



FINAL AGENDA

Annual Congress 2015

**Citywest Hotel, Conference and Event
Centre, Dublin**

SUNDAY 7 JUNE

9.30 am - 12.30 pm, 2.00 pm - 4.30 pm

MONDAY 8 TO WEDNESDAY 10 JUNE

9.30 am - 12.30 pm, 2.00 pm - 5.30 pm

THURSDAY 11 JUNE

9.30 am - Close of business

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)

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CENTRAL EXECUTIVE COUNCIL AND NATIONAL OFFICE

GENERAL SECRETARY AND TREASURER

KENNY, PAUL

NATIONAL SECRETARIES

SMITH, GARY
STRUTTON, BRIAN

ACTING NATIONAL SECRETARY

NELSON, JERRY

NATIONAL OFFICERS

AZAM, REHANA
BOWDEN, JUSTIN
BRIMBLE, JUDE
CHAMBERS, AVRIL
FEGAN, STUART
HOLDER, SHARON
HULSE, DAVE
RIX, MICK
WHITEHURST, PHIL

NATIONAL ORGANISING OFFICER

SMITH, MARTIN

GENERAL MEMBER

AUDITORS

BURGIN, ANDY
SWAINSON, JOHN
WARREN, ANDREA

CENTRAL EXECUTIVE COUNCIL LAY MEMBERS (47) *(Section shown in brackets)*

ADAMS, BRIAN

(Commercial Services)

BEARCROFT MBE, SHEILA

(Manufacturing)

BLACKMAN, ELIZABETH

(Public Services)

BUCHANAN, KEVIN

(Commercial Services)

CLARKE, RICHARD

(Public Services)

CLEMENTS, DAVE

(Commercial Services)

DANIELS, KEN

(Public Services)

DOVEY, KAREN

(Fine Manufacturing)

DUNNETT, ROY

(Commercial Services)

EMMERSON, GEORGE

(Manufacturing)

FARR, BRIAN

(Manufacturing)

FERGUSON, GERRY

(Manufacturing)

FOSTER, JEAN

(Commercial Services)

FRASER, BRENDA

(Manufacturing)

FRASER, GEORGE

(Public Services)

GIBBS, GORDON

(Public Services)

GREGG, MARGARET

(Commercial Services)

HALL, JOHN

(Public Services)

HOPE, DAVID

(Public Services)

HULLEY, BRYAN

(Manufacturing)

HUSON, LYNE

(Fine Manufacturing)

HUTCHINSON, MARY

(Manufacturing)

JACKSON, MARTIN

(Public Services)

JONES, JAMES

(Public Services)

KANE, PETER

(Commercial Services)

LEADER, ANN

(Manufacturing)

MARNELL, EDDIE

(Manufacturing)

MARTIN MBE, EVELYN

(Public Services)

McDONNELL, JOHN

(Manufacturing)

McGIVERN, ANDY

(Manufacturing)

McLAREN, ANN

(Manufacturing)

MEYRICK, PETER

(Fine Manufacturing)

MINNERY, JUNE

(Public Services)

MODLOCK, BILL

(Public Services)

MURPHY, CATHY

(Commercial Services)

PARKER DELAZ AJETE,

LORRAINE

(Public Services)

RICHARDSON, GORDON

(Manufacturing)

ROBINSON, PENNY

(Public Services)

SAGE, MALCOLM

(Commercial Services)

SHARP, LENA

(Commercial Services)

SLATER, KATHLEEN

(Commercial Services)

SMART, VIV

(Public Services)

STRIBLEY, JAMES

(Manufacturing)

SUTTON, CATH

(Commercial Services)

TURNER MBE, MARY

(Public Services)

WAUGH, RON

(Manufacturing)

WHEATLEY, PAUL

(Manufacturing)

NATIONAL OFFICE

BADLAN, ROBERT
BARNES, ANNA
CALLOW, JOHN
CASHER, BARBARA
CLARKE, PAUL
CLEMO, IDA
CONROY, ROSE
CROSBY, BOB
DOOLAN, GARY
DOW, GRAHAM
GANNON, PAT
GOLDING, EMMA
GREGORY, CHARLOTTE
GREENAWAY, KEIR
HICK, MAUREEN

JAGDEV, LAURA
JANDU, KAMALJEET
JOHNSON, LISA
KEANE, PAULA
KENNY, PAT
KILPATRICK, GARY
LAFFERTY, ANN
LUDKIN, MARIA
McCARGO, JOHN
McCLEAN, JOHN
O'HEARN-LARGE, EAMON
PANTON, KEVIN
PERRIN, HILARY
PRYLE, STEVE
ROBINSON, BOB

SCHOUWENBURG, BERT
SHEARS, DANIEL
SHORT, STEVE
SMITH, BARRY
SMITH, KAREN
SMITH, KERRY
SPEIGHT, CATH
SWEENEY, KEVIN
TINNEY, LAUREN
WALKER SHAW, KATHLEEN
WYLIE, ALLAN

BIRMINGHAM & WEST MIDLANDS REGION

REGIONAL SECRETARY

MORGAN, JOE

NON-ELECTED ORGANISER

MITCHELL, REBECCA
WARBURTON, SAMANTHA

REGIONAL STAFF

CASWELL, KATE

SENIOR ORGANISER

HODGKINSON, KEITH

LAY DELEGATES (36)

ASTON, PETE

S96 Summerfield IMI 272

BAKER, KEVIN

C15 General

BECKETT, PAUL

R35 Rocester JCB General

BIRKS, KEVIN

Unity

BOOTH, CHRISTOPHER

R35 Rocester JCB General

CALLEJA, RAYMOND

B93 Oxford

CARSON, DUNCAN

A15 Asda

CARSON, WILLIAM

S20 Security

CHARLES, SUE

C80 Dudley

CLARKE, MARGI

A15 Asda

CORBETT, ANDREW

D40 Dudley Engineering

DALEY, ELAINE

X13 Birmingham General

DAVIES, JOHN

B43 Birmingham City General

DAWKINS, TOMMY

Unity

DUDSON, ALAN

W18 Walsall Local Authority

DUGGAN, JAMES

W40 Birmingham Water

DWYERS, DALE

K10 Kidderminster Community

EARDLEY, JANICE

Unity

EVANS, NEIL

S64 Stafford/Stoke

FELLOWS, TREVOR

T37 Tipton Electricity

HACKETT, ANTHONY

A02 Ambulance

HARVEY, GLYN

S74 Stoke/Shropshire Gas

JAMES, SARAH

S85 Sandwell Community

JONES, ANTHONY

T36 Tipton No.2

JONES, BRIAN

B95 PH Jones

LAL, MADAN

W70 Willenhall

LEECH, TARA

S64 Stafford/Stoke

MAYBURY, SALLY

B01 Birmingham Forward

O'KEEFFE, PATT

S20 Security

PINCHER, RACHEL

C40 Care

ROBERTSON, STEPHEN

B10 Banbury No.1

ROCHE, HANNAH

W50 Wellington

SMYTH, KEVIN

B91 British Gas

WADRUP, JANICE

B01 Birmingham Forward

WILKES, IMOGEN-GRACE

A18 Lymedale

YATES, SHARON

Unity

LONDON REGION

REGIONAL SECRETARY

HAYES, PAUL

SENIOR ORGANISERS

GRAHAM, SHAUN

KENNY, WARREN

WARR, TONY

ELECTED ORGANISERS

BREACH, KEN

HACKETT, SUSAN

MEYER, ANNA

WILLIAMS, KEITH

REGIONAL STAFF

BARGERY, CHRIS

HENDRIE, TRINA

LAY DELEGATES (67)

AKBAR, MOHAMAD

London Ambulance Health

AKINTUNDE, KEHINDE

Tower Hamlets Apex

ALI, EMINE

Redbridge

AMIN, GIRISH

Harrow General

ANDERSON, DIANNE

King's Lynn No 1

BARRON, ROBERT

GMB@PCS Branch

BARTLETT, MELANIE

Barking & Dagenham LGO

BELGRAVE, PAMELA

Harrow Public Services

BENHAM, BARBARA

Hendon

BOWMAN, MAVIS

London Stores General

BRETTON, CHRISTOPHER

EEAS (1)

BYRNE, DANNY

City of London

CHANA, TARANJIT

Hounslow

CHOLERTON, ANTHONY

London Zoological

CLOUDEN, NICOLA

Bucks County

COLES, JONATHAN

Redbridge

COLES, PAUL

Barnet Public Services

CONNORS, BRETT

Barking

CULBERT, PAUL

Huntingdon & Wisbech

DARCI, JAISUCLAL

Central Wembley

DENTON-CAINE, JASMINE

London Central General

DESAI, UNMESH

Plaistow

DOUCE, GARETH

Lowestoft

DUDLEY, KAREN

Beds County

DUFFIELD, BRENDAN

Barking & Dagenham LGO

FLAHERTY, KOULLA

EEAS (1)

FORREST, STEVEN

London Central General

FOSTER, MARTIN

Beds County

FRANKLIN, STUART

Home Counties General

FREETH, ROBERT

Edmonton/Enfield

GAGLANI, SHAILESH

Central Wembley

GALLAGHER, EWA

GMB UNITE

GAYLE, LORNA

Aviation Security

GILLIGAN, DEAN

Ealing

HARRIS, GARY

Islington & Haringey

HARVEY, JAMES

Labour Party

HOLLAND, CATHY

Essex Public Services

HUGHES, ELIZABETH

Hounslow

HURLEY, SARAH

Fulham 1

HUSBANDS, MICHAEL

Aviation Security

ISAACS, JOE

Energy Central

JONES, CATHRINE

Asda Bedford DC

KEEFE, WILLIAM

Havering

MALONE, MAUREEN

Luton

MANN, LYNSEY

Barking

MANMAN, NASIR

Plaistow

McNULTY, DENNIS

Camden

MOFFETT, JOHN-PAUL

Cambridge 2

OSBORNE, JAMIE

Islington Apex

OSWICK, WAYNE

Stansted Airport

PETERSON, DOTT

Camden Apex

PUDASAINI, RAJENDRA

Health Service Holding Branch

PURCELL, HELEN

GMB@PCS

RAI, BHIMRAJ

Health Service Holding

REIS, WENDY

Southend on Sea

RICHMOND, JAMES

Newham Apex

RIGBY, DOUG

Braintree & Bocking

RUSH, SIMON

GMB Professional Drivers

SAYWELL, MATT

Holborn

SHARKEY, GEORGE

Islington 1 & Haringey

SIVATHASAN, VALLIPURANATHAR

Harrow General

STEWART, EUTON

Hendon

THOMAS, VAUGHAN

Norfolk Public Services

THOMPSON, ALLAN

Milton Keynes City

WEST, VAUGHAN

Islington Apex

WHEATLEY, CHRISTOPHER

GMB London Security

WILLSON, SHARON

Norwich General

MIDLAND & EAST COAST REGION

REGIONAL SECRETARY

WORTH, ANDY

SENIOR ORGANISER

ALLEN, MARTIN

ELECTED ORGANISERS

CLARKSON, SHAUNE

NEEDHAM, CHRIS

WHYATT, COLIN

REGIONAL STAFF

CASTLEDINE, DAVID

EVANS, CHERYL

STOCKLEY, KAREN

WILLIAMSON, JULIE

LAY DELEGATES (36)

