, especially for those whom they are working with.

It could be lunch breaks or morning breaks. However, at times teachers assume that they have supremacy over Teacher Assistants, yet they are the ones who work with students directly, have a better understanding of them and so therefore can meet their needs better. In doing so does not mean that Teaching Assistants should have to sacrifice their breaks to fulfil this duty. Especially if qualified teachers are not forced to plan their lessons in their morning or lunch breaks. Every person in school is paramount to the child’s education and therefore both Teachers and Teaching Assistants should be treated equally when it comes to suitable and adequate breaks and not having to carry huge burdens of the teachers workload that they are working with.

Congress I ask you to move this motion to ensure mandatory equality of breaks for Teacher Assistants in Schools.

L26 LB WANDSWORTH Southern Region

PS7. VIOLENCE IN SCHOOLS

This Congress notes that Swindon Borough Council adopted in 2017 a model Health and Safety Policy to cover the issue of violence in

schools. This policy lays down the responsibilities for school management to reduce the risk of violence against staff by pupils and parents.

This Congress believes that too many schools view violence only from the standpoint of managing child behaviour. This Congress believes that too many schools do not understand their responsibilities under the Health and Safety at Work Act. It is not acceptable for school support staff to face daily violence and abuse.

This Congress notes that while it is not uncommon for staff to face criminal charges following incidents at work, prosecutions of pupils for violence towards staff, even in extreme cases where there is evidence of criminal intent, are very rare.

This Congress believes that schools need adequate resources to deal with challenging behaviour, but this Congress also believes that schools are sometimes too reluctant to exclude difficult children in order to protect staff from violence, and in some cases, too reluctant to involve the police.

This Congress resolves that GMB will take every opportunity to challenge the rising tide of violence in schools, and to remind schools that they have a legal duty to protect their staff from violence

W15 WILTSHIRE AND SWINDON Southern Region

PS8. SCHOOL GOVERNANCE - VOLUNTARY AIDED SCHOOLS

This Congress notes that in May 2017, a head teacher of a Catholic Primary School in Wiltshire, Jerome McCormack, squirted a fire extinguisher into the face of a teaching assistant during an outdoor event.

This Congress notes that deliberate misuse of a fire extinguisher for horseplay is an offence under section 8 of the Health and Safety at Work Act, is in breach of the school’s fire policy, and is unprofessional behaviour incompatible with the expected standards of behaviour for teachers.

The head teacher was charged with common assault following a police investigation.

This Congress notes that had a teacher, or teaching assistant behaved in such a way, then

it is GMB's experience that they would almost certainly have been suspended and sacked.

Congress notes that the school governors failed to suspend the head teacher, failed to uphold a grievance from the victim, and continued to support the head teacher.

Congress believes that the governors may have paid excessive weight to considerations of supporting the authority of line management and the reputation of the school, and insufficient weight to considerations of good industrial relations, insufficient regard to the health and safety of staff, and insufficient regard to the high professional standards expected of head teachers.

Congress notes that the school's status as Voluntary Aided impeded GMB's efforts to seek justice for our member, as the governors were responsible to no-one but themselves; and the Catholic Diocese of Clifton declined to take any responsibility.

This Congress notes that in the case of Voluntary Aided schools the governors are appointed by the faith organisation, but that the schools are otherwise entirely independent, despite their state funding.

This Congress notes that there is an alternative model of governance for faith schools that is effective, namely Voluntary Controlled Schools, where the staff are employed by the local authority, and where the faith organisation does not appoint all the governors.

This Congress resolves to advocate reform of the governance of faith schools, such that legislation is introduced to convert Voluntary Aided Schools to Voluntary Controlled School status.

W15 WILTSHIRE AND SWINDON

Southern Region

PS9. NIGHT SHIFT WORK

This Conference notes many GMB members in the care sector are required to provide cover 24/7 due to the nature of the work. It is really important that staff are fit and able to respond to the complex and diverse needs of the service user they are responsible for.

All too often GMB members who are working night shift may or may not be aware of some of

the effects that working nights can have on the member. Employers are required to carry out annual health assessment but some fail to do so. There is now significant research on the long term health effects of permanent night shift workers.

Sometimes simple adjustments and awareness can make a significant difference in minimising risks including mental health awareness approach.

This Conference is called upon to raise awareness of the risks of nightshift including mental health. Raise awareness and ensure those employers in the care sector that we have recognition with make competent health assessments including mental health assessments to support night shift workers.

Support the development of assessments and tests in the future that can give members early warnings and opportunities to change and working with their employers to minimise negative health consequences.

PRIVATE CARE BRANCH

GMB Scotland

PS11. CARE PROFESSIONALS

This Conference seeks that the GMB campaigns for Professional status for all Care Workers and for the pay to match.

For a long time now, Care Workers have not been recognised as the professionals they are, providing quality care and nursing to our vulnerable adults and children.

They cannot work unless they have been trained and are suspended from work unless their mandatory training is kept up to date.

If they don't comply with Procedures and Regulations, they can face serious consequences of dismissal and being referred to DBS.

HCI BRANCH

North West & Irish Region

PS12. A NATIONALLY RECOGNISED QUALIFICATION FOR CARE HOME MANAGERS

This Conference recognises the work carried out by many care home managers. They are called

on by home owners to give service users top service on low budgets, whilst being expected to take the blame for poor CQC Reports. However, whilst care home managers have to be registered, far too often, they have had little or no training for the role, leading to problems. Far too often, intervention by GMB reps is called for in situations that could have been avoided if the manager had had appropriate training. If all care home managers had knowledge of how to manage situations, it would prevent situations escalating, reducing the need for reps to intervene in avoidable situations, improve relations with staff and reduce stress for the manager.

Conference calls for the creation of a nationally recognised qualification for all care home managers. Together with appropriate training, this will allow care home managers to do their jobs effectively and help reduce the pressures on their staff. In the interim, Conference calls on GMB ULR's with members in care homes to negotiate appropriate training and courses for members who are managers and, to use access to training as a recruiting tool for managers who are not members. We expect our loved ones in care homes to receive the best service, given by trained staff, we should expect the best trained managers to run the homes.

PARKGATE BRANCH

Yorkshire & North Derbyshire Region

PS13. CALL TO END OVER USE OF CONSULTANTS AND AGENCY STAFF IN OUR LOCAL AUTHORITIES AND PUBLIC SERVICES

This Conference calls to end the over kill and use of consultants and agency staff in and around our local authorities and Public Services.

Local Authorities, the NHS and other Public bodies have taken the line that it is OK to drastically cut our members terms and conditions through pay freezes, contractual changes and restructuring to depress the pay and conditions of those who actually deliver the day-to-day services with redundancies and further pay cuts whilst lining the pockets and paying out millions to individuals and large companies to supply consultancy services and agency staff.

Congress, this is at the expense of our member's jobs, terms and conditions, health and wellbeing

and put simply, is misappropriation and mismanagement of public money and they need to be held to account.

Congress, if you add up the year on year cost of local authorities bringing in these external services against employing directly and trusting your staff, the millions spent would go a very very long way to the savings forced upon them by this Tory, Public Service Destroying so called government.

Labour elected Councils should also be held to account rather than ducking their responsibilities when sanctioning officer proposals and provide greater and stronger scrutiny of such high expenditure.

Congress calls on the GMB to highlight within government and the Labour Party as well as publically across the country this waste of Public money. Congress, the GMB must hold this government to account and bring awareness to the nation of how people are being made to suffer whilst allowing others to gain at the expense in many cases of regular meals and basic human rights. Congress, we need stronger Political challenge and the GMB can lead on this!

DONCASTER CENTRAL BRANCH

Yorkshire & North Derbyshire Region

PS14. NHS FUNDING CRISIS

This Conference calls upon GMB when negotiating pay deals to ensure that any deal is fully funded by the Department of Health and we are not left in a position of even worse NHS funding.