ALEXANDER, STEVE

Leicester Homecare & Gen

BESTWICK, COURTENEY

Nottinghamshire General

BOLGER, PETER

GMB Notts Police Staff

BUCKLEY, MATTHEW

Lincoln Tec Gen & Apex

BURKETT, IAN

GMB Energy & Utilities

CLARKE, IAN

Derby Rolls Royce Associate &

Apex

CLARKSON, CAROL

Hull Retail & Distribution

COOK, BEN

GMB Mid Lincs

DIXON, NORMAN

Mansfield Central

DUDDING, KEV

Hull No.1

EVANS, JASON

Leicester Water

GOLDING, JIMMY

Peterborough Food & Allied

GREGORY, TIMOTHY

Peterborough General

GRINNELL, DEBORAH

Grantham Community

GUNTER, COLIN

Grantham Community

HARRISON, MARY-LOUISE

Leicester Services

HELEY, BILL

Midland Healthcare

JENKINS, MICHELLE

Matlock

JOHNSON, HELEN

Eurotec

KELLAM, HELEN

Notts & Derby Health

KIDGER, WAYNE

Nottingham City

LANGLEY, LEE

Midland Healthcare

LASCELLES, DAVID

Scunthorpe District & Apex

LE-BLANC, ALBERT

Melton Mowbray CFTA

MARTIN, ANGIE

Hull Retail & Distribution

McLAUGHLIN, PETER

Goole

MILLS, DOROTHY

Alfreton No.1

ORTEGA, SHONA

GMB Grimsby General

ROBERTSON, CAROL

Ashfield No.1

SHAW, JAYNE

Staythorpe & Newark Tec

SHORT, MILES

North Lincs Unitary

SOPER, PHILLIP

Nottingham Tec

TODD, SIMON

EMAS

WARREN, ZILLAH

Sherwood forest Hospitals

WASS, VICKY

Bassetlaw & Worksop

WHILDING, ROB

Buxton

NORTHERN REGION

REGIONAL SECRETARY

COATES, WILLIAM

SENIOR ORGANISERS

ANDERSON, JOAN

JUKES, CHRISTOPHER

NON-ELECTED ORGANISERS

ALLISON, THOMAS

HUNT, MICHAEL

REGIONAL STAFF

JONES, DEBBIE

LAY DELEGATES (39)

AVERILL, LYNNE

Newcastle General Apex

BROWN, STEPHEN

North East Ambulance

BRYAN, ALYSON MARY

Sunderland City LA

CARR, MICHAEL

Middlesbrough 5

CHAFFEY, MICHELLE

Northern Utilities

CLEGG, DAVID WILLIAM

Durham County LA

COLLINSON, NEIL

North West Durham AHA

COMERFORD, JAMES

Cumbria Public Services

CURTIS, ANGELA

Asda Stores

DAVISON, VERONICA ANN

South Tyne & Wear General

DEWART, GARY BRIAN

Northern Elec Ind

DOWSON, RAY

Durham General

EARL, THOMAS WILLIAM

Carlisle & Cumbria LA's

GILBRAITH, MARY

Hartlepool 3

HENWOOD, COLIN

Middlesbrough 5

HUNTER, THOMAS

South Shields 2

LANGAN, JOHN

Newcastle City LA

MAYOR, GORDON

Barrow 5

MIDDLEMISS, FAY

Northumberland County LA

MITCHINSON, AMANDA

Asda Stores

MORRIS, YVONNE

South Tyne & Wear General

MURRAY, GEORGE

Newcastle & Nth Tyne Gen

PARKER, JOSEPH

Tynedale General

PARKES, ALAN

Hartlepool 2

QUILTER, ANNE

Carlisle & Cumbria LA's

QUINN, GERARD

Transco 1

RAMSAY, PAUL

Northumbrian Water

RIDDLE, DAVID

Sunderland City LA

SAWDON, PETER

Stockton 3 Eng

SPEAKMAN, RICHARD

Darlington Eng

STEWART, ALMA

Newcastle Hospitals

STOBBART, ETAIN

Northumbrian Water

TAYLOR, BERNARD EDWARD

Middlesbrough Eng

TIMBEY, LESLIE

Durham County LA

WALLER, EMILY

Hartlepool 4

WARNER, MARTYN JOHN

General Security

WILKINSON, ROSE MARIE

Barrow 5

WILLIAMSON, DIANE

Durham General

WINTER, JOHN ANTHONY

South Shields 2

NORTH WEST & IRISH REGION

REGIONAL SECRETARY

McCARTHY, PAUL

SENIOR ORGANISER

MELLOR, TERRY

NON-ELECTED ORGANISERS

WALKER, DENISE

SMITH, NEIL

REGIONAL STAFF

DAVIES, JANET

REED, DEBBIE

LAY DELEGATES (55)

ALDRIDGE, MICHAEL

L34

ALI, KAMRAN

RMB1

BARTON, JAMES

Z15

BATES, DAVID

X02

BOYLAN, PAUL

D78

BURKE, IAN

B40

CLARK, MICHAEL

L32

CLEAREY, BERNARD

L45

CONVEY, LOUISE

S05

DANIELS, ROBERT

L25

DAVIES, JAYNE

L35

DICKINSON, STEPHEN

B23

DOCKERY, MARGARET

B16

DONLEY, SHEREENA

E76

DRAPER, RICHARD

X24

EVANS, PAUL

M94

FLANAGAN, DAVID

P42

FLANAGAN, KEVIN

Q22

GILLOW, MICHAEL

N45

GOULDING, WILLIAM

P41

GRAY, DAVID

G40

HARGREAVES, CLARE

M01

HENEGHAN, ELIZABETH

OPS1

HENRY, DOUGLAS

M35

KAMBLE, VIVEK

HC1

KEOWN, GAIL

U88

LALKHAM, BERNARD

J01

LARKIN, TONY

X39

LEFLEY, JOHN

S16

LLOYD, KEVIN

V15

LOWES, IAN

L33

MARCHBANK, DAVID

M98

McCUTCHEON, ROBERT

F72

McGRANE, VINCENT

L50

McMURRAY, PETER

B90

MERCER, LINDA

A08

MOLD, MATTHEW

S11

MORRIS, THOMAS

Z33

PATRICK, TRACEY

X07

PHILBIN, GERALD

R50

PLATT, WILLIAM

U88

RAWSTHORNE, BARBARA

Y03

RICE-GRAY, JULIE

L45

RICHARDS, PAUL

K28

ROBERTSON, SCOTT

A62

SHRODER, SHARON

N45

SMITH, GRAHAM

O11

SMITH, JOSEPH

RO1

STODDART, ANN

HC1

STODDART, BARBARA

N32

TURNBULL, DOUGLAS

D54

WELHAM, ROBERT

C51

WILLIAMS, TERENCE

Z01

WILLIS, CATHERINE

M97

WINSON, LORRAINE

M15

GMB SCOTLAND

REGIONAL SECRETARY
DONALDSON, HARRY

SENIOR ORGANISERS
McLUCKIE, ALEX

ELECTED ORGANISERS
LEONARD, RICHARD

REGIONAL STAFF
FIONA, CRAIK

LAY DELEGATES (38)

AIRNS, ELIZABETH
Lanarkshire NHS
ALI, USMAN
Glasgow General Apex
ALEXANDER, FRANK
Hunterston
BRESLIN, PATRICK
Glasgow NE & SW Health Service
CAMPBELL, CAROLINE
North Lanarkshire PS
CARR-POLLOCK, THOMAS
Bathgate
CARSON, BRENDA
Clyde Bonding
COTTLE, ANDREW
Edinburgh
DEAN, ANNE
Scottish Primary Care Nursing
DEBRUYN, ELIZABETH
Banbeath
DRYLIE, ANNETTE
Fife Public Services
DUFFY, PATRICK
Cumbernauld PS
FINN, MARY
Glasgow NE & SW Health Service
FLYNN, JAMES
Aberdeenshire PS
GAULD, JULIE
Asda
HARROWER, JOHN
Asda Distribution Grangemouth
HILLS, JEFF
Remploy Lanarkshire 306 (CFTA)
LINNIE, LORRAINE
Private Care
LOGAN, ALEXANDER
Port Glasgow No4 Engineering

McAUGHTRIE, ALEXANDER
Falkirk PS
McCROSSAN, JAMES
Castle Douglas
McCUE, STEVEN
Scottish Gas
McEWAN, WILLIAM
Dunbartonshire PS
McKENZIE, JOHN
Glasgow City Council (Apex)
McMENEMY, JOHN
Renfrewshire 1
McNEILL, FRANCIS
Glasgow 66 Engineering
MIDDLETON, MICHAEL
Aberdeen City
MOOHAN, MARY
Dumbarton 2
MOONEY, KATHLEEN
Glasgow 1
MULLIN, SAM
Glasgow Heath Service (Apex)
PATERSON, RAYMOND
South Lanarkshire PS
POLLOCK, ROBERT
Scottish Ambulance Service
RIDDELL, PHYLLIS
Tollcross Biscuits
ROBERTSON, CHARLIE
LA Staffs Tayside (Apex)
ROSS, STUART
East Ayrshire PS
THOMPSON, ANDREW
Scottish Water
WALKER, DUNCAN
Grangemouth 583 (CFTA)
WALKER, LINDA
Highlands & Islands

SOUTHERN REGION

REGIONAL SECRETARY

MALONEY, PAUL

SENIOR ORGANISERS

BRANDSTATTER, KEVIN

ELECTED ORGANISERS

BAKER, ADRIAN

GORDON, MICHELLE

VERDIN, RACHEL

REGIONAL STAFF

SHURGOLD, JULIE

CAIELS, PHIL

LAY DELEGATES (44)

ABU-BAKIR, KATHY

M27 L.B. Merton

ADJE, CHARLES

X98 LFEPA

BARKER, CHRIS

C23 Carshalton

BUTLER, MICHAEL

G33 London Ambulance

COX, WENDY

G33 London Ambulance

DALY, FRANK

X98 LFEPA

DAVIS, SONYA

L26 L.B. Wandsworth General

DICKINSON, KAREN

P29 South Coast Gas & Utility

DURRANT, ALAN

P28 South Coast Water & Utilities

DWUM, FRANCIS

G50 St Georges NHS

ERVINE, ROBIN

L09 L.B. Lambeth

GEEVES, ANDREW

B40 Bournemouth

GOODACRE, PAUL

X23 Dover Ferries

GREEN, KEVIN

S42 Southampton Transport

HANCOCK, SIMON

G36 Security

HERRITY, LEE

P44 Portsmouth NHS

HOOD, TINA

G38 Surrey County

HUTCHINGS, STEPHEN

A53 Asda Didcot

HUTTON, PATRICK PAUL

D11 Southern Healthcare Branch

JACKSON-AMPAW, NANA

C60 Croydon

LANGLOIS, TIM

J11 Jersey

LEAK, DAVID

Z39 North Kent Engineering

MASKELL, MARTIN

Y20 Yodel

McNALLY, ALAN

X99 GMB A.A

NEWMAN, ANDREW

W15 Wiltshire & Swindon

OAKES, STEVE

L16 L.B. Greenwich

OKOTURO, JOYCE

L26 Wandsworth General

PENN, NINA

X23 Dover Ferries

PETERS, ROBIN

S71 East Berkshire Branch

PLANT, BARBARA

L17 L.B. Lewisham

RAZA, SYED HASSAN

P29 South Coast Gas & Utility

RODRIGUES, MANETTA MARTHA

W15 Wiltshire & Swindon

SMITH, HOLLY

B50 Sussex

SMITH, KEITH

M36 Mountjoy

SONY, PAUL

G36 Security

STANSELL, CANDICE

S15 Securicor Apex 5

SUCKLING, DOUG

D27 Dungeness Electricity

THEAKER, EILEEN

C60 Croydon

THOMAS, JACQUELINE

S69 GMB/ASU South East

SECAMB

TUCKWELL, DAVID

L17 L.B. Lewisham

VENKATASAWMY, DRAUPADIAMAL

G50 St Georges NHS

WIJE, ASHA

K19 London South West General

WITTAMS-SMITH, AIMEE

M27 L.B. Merton

ZARRABI, SHIREEN

B50 Sussex

GMB WALES AND SOUTH WEST REGION

REGIONAL SECRETARY

PHILIPS, JOHN

SENIOR ORGANISERS

BENNETT, RUTH

HIRD, MARTIN

HUGHES, NICK

ELECTED ORGANISERS

ANDREWS, KELLY

JONES, MARK

NORMAN, KEVIN

REGIONAL STAFF

BOWEN, LYNNE

WHYMAN, CAROLE

MEMBERSHIP DEVELOPMENT OFFICER

HAYWARD, ROWENA

LAY DELEGATES (48)

BEATON, WENDY

South & West Wales

BETTY, AMANDA

North Bristol NHS

DE BANKS, AARON

North Devon

BRADY, JULIA

Cardiff Water

BREWER, DEREK

Gloucestershire Community

BRINKWORTH, GWYLAN

South Wales Police

CLARKE, LYNDON

Newport 1

DANIELS, ROBERT

Cardiff 1

DAVIES, HELEN

Cardiff & District

DAVIES, HELEN

South Wales Police

DOWNEY, MICHAEL

Caerphilly CBC

DRUMMOND, JOHN

Denbighshire Composite

EVANS, NIGEL

West Gower Water

FERGUSON, HOLLY

British Gas Energy

GILROY, KEVIN

Neath Port Talbot

HARRISON, SHARON

Hengoed Engineering

HAMBLIN, DAVID

Transco Gas

HARRISON, TRACEY

ASDA North Wales

HUNT, PAUL

Cardiff Water

HUGHES, ALAN

Gwynedd CC

HUGHES, PHILIP

Ifor Williams Trailers

JONES, CRAIG

Rhondda Cynon Taff

JONES, KEVIN

Merthyr Tydfil CBC

JONES, MARTYN

Merthyr Bus

JONES, STEPHEN

Flintshire Composite

JONES, STEPHEN

Securicor

KEMPTON, PAUL

Cardiff 1

KODOLA, TONY

Avon & Wessex

LAWRENCE, CHRIS

Camborne

LEGGE, MARK

Monmouth CC

LOCK, SIMON

Newport 1

McDONALD, MARIE

Wales & South West

McGUIRE, PAUL

Wilkinsons

MACARIAN, SANDRA

ASDA Joint Branch

MILES, BERNI

ASDA Joint Branch

MOORE, LINDA

Camborne

NORTHOVER, TIM

ASDA Bristol

PUCKETTT, COLIN

North British NHS Trust

RIMRON, JOANNA

Plymouth & District

SAMUEL, STEVE

Western Power Distribution Wales

SIBLEY, CHARLENE

Plymouth Health

SMALLMAN, MARK

Pontypridd & North Glamorgan

SMITH, JENNIFER

Mid Glamorgan

THOMAS, PAUL

Porth 2

TYLER, RHYS

Pentwyn

WARN, NIGEL

Devonport

WESTON, WENDY

Avon & Wessex

WILSON, MICHAEL

Monmouth Utilities

YORKSHIRE & NORTH DERBYSHIRE REGION

REGIONAL SECRETARY
ROACHE, TIM

SENIOR ORGANISERS
DERRICK, NEIL
RISEBURY, DESIREE

**MEMBERSHIP DEVELOPMENT
OFFICER**
CHARD, BILL

ELECTED ORGANISERS
COOPER, DOUG
DAVIES, PETER
KEANE, JOAN

REGIONAL STAFF
DEGUN, KALVINDER
FORD, MARIA
JONES, CAROLINE
KIRKHAM, COLIN

LAY DELEGATES (41)

BREWER, STEPHEN
Y25

BURLEY, AMANDA
L18

BURTON-KEEBLE, ALEXANDER
B15

CROUGHAN, LISA
C41

CRUMMACK, IRIS
X20

EARLY, JOHANNA
C41

EQUIANO, ATU, HASHIM
L30

FINNERTY, JAMES
B15

GALLAGHER, ANN
B12

GAVIN, CINDY
X20

GILBERTHORPE, KENNETH
Z13

GILL, COLIN
L65

GOLDING, BRIAN
Y22

GRIFFITHS, MONICA
S15

HENSBY, KEVAN
S38

HINCHCLIFFE, MICHAEL
S37

HINSLIFFE, WILLIAM
Y27

HUSSAIN, SHAZAD
B05

IQBAL, NADIA
S15

JARVIS, GRAHAM
J20

JONES, IAN
W80

KEEGAN, DARREN
P55

KEMP, IAN
P20

KIRKHAM, BEN
R75

LEE, GRAHAM
L30

McLAUGHLIN, WILLIAM
L18

MILLARD, JONATHAN
P55

MORRELL, ALLISON
D20

PEARSON, MAGGIE
L18

PINDER, CATHERINE
B05

PIPER, VINCENT
R50

POULTON, MICHAEL
P20

ROBINSON, ELIZABETH
B36

STEER, PHILLIP
L14

TAYLOR, MAUREEN
C18

THORP, PAULA
L27

WALLACE, DAVID
C40

WEAVER, CHRISTOPHER
A40

WHITEHEAD, ROB
Y22

WOODHOUSE, SIMON
A40

YOUNG, SARAH
S35

CONGRESS LAY DELEGATES

MALE/FEMALE BREAKDOWN

REGION	NOMINATED		ELECTED AND APPOINTED	
	M	F	M	F
BIRMINGHAM & WEST MIDLANDS	29	12	23	11
LONDON	45	22	45	22
MIDLAND & EAST COAST	34	25	24	15
NORTHERN	24	16	24	15
NORTH WEST & IRISH	62	28	39	16
GMB SCOTLAND	34	15	25	13
SOUTHERN	43	25	28	18
WALES & SOUTH WEST	38	17	34	14
YORKSHIRE & NORTH DERBYSHIRE	30	15	27	15
TOTAL	339	175	269	139

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:

CONGRESS – Sunday 7 June: 9.30 am - 12.30 pm, 2.00 pm - 4.30 pm

**CONGRESS – Monday 8 June to Wednesday 10 June:
9.30 am - 12.30 pm, 2.00 pm - 5.30 pm**

CONGRESS – Thursday 11 June: 9.30 am – 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 then 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.

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 144

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)

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:

Sunday 7 June

9.30 am – 12.30 pm, 2.00 pm – 4.30 pm

Monday 8 June – Wednesday 10 June

9.30 am – 12.30 pm, 2.00 pm – 5.30 pm

Thursday 11 June

9.30 am – 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 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 8 June 2015.

Motions Out of Order

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

Motion 37 Full Time Officers

This Motion requires changes to Rule 17 since it seeks to provide for all full time officers to be regularly elected after a period of five years.

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 72.	Wortley Hall
Motion 110.	Working In Excessive Heat Conditions
Motion 114.	Mental Health Awareness
Motion 127.	The Right To Strike
Motion 132.	Review Of The Employment Tribunal System
Motion 133.	Qualifying Period – Tribunal Claims
Motion 139.	Zero Hours Contracts
Motion 140.	Zero Hour Contracts
Motion 141.	Zero Hour Contracts
Motion 143.	The Apprentice Rate
Motion 148.	Living Wage
Motion 151.	Swedish Derogation
Motion 156.	Bogus Self-Employment
Motion 178.	Stop The Race To The Bottom, End Low Pay And Zero Hour Contracts
Motion 180.	Impact Of Spending Cuts On Local Authorities
Motion 181.	Budget Cuts In Public Services
Motion 182.	Privatisation In Local Government
Motion 188.	Volunteers Taking Jobs
Motion 199.	NHS Funding
Motion 203.	Training For Frontline Staff
Motion 208.	The Care Sector
Motion 210.	Lack Of Training Available And The Low Rates Of Pay Applied To Carers In Residential And Nursing Homes
Motion 218.	A Maximum Wage
Motion 222.	Tax Havens Are Siphoning Money Away From Our Public Services
Motion 257.	Voting Age
Motion 269.	Campaign For An EU That Works For The People Not The Bosses
Motion 287.	Campaign Against Cuts To Legal Aid
Motion 295.	Bevan’s Guiding Principles
Motion 306.	The Postcode Lottery For Health Treatment
Motion 310.	Abolition Of Prescription Charges

- Motion 341. Changes Urgently Needed To Social Housing Policy
Motion 344. Affordable Social Housing
Motion 345. Campaign To Increase Social Housing Stock
Motion 372. To Advocate And Fight For Citizen's Income

Composite Motions

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

Emergency Motions

The Committee has ruled that the following Emergency Motion is in order for debate:

EM1 Save the British Steel Pension Scheme
Yorkshire & North Derbyshire Region

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. 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 be 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 Sunday morning session of Congress. (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. The Region must then notify the SOC in writing 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.

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X	Motions marked with an X have been ruled as "Out of Order" by the SOC and are listed in Standing Orders Committee Report No 1
EP	Motions marked with EP 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
Cx	Motions marked with a C followed by a number are part of a Composite Motion which are listed at the end of the Final Agenda

UNION ORGANISATION: CONGRESS

7. REPORT ON PASSED MOTIONS

This Congress calls for the CEC to produce a written report annually before Congress for a progress report on motions that are still outstanding from previous Congresses and an update on the progress of motions passed the Congress the year before.