BARNSELY HEALTH BRANCH

Yorkshire & North Derbyshire Region

PS15. PROTECTING OUR MEMBERS' TERMS AND CONDITIONS

This Conference calls on the GMB to put pressure on the Labour Party to put an end to Labour controlled authorities attacking our members' terms and conditions in the name of austerity. This is causing a double financial hit to our members both nationally then locally as well and must be stopped.

OPS1 BRANCH

North West & Irish Region

PS16. LOCAL AUTHORITIES TERMS AND CONDITIONS AND JOB CUTS

This Conference calls on the National Officer to put pressure on the Local Government Association to stop Local Authorities using budget cuts to reduce our members, jobs and terms and conditions to a level that our members will never recover from.

Since austerity, the majority of our lower pay grades members have been adversely affected by the erosion of the overtime rates and other allowances cuts, etc. This has to stop.

LC1 BRANCH

North West & Irish Region

PS17. MORE WORK FOR LESS PAY

This Conference notes that given the current financial climate, Local Government staff are increasingly facing financial cut-backs.

Management desperate to save money are not replacing staff that have left, resulting in additional workload for remaining staff. This could also include giving staff work higher than their substantial grade, without any additional pay or training.

The consequences of management's actions are now apparent in the workplace causing:

- Increase in sickness
- Stress
- Lack of work life balance
- Breakdown in working relationships

Local Government pride themselves on promoting a good working environment, but this appears to now be just a tick box exercise. In many cases staff feel pressured to take on additional roles as they are threatened with job cuts and restructures.

This Conference calls for employees' right to be paid accordingly and not be expected to carry the workplace, at their detriment.

HARROW PUBLIC SERVICES BRANCH

London Region

PS18. TO ENSURE BETTER WORKING CONDITIONS AND PROTECTION FROM ABUSE FOR EMERGENCY MEDICAL DISPATCHERS WORKING IN AMBULANCE CONTROL CENTRES

This Conference calls on the CEC to support our motion to ensure better working conditions and protection from abuse for emergency Medical Dispatchers working in ambulance Control Centres.

They are the front line of the NHS Ambulance Service up and down the country. Their job role saves lives, delivers babies, reassures distressed patients and their loved ones and deals with traumatic and upsetting circumstances. However, their role is the invisible and forgotten cog in the wheel of any busy NHS Ambulance Service.

I am talking about Emergency Medical Dispatchers and particularly those who handle 999 calls, although those who dispatch to road crews have immense pressure, it is the call handlers who are facing the biggest onslaught.

We all know that the NHS is currently going through a crisis caused by several factors, mostly the treacherous cuts to public services by the Tories and increased demand upon the decreasing resources. Amidst this, the Ambulance Service is in receipt of the overflow for all the services that are lacking, like GP services, Social Care and Mental Health Care. Tory cuts to the disabled and the poorest in society has had a knock-on effect and the impact on the workload of all ambulance employees has been horrendous.

When I became an Emergency medical Dispatcher, 8 years ago, there were days, nights and certain times that it became easier (we never say the Q word as it's a curse). We could have the odd conversation between calls with colleagues and it was extremely rare to have an abusive caller.

Those days are well and truly gone. 999 calls are constantly queuing, people are waiting for several minutes at least to get through making many of them irate. As a call handler, we finish one call and then take the next. It is an onslaught for the entire shift, after a traumatic call there is not time to reflect to get over it. I might take a child cardiac arrest and then take the next call with a screaming abusive caller, which I am in no fit state to handle, but I am expected to do that without reacting.

If I do react, I get told off rather than supported. Any procedures for reporting abusive callers has been ignored as it would mean allowing a call handler time to fill out the report which means the abuse is being under reported. This gives management a way out of addressing the problem because it just doesn't exist if it's not reported.

Many of us have to run out of the office crying and the stress levels are of unprecedented proportions. I wear a Fitbit with a heart rate monitor and it has recorded me as doing a fat burning aerobic workout when I have been sat at a desk taking 999 calls, such is the effect on my heart rate.