The report should include actions taken and timescales for when the motions could be implemented etc.

CAMBRIDGE 2 BRANCH

London Region

UNION ORGANISATION: GENERAL

13. WORKERS' MEMORIAL DAY

This Congress calls on all GMB national and regional offices to observe 1 minutes silence and a short commemoration for those workers killed or injured at work on Workers' Memorial Day each year.

LEEDS LOCAL GOVERNMENT STAFF BRANCH

Yorkshire & North Derbyshire Region

14. MONUMENT TO WILL THORNE

Congress agrees that on this 125th anniversary of our founding Union, the Gasworkers and General Labourers, we should consider erecting a monument to our founder, Will Thorne.

Despite the large number of statues to the so called "Great and the Good" across the UK, there are precious few to working class pioneers like Will Thorne.

As well as founding the Gasworkers and General Labourers Union that he served as General Secretary he also chaired the TUC and was a founding member of the Labour Party, serving as an MP for many years.
A WORKING CLASS HERO.

BARKING & DAGENHAM LGO BRANCH

London Region

15. ELEANOR MARX DAY

This Congress notes that Eleanor Marx's contribution to the foundation of the GMB was both vital and profound. The GMB recognises and applauds the Socialist influence of Eleanor Marx on its development as a Socialist Trade Union and that it is right and proper that there be a dedicated day to her memory.

Congress resolves to:-

- Establish the 16th January as "Eleanor Marx Day" within the GMB
- Promote events commemorating Eleanor Marx's life and contribution to the Labour movement as a whole and the GMB in particular
- Promote the literature of Eleanor Marx within the GMB

TRANSCO GAS BRANCH

Wales & South West Region

16. INTERNATIONAL WOMEN'S DAY

This Congress believes that International Women's Day, March 8th, be recognised as a notable date in all GMB diaries.

L17 LEWISHAM BRANCH

Southern Region

17. RETIRED MEMBERS' ASSOCIATION

Congress is alarmed that when the GMB diaries are printed the RMA is not mentioned as are other sections of this great Union.

Congress calls for the RMA details to be included in future issues.

EAST DEREHAM BRANCH
London Region

20. ESTABLISH A GMB OR TUC RADIO STATION

Congress agrees the GMB should promote a feasibility study with a view to establishing a GMB or Trade Union's radio station, as a means of mass communication.

GMB PROFESSIONAL DRIVERS BRANCH
London Region

21. CAMPAIGN FOR PRESS AND BROADCASTING FREEDOM

Congress supports the stand the union has taken over the years in favour of media reform and its opposition to the concentration of media ownership in the UK. It reiterates its belief that genuine investigative journalism, freedom of expression, diversity and plurality, limits on cross-media ownership and trade union recognition must be key principles underlying media regulation.

Congress notes that up until 2004, the union was affiliated to the Campaign for Press and Broadcasting Freedom (CPBF), which was set up in 1979 to campaign for a democratic and accountable media, but for financial reasons decided to end its affiliation.

Given the critical role played by the media in shaping public opinion, especially in this election year and the urgent need for reform of both media ownership rules and press regulation, Conference instructs the NEC to renew its affiliation to the CPBF, at a cost of £450 per annum, at the earliest opportunity.

HOLBORN BRANCH
London Region

22. BANNER THEATRE'S 40TH ANNIVERSARY APPEAL FOR CORE FUNDING

This Congress notes the Banner Theatre Company has been creating vital socially educational theatre performances for 40 years. It must also be noted that they have managed this by working closely with and being helped by Trade Unions, but often relying on grants and the dedication of unpaid company members for survival.

This Conference agrees to commit to show our solidarity with this group by promoting and providing regular support and contribution towards core funding at a national level and to encourage Regions and Branches to do the same locally. This would help ensure that this group carry on producing pro-trade union, anti-exploitation campaigning shows for many years to come. This would also enable them to cultivate and train a new, younger layer of political, socialist, Trade Union activists to support the many struggles and campaigns that undoubtedly still lie ahead of us all.

B10 BANBURY NO.1 BRANCH
Birmingham & West Midlands Region

23. SPONSORSHIP OF ENGLAND WOMEN'S FOOTBALL TEAM

This Congress calls upon the CEC to enter into dialogue with the English Football Association for sponsorship of the England Women's Football Team.

The GMB trade union promotes across all spectrums of the workplace and sport is one of these which regionally we are involved with, but would like to get behind our women's national team.

DONCASTER CENTRAL BRANCH
Yorkshire & North Derbyshire Region

UNION ORGANISATION: RECRUITMENT & ORGANISATION

C1 24. GMB YOUNG WORKERS ORGANISING STRATEGY

This Congress calls upon the Central Executive Council to support the implementation of a GMB Young Workers Organising Strategy, to be developed alongside the National Organising Team.

The main remit for the new strategy would be to look at recruiting, organising and retaining young workers, specifically in casualised work places, where there is a high density of young people in industries such as retail, catering and hospitality services.

This motion calls upon the CEC to commence a review of how the GMB can more effectively recruit, deploy and train its young activists; to establish new methods and procedures to support young members in unorganised workplaces and promote the union to young workers.

ASDA JOINT BRANCH
Wales & South West Region

C1 25. YOUNG PEOPLE

This Congress agrees that GMB in light of young people's involvement in the recent Scottish Referendum will review its ways on how to attract young 16/17 year olds to GMB and the trade union movement in general.

B43 BIRMINGHAM CITY GENERAL BRANCH
Birmingham & West Midlands Region

26. TUC MEMBERSHIP

Congress notes the growing membership of the GMB. We are however deeply concerned at the shrinking level of Trade Union Membership across the UK.

Congress agrees this is a major factor in the falling living standards of many families and a key factor in the growing financial inequality that is becoming embedded as we head towards becoming a two-tier nation.

Congress therefore agrees that the GMB should urge the TUC to consider means to address this, aiming to rebuild trade union membership to its 1980 levels, giving special consideration to those many workers not in traditionally organised industries.

ISLINGTON APEX BRANCH
London Region

27. EMPLOYMENT AND TRADE UNION RIGHTS

This Congress calls upon the GMB to recognise the failure of the Coalition Government and especially the Stormont Assembly to deal with youth unemployment especially in N Ireland which has the highest % of youth unemployment in the UK. Unfortunately, those who are successful in obtaining jobs have found they have lower Terms & Conditions and pensions than previous employees. We recognise this is as a result of the increasing number of anti-union employers. Proposals to increase the % needed to obtain success in Trade Union ballots for industrial action is another attempt to weaken Trade Union membership, targets that Parliamentary candidates and Mayoral elections will not have to abide by. It shows contempt for employees' rights that adds to the recent changes to Industrial Legislation, e.g. Tribunal introducing fees and laws that were hard fought to achieve. The voice of the backbone of industry and the economy is not only being quietened but snuffed out. While recognising the work that has been done, we call upon the GMB to work to combine trade union support and action, to put more pressure on the Scottish parliament, Welsh & Stormont Assemblies, Westminster and Ireland to alleviate the pain and suffering of residents. To coordinate all over the UK and Ireland simultaneously, TV adverts, using modern communications, speak with one voice to stimulate the benefits of Trade Union membership, the rights of everyone to be acknowledged in Industrial Law and the right to a well-paid job.

X07 BRANCH
North West & Irish Region

28. FACILITY TIME

Congress agrees the GMB should initiate a campaign to promote the benefits Trade Unions bring to the workplace. It is a well-known fact, that where a Trade Union is recognised by an employer, there are fewer accidents in the workplace, saving the employer money and problems.

It is also far simpler for an employer to negotiate with a recognised Trade Union than with numerous individuals, again saving the employer time and money. There is a public misconception about Trade Union stewards and we need to publicise the benefits that trade unions bring to employers and employees.

Congress, we ask you to support this motion and to support your stewards.

CAMDEN APEX BRANCH
London Region

31. ABILITY TO ORGANISE

Congress is concerned that the share of national GDP distributed to workers in wages and benefits has fallen from around 65% in 1979 to a current level approximately 50%.

This has coincided with a period of neo liberal monetarist economic policy and 'trickle down' economics accompanied by attacks on the welfare state and the public sector.

Congress recognises that the financial crisis and austerity policy with which we have had to endure, was created mainly by a lack of demand in the economy, brought about by these policies, which ultimately led governments to pursue a credit and housing bubble, which ultimately led to near financial and economic 'meltdown'.

Congress demands that the GMB lobby a labour government immediately to achieve a range of measures to enable workers to organise to achieve a greater share of the national 'cake'. These measures which are not exhaustive should include rights of access, easier recognition of trade unions, protections and immunities for individual trade unionists and their organisations, fundamental lawful right to strike and serious dissuasive penalties for any discriminatory behaviour toward any individual or group in pursuit of trade union aims.

X23 DOVER FERRIES BRANCH
Southern Region

32. ORGANISING AGENCY WORKERS

This Congress notes the increasing use of Temporary Worker Agencies by employers.

This Congress believes that employers use agency workers not only to meet legitimate business needs dealing with temporary fluctuations in work volumes, but also as a systematic strategy to push down wages and to inhibit workers from exerting their employment rights.

This Congress believes that all working people are entitled to equality of dignity and employment rights.

This Congress resolves to resist attempts by employers to misuse employment agencies.

This Congress resolves that, wherever practical, GMB will recruit all workers, whether directly employed by a company, or whether they are on assignment to that company through a Temporary Worker Agency.

W15 WILTSHIRE & SWINDON BRANCH
Southern Region

UNION ORGANISATION: REPRESENTATION & ACCOUNTABILITY

X 37. FULL TIME OFFICERS

This Congress calls for all full time officers to be regularly elected after a period of five years.

W50 WELLINGTON BRANCH
Birmingham & West Midlands Region

42. NATIONAL SHOP STEWARDS NETWORK

This Congress calls upon the CEC to affiliate to the National Shop Stewards Network (NSSN) without delay. At a time when young trade unionists are facing an uncertain future with the rise of zero hour contracts, attacks from bosses on workers' rights, as well as increased austerity measures against the poor, it is vital that we join together with the NSSN to deal such attacks and make a valuable contribution by supporting the 10 Now campaign for a better living wage.

W50 WELLINGTON BRANCH
Birmingham & West Midlands Region

UNION ORGANISATION: FINANCES & CONTRIBUTIONS

C18 47. BRANCH ACTIVITY AND EQUALITY FUND

Congress notes the ongoing work being undertaken on the review of branches. This Congress believes that one of the key cornerstones of branch activity needs to be around equality and inclusion as well as campaigning in the local community on issues affecting GMB members.

This Congress therefore calls on the CEC to develop a Branch Activity and Equality Fund by introducing a levy on branches. The fund would be available to help develop materials and resources that branches can call upon when undertaking campaigning and activity aimed at getting members involved at a local level and reaching out into the communities where they live.

GMB@PCS BRANCH
London Region

49. TAX ALLOWANCES FOR ACTIVISTS

This Congress is disappointed at the lack of progress in reaching an agreement with HMRC on future tax allowances for Branch Secretaries and activists and calls for some urgency to be applied to improving the current situation.

LEICESTERSHIRE 2000 BRANCH
Midland & East Coast Region

50. TO STOP THE 10P – 14P INCREASE IN PETROL PRICES

This Congress calls on our union to put an end to motorway garages and garages in coastal areas putting between 10p and 14p per litre on petrol prices.

In the major cities the prices rise by 1 or 2 pence per litre.

Union people putting in expense claims for driving for our union are having to charge for this unfair practice and pass the cost onto the GMB union.

YORKSHIRE COPPER WORKS BRANCH
Yorkshire & North Derbyshire Region

55. MOBILISING THE COMMUNITY

This Congress calls for a campaign to mobilise the unemployed and those who have retired through a 25p a week community membership scheme. These new members will receive reduced benefits to be agreed by the CEC.

W50 WELLINGTON BRANCH
Birmingham & West Midlands Region

58. GMB MEMBERSHIP –REVIEW OF SUBSCRIPTION LEVELS FOR LOWEST PAID

This Congress recognises the difficulties in recruiting and retaining new members in the current economic climate. Some of the lowest paid workers and those employed only part-time or on zero-hours contracts often feel unable to pay the level of subscriptions presently being asked of them.

Congress agrees to set up a Working Party to look into the various rates of membership and to examine the potential for making changes that could make joining and remaining with GMB more affordable for the lowest paid and part-time workers.

CITY OF LONDON BRANCH
London Region

62. REDUCTION IN ANNUAL MEMBERSHIP OF GMB UNION BY ANNUAL SUBSCRIPTION IN ADVANCE

This Congress instructs the CEC to investigate the possibility of cost savings to members, by paying GMB membership by subscription in advance.

This is the practice of many membership based organisations in the 21st Century, and would be attractive to many members and prospective members in the future.

SCUNTHORPE DISTRICT & APEX BRANCH
Midland & East Coast Region

UNION ORGANISATION: UNION BENEFITS & SERVICES

65. UNIONLINE

This Congress welcomes the introduction of the new legal services for the GMB, however, the direct approach between the member and the solicitor by-passes the Branch Secretary who, unless contacted by the member or the solicitor, does not know a claim has been submitted.

This can have many implications, not just in the pursuance of the claim but also in the relationship between members, Workplace Organisers and the Branch Secretary.

We ask Congress to ensure that procedures are introduced to ensure that Branch Secretaries are informed when claims are submitted, and are regularly updated on the progress those claims are making and the settlements that members receive.

DEVONPORT BRANCH
Wales & South West Region

C2 67. TCU MONEY

This Congress welcomes the service that TCU Money provides to GMB members and their families in providing ethical financial services. On that basis, Congress recommends that those regions not yet on board, i.e. where no other such service is made available to members in the region, consider doing so soonest.

BASF CHEMICALS BRANCH
Yorkshire & North Derbyshire Region

C2 68. TCU MONEY LTD

This Congress welcomes the service that TCU Money provides to GMB members and their families in providing ethical financial services. In order to facilitate further growth, Congress recommends that GMB allow its name to be used so that TCU Money Ltd can be rebranded as 'GMB Money Ltd'.

BASF CHEMICALS BRANCH
Yorkshire & North Derbyshire Region

69. GMB LIVING WAGE CONTRACTS

This Congress calls on the GMB when awarding contracts to companies supplying goods or services to our union to take account of whether the company pay the living wage.

ROWNTREE AND ASSOCIATED BRANCH
Yorkshire & North Derbyshire Region

UNION ORGANISATION: EDUCATION & TRAINING

70. TRAINING OF WORKPLACE REPRESENTATIVES

This Congress believes that there is a pressing need for a review of the Union's training provision for Workplace Representatives.

Congress therefore mandates the Central Executive Council to present proposals for the improvement of such provision to be put before Regional Council by March 2016.

NORWICH GENERAL BRANCH
London Region

71. ADDED SUPPORT FOR THE GLI SUMMER SCHOOL

This Congress acknowledges the growing reputation of the Global Labour Institute and the success of its Summer Schools aimed at young trade union activists looking to widen their understanding of a complicated world. Congress also notes that GMB young members have benefitted from the schools and that the Union has given GLI financial support. However, if the Summer Schools and GLI's other educational activities are to prosper, they need a more solid platform from which to work.

Congress agrees that the GMB should combine with GLI for them to tailor bespoke courses for the education of our activists and seek to develop methods of joint working for our mutual benefit. In return, GMB should provide financial support for GLI at a level to be decided by both parties commensurate with the level of services provided.

BRITISH GAS BRANCH
Wales & South West Region

EP 72. WORTLEY HALL

This Congress notes that Wortley Hall is now being used by the union as a national training centre and welcomes the financial stability this will bring to the workers' stately home so ensuring its future.

BASF CHEMICALS BRANCH
Yorkshire & North Derbyshire Region

73. ULF PROJECTS FUNDING

This Congress calls upon the GMB to ask the Government to continue to provide funding for Union Learn Projects which have helped thousands of workers to obtain the essential skills they need.

ULR's provide a vital service to union members and employees. ULR's are desperately needed in workplaces in order to provide help for those workers who need numeracy, reading, writing and basic computer skills.

We are concerned that funding for 2015/16 has been cut which could undermine the good work and infrastructure established to date. Congress it is imperative that unions and ULF Projects have the funding the ULF's need to continue to provide the support and essential training employees require to help our economy grow and flourish. Many employers have given support to the good work carried out in helping develop their employee's skills.

We ask the CEC and the GMB parliamentary group to work alongside TUC Unionlearn in lobbying the government to provide adequate funding to sustain and grow this training lifeline that has given so many workers a second chance in education and training.

N45 BRANCH
North West & Irish Region

74. NATIONAL LEARNING COMMITTEE

This Congress calls for the CEC to establish a National Union Learning Committee to drive the learning agenda forward with delegates nominated from each GMB region with the existence or otherwise of ULF funded projects. The CEC could look at best practice in Yorkshire and North Derbyshire region, who have a well-established Regional Learning Committee.

CHESTERFIELD NO. 1 BRANCH
Yorkshire & North Derbyshire Region

76. HE LEARNING FUND

This Congress calls upon the CEC to set up a HE Learning Fund for activists.

Many of our activists are wanting to progress within the trade union movement, but are restricted in doing so by the prohibitive cost of HE courses.

GMB have a long and proud history of helping those in need, but also in supporting people who wish to better themselves. We feel that this support is needed more than ever in these hard times.

We therefore call upon Congress to:

- set up a National Learning Fund to support activists to undertake Trade Union related HE learning opportunities;
- have a clear, fair and concise application system;
- advertise the fund and the application process widely;
- consider each application on its own merits;
- accompany any rejected applications with a full explanation as to the reasons why.

GMB MID Lincs BRANCH
Midland & East Coast Region

78. MENTAL HEALTH AWARENESS

This Congress calls on the Government to campaign for mental health awareness in the workplace. GMB representatives need to be able to recognise, give guidance and to support their members.

A15 ASDA BRANCH
Birmingham & West Midlands Region

79. YOUTH TRADE UNION EDUCATION

This Congress notes that the attacks on Young Workers continue unabated with the cuts to Youth Services, continued implementation of Workfare, and the discriminatory disgrace of age differentials within the National Minimum Wage still a stain on the statute books.

Young workers within the Trade Union movement must be at the forefront of opposing and reversing such attacks. However, there exists a disproportionately low number of young workers involved within Trade

Unions. Factors such as a lack of secure employment, zero hour contracts, and the ceaseless bile by many sectors of the media on Trade Unions all contribute to this lower density of Trade Union membership.

This Congress recognises that in order to stem the tide of reactionary misinformation, the younger generation must be informed of the history of the Trade Union movement and the role it plays today in defending young workers. In turn this Congress recognises that those best placed to engage with the younger members of society are young workers themselves. This will prime the next generation of Trade Unionist to join the fight opposing austerity and neo-liberalism.

Congress resolves:-

- In conjunction with the GMB Young Members Network incorporate and promote Youth Trade Union Education into the annual Young Workers Month.
- Commission and publish training materials for Youth GMB Members to deliver training on the history and role of Trade Unions to those in full time education.
- Assist Youth GMB Members in gaining access to education institutions in order that they may deliver this training

TRANSCO GAS BRANCH
Wales & South West Region

80. BULLYING IN THE WORKPLACE

This Congress calls upon the CEC Organisation Sub Group to work jointly with Education & Training Departments to draw up a training module, which trains Stewards not only how to recognise bullying in the Workplace, but also how to draw up and implement Zero Tolerance Policies.

B16 BRANCH
North West & Irish Region

UNION ORGANISATION: EQUALITY & INCLUSION

81. BRANCH EQUALITY OFFICERS

This Congress agrees to campaign for statutory recognition of Branch Equality Officers, and further agrees that until such time as this recognition is granted, all Branches will be urged to make all Equality Officers shop stewards.

BUXTON BRANCH
Midland & East Coast Region

82. TO CAMPAIGN FOR PAID TIME OFF FOR EQUALITY REPRESENTATIVES

This Congress believes that GMB to mount a campaign to get equality representatives to have the same rights to paid time off to handle equality cases just like the Health & Safety representatives have.

We maybe living in the 21st century but discrimination in the workplace is still present whether in form of someone disability, their sexuality, race or region.

In some cases an equality representative who has more knowledge about equality plays a vital role in such cases and to aspect them to handle such cases when they have limited time and pay is not fair while Health & Safety representatives get paid time off to investigate and to handle cases.

It is vital that GMB campaigns with the TUC and other organisations to highlight the vital role that equality representatives have and campaign to get them to have the same rights to paid time off to handle equality cases.

G36 SECURITY BRANCH
Southern Region

83. PROTECTING UNION EQUALITY OFFICERS' RIGHTS

This Congress calls upon our Union to work with all unions to promote, protect and increase Equality Officer's rights by:

- a) Increasing the knowledge and awareness with all stewards and Equality Officers so that they are aware of their rights in the workplace and can challenge employers to implement policy and best practice.
- b) To lobby GMB supported political parties to protect the role of the Equality Officer through legislation.
- c) To continue to lobby and campaign until there is legal recognition of the role of Equality Officer including paid time off.

FULHAM 1 BRANCH
London Region

87. WHAT'S THE RIGHT AGE FOR A YOUNG MEMBER IN THE GMB UNION?

This Congress calls on the CEC to do a study on what is the correct age range for a young member in the GMB and report its finding back at next year's Congress.