Because Emergency Medical Dispatchers are the hidden workforce in the Ambulance Service, conditions are often not good. Health & Safety recommendations are not always followed through, such as faulty chairs and cramped working conditions. This adds to the stress as it can feel like a sweat shop experience with noise levels often exceeding those recommended by HSE. Holding in bodily functions because of the pressure to answer the next call is all too common and I worry about female colleagues who have menstrual problems or are pregnant.

Then there are the rules we have to follow such as remaining on the line with a suicidal caller. With no crew to send to the majority of calls, this can mean being online with a very disturbed caller for several hours. Believe me this can make the call handler suicidal!

We need to impress upon the government and NHS Ambulance Services and Trusts that they must address the health and wellbeing concerns of our members who are working in these unbearable circumstances. They must protect Emergency Medical Dispatcher Call Handlers from the abuse and allow them time to report it.

N61 BRANCH

North West & Irish Region

PS19. KEEP OUR AMBULANCE CREWS ON THE ROAD

This Conference calls on the government to:

1. Review the emergency handover process for ambulance technicians and paramedics.
2. Focus new funding on better resources supporting ambulance crews and not further invest in private firms offering 'ambulance services.'

A&E pressures are causing queues outside hospitals, while a chronic shortage of paramedics is stretching even thinner. Across the country ambulance staff are working round the clock to do their best for patients. A&E departments across the country are being placed under immense pressure which is directly impacting on ambulance crews unable to move from one emergency to the next as a result of crews accompanying patients during the handover process on arrival at hospital.

Lives are being lost in the name of austerity.

P42 BRANCH

North West & Irish Region

PS20. RETIREMENT AGE FOR OPERATIONAL AMBULANCE WORKERS

This Conference recognises that the retirement age for operational ambulance workers now stands at 68 years of age. Studies show shift workers are at more risk of developing ill health through heart disease and cancer. A 68 year old member of staff is potentially responding to patients who are younger and normally more able bodied than themselves. We propose that retirement age is reduced to the age of 60. This would bring us into line with other physically demanding front line roles such as the Police, Fire and Armed Forces.

We believe that raising the retirement age will have a detrimental impact on the long term health of many staff within the NHS.

We are extremely concerned about the effect that working till 68 years old will have on the health of NHS staff and would press for continued monitoring of the situation to ensure that an increasing number of staff are not being made redundant for reasons of capability.

We believe that there are certain occupational groups within the NHS that will particularly struggle. Police and fire staff have retained a retirement age below the state pension age and The Yorkshire and North Derbyshire Region believe the same should apply to ambulance 999 emergency responder staff due to the extreme conditions in which they must work.

We ask congress for support to campaign against this unsafe policy.

YORKSHIRE AMBULANCE SERVICE BRANCH

Yorkshire & North Derbyshire Region

PS21. UNSOCIABLE HOURS PAYMENTS FOR AMBULANCE STAFF

This Conference recognises that under “annex 5: Provisions for unsocial hours” of Agenda for Change that ambulance staff receive enhancements for working unsociable hours. Within a 37.5 hour working week more than 21 hours have to fall within unsociable hours to receive a maximum 25% enhancement on top of their basic pay. Unsociable hours are deemed as bank holidays and hours worked between 1900–0700 hours Monday to Friday and between 1900 Friday and 0700 Monday to cover the weekends.

To put this in context 56% of an ambulance workers week has to fall within these unsociable hours to receive this enhancement. $(100/37.5 \times 21)$

Ambulance staff feel 25% is an insufficient enhancement to compensate for the unsociable hours worked. Demand on the NHS is greater than ever and nobody feels this more than ambulance staff who work hard to fulfil their roles.

Although they accept the nature of shift work, this is often at great sacrifice to time spent with their own family and friends. Where they care for a family, shift work may even effect their partners' availability to find work. They regularly miss family occasions and even their own children's birthdays in order to fulfil their shifts. Unsociable hours often mean ambulance staff spend a large percentage of their rest days are spent purely recovering from work.

We request the national ambulance committee to negotiate a fairer enhancement payment for unsociable hours that reflects both the amount of unsociable hours worked and the long term effect shift work has on both family life and the shift workers health.

We ask congress for support to campaign against this insufficient enhancement.

YORKSHIRE AMBULANCE SERVICE BRANCH
Yorkshire & North Derbyshire Region

PS22. NHS AND UNION CO-OPERATION

This Conference recognises that we are incredibly worried about the scale of privatisation happening in NHS trusts.

We as trade unions are working well together as the impact on all our members affected is the same no matter what union and we need to work together, however there are still some problems with unions not working together.

In Sheffield Teaching Hospitals the Unison branch refuses to allow GMB recognition when the decision to recognise an organisation should be with the employer but on two occasions the full time officer has been subject to presenting to staff side our plea to be recognised, this goes against everything that we stand for, we should be brothers and sisters be fighting a common cause and there is no greater fight than the one in our health service.

We must never allow the Tories to see any union divisions at this time of crisis.

We believe that all major unions have the right to be recognised throughout the NHS if in one trust all trusts, the clue is in the name National Health Service. We urge our national officers to include this position in national negotiations with other unions and this position should then be adopted by the TUC.

NORTHERN GENERAL BRANCH
Yorkshire & North Derbyshire Region

PS23. PRIVATISATION OF THE NHS

This Conference agrees to raise and campaign to push the private contractors from the NHS. This campaign should also take the form of industrial action and to press private contractors for improved terms, conditions and wages in order to make NHS contracts unprofitable. This would make the NHS less of a profit making investment for private contractors.

CENTRAL NORTH NHS BRANCH
London Region

PS24. NHS EMPLOYMENT TERMS

This Conference believes that private contractors in the NHS will continue under the current Government. This will mean the continuation of a two-tier workforce.

To overcome the resulting unfairness we ask Conference to agree that GMB policy is to always argue for private contractors' staff to be employed under the NHS Agenda for Change Terms and Conditions.

EAST & ESSEX NHS BRANCH

London Region

PS25. NHS STAFFING LEVELS

This Conference believes there should be statutory guidance that will ensure minimum staffing levels are maintained at all hospitals and that all staff will have a minimum level of certified registered training.

EAST & ESSEX NHS BRANCH

London Region

PS26. UNPAID WAGES NHS

This Conference understands that private contractors in the main in the NHS do not always pay wages correctly or on time. This constant series of what are described as mistakes result in unpaid wages for GMB members.

This Conference asks that a view is taken by our Legal Department to build a case that will highlight this issue. A high profile legal attack on companies who systematically and regularly underpay workers' wages could increase awareness and pressurise companies to change their method of payment and stop the robbing of our members.

CENTRAL NORTH NHS BRANCH

London Region

PS27. MINIMUM WAGE FOR ALL NHS WORKERS

Congress,

We are asking that the GMB supports a minimum wage for NHS workers. As you know, we have a problem in the NHS. NHS Employers from Ambulance Trust, Hospitals, Clinics, Acute Mental Health and Community Services all outsource services. We then get Contractors competing for the tenders. More often than not, this leads to a race to the bottom and a price war. This means that our members are mostly on zero hours and poor terms and conditions. Under AGENDA FOR CHANGE, the minimum a worker can earn is:-

Point 2

Band 1: £7.88 a hour

Band 2: £7.88 a hour

The National Living Wage is £7.50 a hour.

Most of the contracted out services pay the minimum wage and fall short.

The NHS and supporting services cannot maintain staffing levels or recruit on these terms.

We must strive to put pressure on the Government and have a minimum wage for NHS workers.

We are asking Congress to support this Motion.

G50 ST. GEORGES NHS BRANCH

Southern Region

PS28. NHS TRUST-OWNED COMPANIES

This conference is concerned at the development of hospital Trust-owned, not-for-profit companies that are taking over non-clinical work in a number of NHS Trusts. This is leading to NHS staff being transferred to a company owned by the Trust but being re-categorised as non-NHS employees. Their loss of NHS terms and conditions under Agenda for Change often means substantial negative changes to their employment, especially in areas such as pensions and redundancy.