GMB MID Lincs BRANCH
Midland & East Coast Region

89. DUAL DISCRIMINATION

This Congress believes that the dual discrimination regulations s.14 of the Equality Act should be implemented. These provisions were dropped by the coalition government when the Equality Act came into force.

This would help address, for example, both age and sex discrimination that is facing our members who are older women.

L17 LEWISHAM BRANCH
Southern Region

90. CHILDCARE AND EQUALITY

This Congress calls for greater work to be done across sectors, backed by statute in amending The Equality Act (2010), to ensure employers conduct gender equality audits of all staff in senior management positions and assess what formal arrangements employers have more widely for childcare provision.

Society will not change unless there are genuine safeguards against any discrimination and those employees, regardless of background, ethnicity, age, gender or orientation, should be able to access childcare support to enable them to have the parity of esteem of the opportunity for employment.

In today's low wage, zero hour contract culture, it is vital that there is statutory support for those wanting work, that there is less discrimination at work and for decent childcare support.

Congress calls on this issue to be taken forward as part of GMB Policy and for its implementation to be monitored and reported back to CEC and NEF.

T22 NEWCASTLE HOSPITALS BRANCH
Northern Region

C3 91. SUPPORTED EMPLOYMENT FOR DISABLED WORKERS

This Congress calls upon the CEC to continue to show its support for the former Remploy workers and vulnerable people in society to have supported employment that this Tory/LibDem government has ripped the heart out of!

This Congress demands that the CEC lobby Labour to make it policy that supported employment be reintroduced into the UK workplace where the Tories chose to remove it from.

This Congress supports the running of these vital economic industries by local councils and not for profit with ring-fenced budgets which can't be cut and would ask that the Co-op model be looked at.

This Congress wants no further repeats of what happened to Remploy and there is a place in British industry for supported employment!

DONCASTER CENTRAL BRANCH
Yorkshire & North Derbyshire Region

92. RE-OPENING OF WORKPLACES FOR DISABLED PEOPLE

This Congress calls on the present Government to provide funding to re-open workplaces for disabled people.

I believe this is the way forward better design workplaces, both Government and trade unions working together to make disabled workplaces more viable and profitable and all profits returned back into the business to improve the workplace and employ more disabled people.

RO1 BRANCH
North West & Irish Region

C3 93. DISABLED EMPLOYMENT

This Congress demands that whoever is in power after the general election places a statutory duty on all local authorities to provide meaningful employment for disabled people that matches the percentage of disabled people in their locality.

ROWNTREE & ASSOCIATED BRANCH
Yorkshire & North Derbyshire Region

94. DISABLED MEMBERS

GMB has been proud to support various recent national demonstrations, including the 999 Call for the NHS and the Local Government strike day. We have had excellent attendance from GMB members at these events.

The success of these marches depends on a high level of attendance from all sections of the Trade Union movement and society. However, where group attendance has been organised for those demonstrations, we have sometimes seen that meeting places or forms of transport are organised which may not be accessible for disabled members. This means that many would not be able to attend the event as part of their Branch or Regional delegation, and could discourage them from attending at all.

Congress calls on all Branches and Regions and the TUC, when organising groups of members to attend major demonstrations, to make careful plans for accessibility and do everything possible to enable all members to attend and participate

C23 CARSHALTON BRANCH
Southern Region

95. VIOLENCE TO DISABLED PEOPLE

This Congress is deeply concerned in respect of the reported increase of violence towards the disabled and their property.

Attacks both domestic and in general have increased to a level unacceptable in a civilised society where one attack should be viewed as one too many.

As well as the personal attacks on the disabled, their cars displaying disabled badges are also being targeted, bringing shame on a so-called civilised nation.

Congress calls for much greater public awareness of the vulnerable position of the disabled by all public bodies, especially the police and social services and for those found guilty of these offences to be given community sentences that will aid the disabled, bringing them face to face with the people they have abused.

HENDON BRANCH
London Region

96. FOR ALL REGIONS TO HAVE A GMB SHOUT! GROUP

This Congress believes that every GMB region should have a GMB SHOUT! group to support LGBTI members in their region and to provide support to branches in promoting LGBTI.

GMB SHOUT! Plays a vital role within GMB. In 2014 we saw GMB SHOUT! celebrating its 10th birthday as well as the birth of SHOUT! in the Southern region which branch G36 was proud about as its Equality officer was involved setting SHOUT! up in the region.

This congress is aware that there maybe some branch secretaries who have some concerns and questions regarding such group especially costs.

It is vital that GMB plays a vital role in supporting its LGBTI members and to raise awareness the issues they face and by having GMB SHOUT! in each region it allows members be supported more knowing there are people who understands their issues and support them. GMB SHOUT! provides guidance to non-LGBTI members and to branch equality officers and to the regions equality forum.

GMB SHOUT! also helps to promote GMB as a whole at such events like pride both regional, national where other unions are present to demonstrate that GMB is a union that cares and campaigns for LGBTI members where LGBTI members still face discrimination even in the 21st century.

G36 SECURITY BRANCH
Southern Region

97. FOR GMB TO SUPPORT THE ALBERT KENNEDY TRUST

This Congress believes GMB should support The Albert Kennedy Trust in partnership with GMB SHOUT! both to highlight the work that The Albert Kennedy Trust does and to make a donation or raise funds for them.

The Albert Kennedy Trust supports young LGBTI people under 25 years old, who are homeless, living in a hostile environment, face bullying and / or rejection, in need support around coming out or to support people who are supporting a young person who might need their help.

Being a young LGBTI person still isn't easy even in today's world and by supporting The Albert Kennedy Trust GMB can show that we as a union do care and support our current and future LGBT! when they face hard times.

At present The Albert Kennedy Trust only operates in 3 major cities in the UK and by supporting them they will be able to reach out to more people.

G36 SECURITY BRANCH
Southern Region

98. AFFILIATION TO SCHOOL'S OUT

Congress calls on the GMB to affiliate to the LGBT charity, School's Out.

This charity aims to work with schools and young people to make our schools safe and inclusive for everyone.

School's Out is and does:

1. A formal and informal support network for all people who want to raise the issue of homophobia, biphobia, transphobia and heterosexism in education.
2. Campaigns on lesbian, gay, bisexual and trans issues as they affect education and those in education.
3. Research, debate and stimulates curriculum development on LGBT issues.
4. Works with school support staff unions, teaching and lecturer unions and other professional stakeholders in education.
5. Promotes equality, safety and visibility in education for LGBT people and all the protected characteristics.

ISLINGTON APEX BRANCH
London Region

99. DOMESTIC ABUSE IN THE LGBT COMMUNITY

Congress notes those who experience domestic abuse come from all walks of life. The introduction of coercion and control being a form of domestic abuse is welcomed as it describes domestic violence as a violation of one's human rights. The new law makes patterns of coercive, controlling and psychological abuse a criminal offence.

Domestic abuse is an issue for heterosexual, bisexual, lesbian and gay people and in the trans and non-trans community. Unfortunately the LGBT community receive less favourable treatment and disproportionately less access to specialist support services. This is further frustrated by the lack of awareness, training, attitude of police officers and local authorities who fail to deal with and focus on the impact on those in the LGBT Community who experience domestic abuse.

Due to the lack of such specialist services including refuges and funding being ring-fenced both on a local and national level, many from the LGBT community will continue to suffer in silence and remain in their current situations placing themselves at much greater risk of further harm and in some cases, death.

The threat of closure of Broken Rainbow, a helpline charity for those in the LGBT Community who have or are experiencing domestic abuse, will have a devastating impact as it is a lifeline for many.

We call upon Congress to:

- Support the work of Broken Rainbow and other LGBT Domestic abuse groups
- Campaign with groups to show solidarity
- Lobby MPs to ensure that such specialist services remain open.

HOUNSLOW BRANCH
London Region

100. DOMESTIC VIOLENCE WEB PAGE ON THE GMB WEB - SITE

This Congress is to support the introduction of a domestic violence web page to its web site. The web site should include phone numbers such as (National domestic violence help line, victim support etc.). It could also include links to other sites such as womensaid.org.uk.

Men can also be victims of DV so a web page such as this could be a lifesaver for some of our more vulnerable members.

C80 DUDLEY BRANCH
Birmingham & West Midlands Region

104. END COMPULSORY WORSHIP IN SCHOOLS

This Congress calls for an end to compulsory worship in schools. At present, the law requires all publicly funded schools to hold a daily act of "broadly Christian" worship. This is a throwback to a different era. In today's diverse, pluralistic society, it is an anachronism. Congress accepts that pupils should be taught and allowed to develop an appreciation of various religious and philosophical view points, including non-belief.

That, however, should be part and parcel of education. Assemblies should be used to foster a sense of collective identity amongst pupils and to promote moral, social and cultural development, not a narrow religious point of view.

PARKGATE BRANCH
Yorkshire & North Derbyshire Region

EMPLOYMENT POLICY: HEALTH, SAFETY & ENVIRONMENT

107. HEALTH & SAFETY EDUCATION

This Congress calls for the CEC to lobby government to put health and safety as part of the schools national curriculum so as to build a better understanding of health and safety in the workplace and to build a health and safety culture at a young age. Thus improving health and safety in the workplace for the future.

CAMBRIDGE 2 BRANCH
London Region

108. HEALTH AND SAFETY IN CALL CENTRES

This Congress calls upon the GMB and Government to lobby for a change in Health and Safety law to ensure all call centre staff are issued with a headset that is their own. Currently, many call centres force staff to share headsets only offering spare ear pieces and mic attachments. In some instances the situation is even worse staff cannot even have their own ear and mic attachments. Instead they are offered cleaning wipes. The Health and Safety concerns are obvious and the practice must be brought to an end.

S11 BRANCH
North West & Irish Region

109. ASBESTOS – THE HIDDEN KILLER CAMPAIGN

This Congress calls upon the GMB to look again at the Asbestos – The Hidden Killer campaign.

Twenty trades' people die each week from asbestos related diseases. Over the next thirty years, 60,000 deaths will be put down to asbestos. We ask the CEC to put pressure on the HSE to kick start their Asbestos – The Hidden Killer campaign.

We want to put pressure on the Government to give adequate budgets to the HSE to promote this campaign and take action against employers flaunting laws with bigger fines.

We want this to be the headline story on the HSE website.

We want the GMB to push for advanced TUC training for workplace Health & Safety Reps.

We want posters, leaflets, and TV advertising.

We want this campaign to have started within a month of the end of the GMB Congress in the summer of 2015.

NOTTINGHAM CITY BRANCH
Midland & East Coast Region

EP 110. WORKING IN EXCESSIVE HEAT CONDITIONS

This Congress to discuss workers exposed to hot indoor environments or hot and humid conditions are at risk of heat related illness, especially those doing heavy work tasks or using bulky or non-breathable protective clothing and equipment. Some workers might be at greater risk than others if they have not built up a tolerance to hot conditions, or if they have certain health conditions. Many people are exposed to heat

on some jobs, outdoors or in hot indoor environments. Operations involving high air temperatures, radiant heat sources, high humidity, direct physical contact with hot objects, or strenuous physical activities have a high potential for causing heat related illness. Workplaces with these conditions may include iron and steel foundries, foundries, brick-firing and ceramic plants, glass products facilities, rubber products factories, electrical utilities (particularly boiler rooms), bakeries, confectionaries, commercial kitchens and laundries.

Outdoor operations conducted in hot weather and direct sun such as farm work, construction, oil and gas well operations, asbestos removal, landscaping, emergency response operations and hazardous waste site activities, also increase the risk of heat related illness in exposed workers.

Every year, thousands of workers become sick from occupational heat exposure and some even die. THESE ILLNESSES AND DEATHS ARE PREVENTABLE.

The Birmingham & West Midlands Region is calling on the GMB National Health and Safety Department to co-ordinate a campaign with the TUC and other organisations to introduce relevant legislation to protect workers from excessive heat exposure.

The legislation would ensure that employers do not dismiss their responsibilities for risk assessing dangerous temperatures and implementing safe guards to protect all workers. The legislation would also call for employers to work with trade union safety reps where present to utilise these expertise in these areas.

K10 KIDDERMINSTER BRANCH
Birmingham & West Midlands Region

111. WORK STATION LEGISLATION

This Congress insists that the next Labour Government ensures that legislation is passed both in Westminster and the European Parliament to cover our work stations, namely the driving cab of buses.

We have been informed by our Company that our work station is not covered by the Health and Safety at Work Act nor the Factories Act for minimum/maximum temperature of the working environment for noise, or for ingress of water on to us. Our work station is the drivers' cab of PCV vehicles. PCV vehicles are covered under the Health and Safety Act whilst in the garage but as soon as they are driven they come under Construction and Use Legislation, which only ensures the vehicle is safe to use, and does not include specific standards for the work station environment.

MERTHYR BUS BRANCH
Wales & South West Region

112. TIGHTENING OF WORKING TIME REGULATIONS

This Congress is being asked to push for a tightening of the current legislation regarding shift work. We are all aware of the physical health problems posed by working shifts, ranging from ulcers, cardiovascular disease, to some forms of cancer, but it is becoming apparent, due to an in depth study by scientists from Swansea University and renowned European Universities that little is known about its potential impact on brain functions.

The consequences of cognitive impairments on shift workers could be disastrous regarding health and safety, but also their own quality of life.

Therefore, we urge the GMB to campaign to cap night workers' hours to 8 hours maximum, regardless of occupation on any single night, and not open to flexibility by using reference periods.

SCUNTHORPE FOOD & ALLIED BRANCH
Midland & East Coast Region

113. STRESS

This Congress calls on the CEC to campaign with the TUC to recognise that stress is a health and safety issue and that there should be a specific law to deal with stress.

GMB MID Lincs BRANCH
Midland & East Coast Region

EP 114. MENTAL HEALTH AWARENESS

This Congress instructs the Central Executive Council to run a campaign for all workplaces to be made aware and educated on Mental Health issues. GMB delegates to TUC General Council should raise our concerns there.

The GMB should raise the issue that all employers implement a Mental Health Policy and campaign through any relevant groups within parliament including MP's and MEP's.

WESTERN POWER DISTRIBUTION BRANCH
Wales & South West Region

115. EFFECT OF DRUGS ON WILDLIFE

This Congress notes that the GMB also concerns itself with environmental issues and animal rights. To this end, Congress is disturbed by the effect of prescribed drugs on wildlife. After the drugs are naturally expelled by the body they enter the food chain of various animals. Studies have shown that this has a detrimental effect on wildlife, such as behavioural patterns in starlings and the fertility of salmon. Although there is no evidence to suggest the human food chain has been affected, the potential for this exists. Whilst fully accepting the need for these drugs, something needs to be done to ensure that wildlife is protected from the unintended consequence of their use.

Congress, therefore, calls on pharmaceutical companies to look at this use in order to produce drugs with a reduced half-life and for water companies to look at whether treatment can be altered to remove drugs from the system before entering the food chain.

PARKGATE BRANCH
Yorkshire & North Derbyshire Region

EMPLOYMENT POLICY: PENSIONS & RETIREMENT

116. RETIREMENT AGE

This Congress agrees to campaign throughout the Labour and trade union movement to lower the age of retirement to 65 years for both male and female workers.

GOOLE BRANCH
Midland & East Coast Region

119. DEFINED CONTRIBUTION SCHEMES IN ENERGY & UTILITIES

This Congress recognises that Defined Benefit (DB) pension schemes represent the best option in retirement for working people and further recognises that GMB remains committed to defending DB pension provision for members. Congress applauds the work that GMB has carried out for many years to resist employers' attempts to weaken DB pension provision and in campaigning for the retention of these schemes when they have been threatened with closure.

However, Congress also acknowledges that many DB pension schemes in the energy & utilities are now closed to new entrants and that pension provision via Defined Contribution (DC) pension schemes is the reality for most young or new employees within the energy and water companies. Whilst GMB's continuing defence of DB schemes remains necessary, the Union must put more of a focus in future on improving DC provision, in order to help recruit and protect the future interests of the wider workforce within the energy & utilities sector.

Congress therefore calls upon the CEC to ensure that GMB develops a campaign strategy for improving DC pensions in energy & utilities, that GMB negotiators in energy & utilities give priority to this issue and that GMB uses this sharper focus on DC pensions to maximise our recruitment opportunities amongst energy and utility workers who are not members of their company DB schemes.

L30 LORD STREET BRANCH
Birmingham & West Midlands Region

120. PENSION PASSPORTS

This Congress calls upon the government to back a pension passport or credit card, so that when workers change jobs their pension is pooled into one pot rather than having several small pots. This could be transferred wherever they work and would keep all savings together.

ASDA STORES BRANCH
Yorkshire & North Derbyshire Region

121. DEFINED CONTRIBUTION PENSIONS AND ILL HEALTH RETIREMENT COVER

Most companies have moved away from final salary pensions and taken up defined contribution pensions where the workers take to risk of their investments as opposed to the companies.

British Gas is an example of this, so any member of staff taken on after 2005 will have a defined contribution pension. So they still have the death in service benefit but no ill health retirement provision should they fall ill and be unable to work. This means the company will dismiss them under capability and leave them with nothing.

Under a recent TUPE transfer I came across a company who provides an insurance policy for anyone that is off sick exceeding 26 weeks, their current sick scheme covers full pay for six months and then the individual as a result of the insurance policy will get 75% of their salary up until their return to work, retirement or demise.

This means that not only does the individual not have to worry about their finances and can concentrate at getting well. But it also takes the pressure off the employer to get the individual back to work when a longer time period could be required for them to make a full recovery. As the insurance policy takes on the cost of the individuals wages this allows the company to take on temporary cover should the need arise.

The cost of the insurance for individuals is minimal and is cost effective for the employer.

We want congress to rule that companies with defined contribution schemes should take up policies for individuals to ensure that they are looked after if they become too ill to work which could be up until their retirement or their demise. It is important that even if the pension scheme they are in is not as comprehensive as the final salary pension schemes that some protection is in place should this situation arise.

P29 SOUTH COAST GAS AND UTILITIES BRANCH
Southern Region

122. ADVICE FOR MEMBERS WITH DC PENSIONS

This Congress notes that George Osborne's freedom and choice agenda for Defined Contribution Pension savings comes into effect in April 2015; this radical change in pension legislation being implemented with only 13 months' notice. The impact of these reforms is potentially huge for members who have Defined Contribution Pension savings, and now offers a vast array of options for how to use these savings.

Whilst increased choice might be viewed as a positive for members, Congress is concerned that the range of options may make retirement bewildering to many; leading to potential confusion, poor decision making and the possibility of products being miss-sold and members losing out. Whilst Government has promised access to guidance, we remain concerned that this is untested and may be rushed and incomprehensive.

GMB has long fought to ensure that decent pension savings can be built up by members, but GMB cannot directly advise members on how to use those savings. Congress reaffirms that GMB has advocated members with Defined Contribution savings seek independent financial advice when they approach their retirement.

It is noted that different Regions may have different approaches to offering member access to IFAs. In recognition of Freedom and Choice, Congress asks GMB to devise and implement a strategy for offering members who are approaching retirement access to specialised independent financial advice through a preferential, fixed rate fee. This would supplement the Government's guidance and would be a valuable provision for members.

DEVONPORT BRANCH
Wales & South West Region

124. PENSION RIGHTS FOR ALL

This Congress deplores the actions of some scheming employers, who are manipulating the rules. Some employers will only employ people through an agency, and they must be registered as self-employed. This way, they do not have to contribute anything into an employee's pension.

We call on the GMB union to put pressure on this government and future governments to stop this injustice to our members.

STOCKTON NO 3 BRANCH
Northern Region

EMPLOYMENT POLICY: RIGHTS AT WORK

EP 127. THE RIGHT TO STRIKE

This Congress views with great concern the increasing attacks on the right to strike both here in the UK and around the world. Legislation has been passed or is being discussed in many countries around the world to limit or prohibit strikes in "essential services". In some countries workers are facing increasing state repression when taking strike action, including the arrest of union leaders and activists and police brutality against strikers.

We stand opposed to the Tories' manifesto commitment to further restrict the right to strike for workers in essential/public services. Notably they will set new unrealistic and undemocratic voting thresholds in future ERS ballots such as a requirement that 40% of the actual workforce vote positively for strike action.

The Conservative Party 2015 Manifesto states:

1. Trade union strike ballots must achieve a minimum 50% turnout of eligible members to be valid
2. A strike affecting health, transport, fire services or schools would need the backing of 40% of eligible union members
3. An end to the ban on using agency staff to cover for striking workers
4. A three month time limit after a ballot for action to take place
5. New curbs on picketing.

No other democratic processes, not even for electing our representative for parliament, are encumbered with such restrictions. Indeed, only a handful of Tory MPs would be able to take up their seats if a 40% support of all eligible electors was required. British democratic tradition has always been based on the principle of a majority vote of those taking part - and should remain so.

Trade union ballots for strike action are already subject to unacceptable restrictions. Trade unions currently have to comply with costly and onerous restrictions when a postal ballot for strike action is conducted and can be subject to legal challenges and injunctions on the most minor of technicalities. Strike ballots which have had obvious overwhelming support of the membership have frequently been overturned by injunctions sought by and won by employers at the last moment.

The rights to strike, form trade unions and collectively bargain on wages and conditions are fundamental freedoms which should be cherished by all in a free democratic society. These rights are enshrined in ILO (UN International Labour Organisation, Standards on Freedom of Association) Conventions 87 and 98. This guarantees the right for workers to join a trade union, for trade unions to regulate wages in society via the process of collective bargaining and the right of workers to withdraw their labour i.e. strike.