Conference requests that the GMB conducts a full investigation of the spread and development of these companies, and organises a campaign – both industrial and political – to bring an end to this practice.

R26 READING

Southern Region

PS29. CRISIS IN THE NHS (ENGLAND) AND THE IMPACT OF CUTS ON PATIENTS AND STAFF

This conference notes:

- 1) The severe crisis facing our NHS due to cuts, closures, privatisation and attacks on staff pay and conditions. Many hospitals are on "Black alert" regularly, especially in winter but also in summer, where they can no longer treat people safely. Some 35,000 beds have closed since 2000, leaving England with the third lowest number of hospital beds in the EU
- 3) Simon Stevens, head of NHS England, told the government in November 2017 that the NHS desperately needs the £350 million a day promised in the Brexit referendum just to provide safe, good, basic care

- 4) 2016 NHS staff survey results found that “almost six in ten (59%) regularly do unpaid overtime, and nearly three in ten (29%) are not satisfied with the standard of care they are able to give patients”.

This conference believes:

- 1) As the NHS and its staff are starved of funding, it is increasingly hard to achieve the level of care that health workers go into the profession to deliver. Many staff are under pressure, without enough hours in the day to do what is needed
- 2) The further £22billion of cuts through the Tories’ Sustainability Transformation Plans (STPs) cannot be compensated by just harder working. Not being able to deliver the quality of care that the NHS aims to provide at all times has a devastating impact on staff, who can become demoralised, angry, upset and ill
- 3) We welcome the positive pledges for the NHS made in the Labour 2017 election manifesto. Yet we cannot simply wait for the election of a Labour government. We have to fight for the NHS now, with national action by health unions, linked into broad based community campaigns opposing every attack to NHS services and staff.

This conference resolves:

- 1) Our unions must lead the fight for NHS staff—to ensure they are not overworked, are paid for the work they do, with an above inflation pay rise, have nationally agreed minimum staffing levels in all posts, and have the support to manage the stress, physical and mental ill health that constant overwork can cause
- 2) Our unions must mobilise and support campaigns that engage health workers and stand together with communities. Defending the NHS is everyone’s fight—for every union. That means all unions—NHS and non NHS—organising real solidarity for any NHS workers fighting back, by sending messages of support, and encouraging branches to visit picket lines, protests and meetings with union banners
- 3) To affiliate to Health Campaigners Together (if not already affiliated), an alliance of local health campaigns and trade unions that organised the 200,000 strong NHS march in spring 2017 and support/ continue to

support its initiatives, including: **3 February day of action calling** for regional action and demonstrations in response to the winter crisis and supporting the NHS unions’ pay claim; **12 May NHS contingent on the national TUC demonstration** for workers’ rights; **7 July Health Campaigns Together national event** in conjunction with People’s Assembly, TUC, Labour and other parties

- 4) Support the calling of a national demonstration for the NHS in its 70th year, such mobilisations give health workers confidence that they are supported in fighting through their unions to defend our NHS.

BRADFORD DISTRICT CARE TRUST BRANCH

Yorkshire & North Derbyshire Region

PS30. IPCC COMPLAINTS

This Conference is aware that as a member of the public, if you feel a Police officer’s behaviour towards you is inappropriate then you have the right to make a complaint either to their Professional Standards Department or the IPCC or do you?

You do, unless that member of the public is also Police Staff in the same force as the officer in question in which case you are not entitled to make a complaint. In some cases you may be allowed to submit a grievance but in many cases as this is not deemed to be an employment matter the grievance can be rejected.

Police staff are entitled to make complaint about an officer within another force but not their “home force” – how is this fair?

This Congress resolves to work with the IPCC to change in this bizarre rule and ensure that Police Staff have as much right to complain about unfair/inappropriate treatment as the next person.

SOUTH WALES POLICE STAFF BRANCH

Wales & South West Region

PS32. GMB RECOGNITION IN ALL POLICE FORCES AFFILIATED TO THE POLICE STAFF COUNCIL HANDBOOK

This Conference calls upon the GMB to campaign for recognition in all Police Forces affiliated to the PSC Handbook, as in City and County Councils where the national bargaining

is done by recognised Trade Unions at national level, i.e. Unison, Unite and GMB.

Where Unison are the only recognised Trade Union in most Police Forces, this disadvantages GMB members in Police Forces locally.

EAST MIDLANDS POLICE STAFF BRANCH
Midland & East Coast Region

PS33. GMB JUSTICE SECTION

This Conference calls upon the GMB to set up a GMB Justice Section.

Police staff, whilst working for Local Government are considered a public service. They have their very own unique needs and working environment.

We are calling for a Justice Section so that Police staff feel valued by the GMB union and welcomed by this union. The changes that are ongoing within constabularies at a national level will help Police staff to better organise our members nationally to tackle both local and national issues.

EAST MIDLANDS POLICE STAFF BRANCH
Midland & East Coast Region

PS34. ASDM'S AND PRIVATISATION

This Conference recognises the threat to our member's terms and conditions and have grave concerns about the scale of privatisation happening in NHS trusts. Trusts up and down the region are setting up their own Private companies or more commonly known ASDM's (alternative service delivery models) SPV's (Special Purpose Vehicles) or any other acronym.

The reality is trusts are in huge deficit and they are faced with devising plans to save money. They have been negotiating with other trusts in other regions to discuss what financial benefits there are associated with these models and the savings come in tax relief. The trusts are selling these models as having a commercial benefit to avoid pressure from the HMRC who are aware of these companies and the Department of Health have written to finance directors within trusts to

warn them of potential implications associated with bending the rules of the tax system but still they move forward.

We are wholly opposed to any form of privatisation within the NHS but accept that the dilemma we are in is wholly down to a lack of funding from the tory government.

We want to see a commitment from the Labour Party to raise this issue in parliament and give a commitment to bringing back these subsidiaries into NHS ownership when we return a Labour government. We urge to union to keep the Labour Party honest and put pressure on the Party to support this policy.

LEEDS HEALTH BRANCH
Yorkshire & North Derbyshire Region

PS35. WORKPLACE REPRESENTATIVES/ CONTRACTORS WORKING IN PUBLIC SERVICES

This Conference agrees that the Public Services National Committee to look at ways for workplace activists employed by contractors become more involved and active and have a voice in the PSS section.

B43 BIRMINGHAM CITY GENERAL BRANCH
Birmingham & West Midlands Region

PS36. LOCAL GOVERNMENT WORKERS COMMITTEE

This Conference recognises that throughout the GMB structure there are various committees set up nationally for lay member engagement.

These committees are set up in all sectors. However, with Local Government under constant attack by this Government we are concerned that there is not yet a committee set up specifically for Local Government workers.

We ask that GMB look at the current arrangements and convene a national Local Government Workers Committee to enable national/regional issues to be discussed and organised activity take place.

S85 SANDWELL COMMUNITY BRANCH
Birmingham & West Midlands Region

PS37. FUNDING OF LOCAL GOVERNMENT

Conference notes that this Government is using the roll out of business rates to stifle local government funding in key areas of the country, especially those areas e.g. in heartland Labour areas where roll out will disproportionately effect in an adverse way deprived wards.

Conference calls on the Government to reverse this policy and in addition stop passing on the costs of increased pay awards to local government and away from Whitehall.

Conference calls on the Labour Party to reinforce policy on local government funding as a key dividing line with that of the current Government.

D43 DURHAM COUNTY LA BRANCH

Northern Region

PS38. SAFETY IN NUMBERS

This Conference – there is no legal ratio for staff to residents in care homes and the care providers tasked with assessing the staff levels are driven by profit, leaving our members vulnerable and often subject to disciplinary action due to understaffing.

Therefore we ask conference to endorse a national campaign based on a campaign being run in the Birmingham & West Midlands Region called “Safety in Numbers” which is designed to monitor and highlight the difficulties faced with the current staff levels.

C40 CARE BRANCH

Birmingham & West Midlands Region

PS39. CAMPAIGN FOR A CHANGE TO LGPS

This Conference is concerned that local government employees have to work until 67 years old since the last change to LGPS in 2008 and that ill health retirement is getting very difficult as fund holders seek to protect schemes.

Therefore we call upon the GMB to campaign to get a change to pensions regulations that will allow a health and safety consideration of particular jobs to be a relevant factor in allowing earlier access to pension without curtailment.

RHONDDA CYNON TAFF BRANCH

Wales & South West Region

PS40. RATIONALISING PROPERTY PORTFOLIOS

This Conference is concerned about the continued efficiency savings within Public Services organisations who are reducing their property portfolio as a means to save money thereby introducing open plan environments along with agile working and hot-desking.

We call upon the GMB to write a model policy for activists to use as a negotiating tool for getting appropriate and better considerations in regard to employees welfare; safety considerations; and remuneration, when an employer seek to introduce workplace changes to accommodate rationalising of a property portfolio. Particularly being mindful that personal reasonable adjustments made under equality legislation need to be maintained as a priority.

RHONDDA CYNON TAFF BRANCH

Wales & South West Region

PS41. PUBLIC SERVICES MELTDOWN

This Conference notes with concern the proposals drawn up by unelected Civil Servants currently running Northern Ireland. The proposals as part of a cost cutting measure provide for the amalgamation of the Rivers Agency with the Roads Agency.

Conference calls upon the CEC to seek assurances from the First Minister, Arleen Foster, that as a result of this amalgamation, there will be no enforced job losses or erosion of terms and conditions of employment. She needs to decide, is she more concerned with propping up a failed Tory government or acting in the interest of the workers in Northern Ireland.

D78 BRANCH

North West & Irish Region

BE SEEN

BE REMEMBERED

pellacraft

MERCHANDISE

BRANDED | CORPORATE | PROMOTIONAL

Did you know? Promotional products are the best medium by far for getting us to take action.*

*Research commissioned by BPMA and conducted by independent research company Relevant Insights LLC



Make Your Union Stand Out from The Crowd

GMB branded products are a cost-effective way to promote your cause, attract new members and engage with current ones.

For your promotional merchandise visit:
www.gmb-shop.org.uk

Get in touch
to see how we can help!

01623 636602

sales@pellacraft.com

[f pellacraft](https://www.facebook.com/pellacraft) [t @pellacraft1](https://twitter.com/pellacraft1)



OUR MARY CELEBRATING THE LIFE OF MARY TURNER

Born in 1938, Mary Turner moved from Tipperary, Eire to the North of England in 1947, before settling in Kilburn, London. The first thing her father asked her when she started work at sixteen was “have you joined the union yet?”.

She had, and never looked back.

Learn more about Our Mary’s life, read tributes from fellow members and friends, and remember her for yourself by visiting our dedicated exhibition in the **Brighton Centre foyer**.

GMB

U N I O N



Notes

GMB members save with our new

MULTI CAR COVER



Research from YouGov BrandIndex using 'Recommend' measure conducted online between 1st April 2017 and 31st March 2018 sample size 26,217. More information go to LV.com.

- Add up to **6 cars** and **12 drivers** on one policy
- GMB member discount on **every** car
- Add all cars at the **same time**, schedule some for **later** or add them in **afterwards**
- Choose the **cover level** and **specific optional extras** you'd like for each car
- All cars will share the **same renewal date**

LV.com/GMB

or call 0800 756 8345

For Text Phone: first dial 18001. Lines are open Mon-Fri 8am - 8pm, Sat 9am - 5pm, Sun 10am - 4pm. Calls will be recorded. GMB acts as an Introducer Appointed Representative to the Liverpool Victoria group of companies for General Insurance.



UNIONLINE

YOUR TRADE UNION LAW FIRM

0300 333 0303
www.unionline.co.uk



Join GMB now online at
www.gmb.org.uk/join

Tim Roache, GMB General Secretary
GMB, Mary Turner House,
22 Stephenson Way, London NW1 2HD
020 7391 6700 info@gmb.org.uk