Congress, in light of the new government, we urge the following action:

1. Ensure the defence of trade union rights, including the right to strike, is added to its work programme 2015-2016
2. Campaign to defend the right to strike and oppose further restrictions on that right and argue for greater trade union freedoms: not less
3. Offer solidarity and assistance, where practicable, to affiliates where these rights are under attack
4. Proactively campaign to ensure UK Government complies with ILO Conventions 87 and 98
5. Lobby to ensure TTIP includes meaningful commitments to Labour rights, including compliance with ILO Conventions and therefore the right to strike.

LEEDS WORKS DEPARTMENT BRANCH
Yorkshire & North Derbyshire Region

128. DEFAULT RECOGNITION

Congress is concerned by the cumbersome, unfair and undemocratic nature of trade union recognition law and regulation.

Congress urges our GMB leadership to lobby an incoming labour led government to introduce a system of a default position of trade union recognition.

On achieving a minimal threshold of trade union membership in a workplace legal recognition is automatically established.

The recognition may only be revoked by a lawful ballot with more than 50% of those entitled to vote, demonstrating a wish not to be part of a trade union workforce.

X23 DOVER FERRIES BRANCH
Southern Region

C4 129. INDUSTRIAL ACTION BALLOTS

This Congress notes and deplores the pledge made by the Prime Minister that a future Conservative Government would introduce legislation requiring unions to achieve a minimum threshold for voting purposes before any lawful industrial action could be taken.

This pledge is nothing more than an outright assault upon the right to strike, and is intended to swing the balance of industrial power even further towards the employers in this country.

Congress recognises, however, that a contributory cause of low ballot turnouts is the method restriction that applies to the voting process.

In order to promote greater industrial democracy, the introduction of electronic vote casting, which is a simple and inexpensive exercise, should be facilitated. This would help overcome the reluctance to vote postally and bring the process into the digital era.

Congress asks the Central Executive Council to both campaign against any back-door way of restricting the right to strike and for the implementation of alternative voting methods aimed at increasing worker participation in the ballot process.

RHONDDA CYNON TAFF CBC BRANCH
Wales & South West Region

C4 130. MODERN VOTING METHOD

This Congress calls upon the GMB nationally to campaign for a change in legislation with the objective of members being able to participate in industrial ballots utilising electronic voting methods which also includes adopting a GMB app.

GOOLE BRANCH
Midland & East Coast Region

EP 132. REVIEW OF THE EMPLOYMENT TRIBUNAL SYSTEM

Congress, we saw the contempt this government has for working people when they increased the qualifying period for unfair dismissal from 1 year to 2 in April 2012. However, not content with this they then sent a hammer blow by introducing Employment Tribunal fees in July 2013. This is shameful and an attack on the most vulnerable, and Congress calls on GMB to campaign for a review of the current Employment Tribunal system, a system that works for all not just the privileged few.

LEEDS LOCAL GOVERNMENT STAFF BRANCH
Yorkshire & North Derbyshire Region

EP 133. QUALIFYING PERIOD – TRIBUNAL CLAIMS

This Congress calls upon the Central Executive Council to lobby and campaign the UK Government to reduce the two year qualifying period to zero for the taking of claims to Employment Tribunals.

PONTYPRIDD GENERAL BRANCH
Wales & South West Region

135. THE NOTION OF “SOME OTHER SUBSTANTIAL REASON” (SOSR)

Congress, in 2013 and 2014 the top 25 security companies have shown a range of reasons that justify dismissal under the grounds of some other substantial reason (SOSR), giving extra emphasis to the fact that it is not difficult for employers to establish a potentially fair reason for dismissal. The most common class of cases which arise under SOSR is changes to contract, when you refuse changes you are dismissed under SOSR.

A question which often emerges is the extent to which an employer can change their employee's conditions for the worse, and still justify it as a SOSR. In 2013/14 the top 25 security companies had a good turnover profit, without any financial problems, but the security companies still had a legitimate business need to implement the changes to contract. Hence, it seems that the strength and importance of maintaining an effective business may sometimes override an employee's rights to seek a remedy under unfair dismissal. Employers do, go a long way in justifying the extreme changes to the conditions of their employment under SOSR.

Additionally, under the Transfer of Undertakings Regulations 2006, dismissals in connection with a transfer may constitute SOSR. This formulation has been greatly criticised, in that its vagueness means that almost any reason could qualify, subject only to the qualification that it must be “substantial”.

Congress, calls on the GMB to lobby Government to delete or amend the notion of “some other substantial reason” (SOSR) in order employers fully discharge undertaking and employment rights are fully protected.

GMB LONDON SECURITY BRANCH
London Region

136. TUPE REGULATIONS

This Congress notes that the TUPE regulations provide a minimum level of protection to employees in the event that their employment is transferred between companies and organisations.

Congress believes that this protection should be extended to circumstances where the majority shareholder of a business changes. This would help protect employees from private equity asset strippers, who take over businesses and then systematically make cuts to employee terms and conditions, to further line their own pockets.

Congress resolves that GMB will make representations, at both a national and European level, to seek a change to the legislation to give further protection to staff in this regard.

We ask Congress to support this Motion.

X99 GMBAA BRANCH
Southern Region

137. EMPLOYMENT LAW

This Congress would like the CEC to instruct the relevant bodies to change the inclusion of the terms and wording of employment law with reference to 'reasonable belief'.

In common law the need for 'evidential proof' beyond any reasonable doubt is required to make a judgement. In employment law the 'reasonable belief' can be abused by unscrupulous employers to make judgements contrary to our members' livelihood.

R35 JCB GENERAL BRANCH
Birmingham & West Midlands Region

138. EXPLOITATION OF THE WORKING POOR BY ZERO CONTRACT HOURS

This Congress restates its total opposition to the continued expansion in the use of zero hours contracts, which when combined with wages being paid at the legal minimum have led to an explosion in the numbers of working poor. Congress demands that an incoming government deal with this issue by the implementation of the following, either alone or together.

1. A contract providing for a minimum of 12 hours paid per week at the level of minimum wage.
2. A minimum income guarantee equivalent to 12 hours per week times the value of the minimum wage, to be paid by the employer.

N10 NEWBURY BRANCH
Southern Region

EP 139. ZERO HOURS CONTRACTS

This Congress opposes the use of zero hour's contracts by various employers. Employers use zero hour's contracts to cut wages, avoid holiday pay, pensions and other benefits enjoyed by employees and agency staff.

Workers are also unable to take on other work, as they are obliged to be available for work at the whim of the employer. And with the high level of insecurity comes the risk of bullying, harassment and stress. The rise of zero hour's contracts in the workplace is the latest attack on workers' rights and dignity. This Tory led Government also sees it as a way to bring down the employment figures, if you have a contract you have a job. It's time to end the exploitation.

C80 DUDLEY BRANCH
Birmingham & West Midlands Region

EP 140. ZERO HOUR CONTRACTS

This Congress recognises that there has been, and continues to be an increase in the usage of zero hours contracts especially in the low paid semi-skilled jobs. Despite Cable stating that ‘the majority of people on zero hours contracts are happy with this!’ Surprise, surprise it is another falsehood! Just another example of massaging the unemployment figures. But we know the truth! It is another backdoor method for privatisation – cheap, disposable labour more attractive to their asset stripping friends!

The reality is many of our members who are on zero hours contracts would like guaranteed work security and access to training as many workers on zero hours do not qualify – except for most basic training – zero hours equals exploitation. We therefore ask Congress to exercise their influence on any new Labour Government to stop this.

NEWPORT CITY COUNCIL BRANCH
Wales & South West Region

EP 141. ZERO HOUR CONTRACTS

This Congress would like to agree a campaign to abolish zero hour contracts.

The Central Executive Council should ask Ed Miliband and the Labour Party to give a firm commitment to legislate against zero hour contracts and stand up for workers’ rights.

PLYMOUTH & DISTRICT BRANCH
Wales & South West Region

142. FAIR PAY FOR ALL

This Congress is resolute and determined to address the wage to profit ratio currently destroying our economy, the social fabric of the country and the lives of working people of this country.

Congress notes that:

- Wages have not kept pace with prices since the 1970’s.
- Falling wages and growing inequality and poverty is not only destroying the lives of many of the people but is also hitting small and medium business adversely.
- That the super-rich continue to see their incomes soar to where effectively we have Government policy as being one of Socialism for the super-rich.
- That all in all this is the worst attack on the living standards of workers for nearly a century.

Congress demands:

- An enforced minimum wage
- A commitment to the living wage
- A restoration of wage councils across the various economic and industrial sectors of our economy.
- A crackdown on excessive executive pay and bonuses.
- A crackdown on tax dodging, evasion and avoidance.
- The reform of Company Law away from the short term extractive model towards a balanced investment model taking account of all of the partners not simply the shareholders.
- A commitment to reform Trade Union Law to ensure **all** workers have the right to have a Trade Union collectively negotiate their pay and terms and conditions.

B84 BRANCH
North West & Irish Region

EP 143. THE APPRENTICE RATE

This Congress notes:

The Apprentice Rate was introduced in 2010 and aimed to strike a balance between a minimum wage level that prevents the exploitation of Apprentices and wage costs being so high that they reduce the opportunity for employers to offer young people's training and employment. At present it stands at £2.75.

Many of our young people on apprenticeships do not live at home and have costs such as housing, heating, food, not to mention travel to and from work.

Many employers are turning over apprentices at an ever increasing rate, not employing a fully paid person in favour of this cheap labour. Many apprentices, once their training is over find themselves without a job.

This Congress believes:

A wage of in some cases less than £100 a week for doing the job of a fully paid member of staff is labour on the cheap and is exploitation the opposite to what it set out to achieve.

The Apprentice Rate needs to increase significantly or be level with the National Minimum Wage. This will support any economic recovery and reduce companies using Apprentices as cheap dispensable labour.

We need to give our young people hope and support them to achieve and feel accomplished, not used and abused.

This Congress resolves:

To campaign for a significantly increased rate of pay for Apprentices.

LEEDS GENERAL BRANCH
Yorkshire & North Derbyshire Region

C5 145. A FAIR LIVING WAGE FOR ALL

This Congress notes that at its annual conference, the TUC unanimously passed a resolution from the Bakers Union demanding a legal national minimum living wage of £10 an hour. The same living wage is called for by the GMB and the think tank CLASS.

This conference also notes that reports estimates of at least 250,000 workers are not even being paid the legal minimum wage and the TUC calls earlier this year for continuous improvement in enforcement of the national minimum wage during the next parliament. We agree that there should be no hiding place for bosses who try to cheat their workers out of the minimum wage and that the taxpayer should not be subsidising these penny pinching rogues.

This Conference calls on the GMB to work together with our sister unions and the TUC to renew our fight in keeping the issue of poverty pay right at the top of the Trade Union agenda.

We should ensure that every Union negotiated pay claim across the country is for a minimum of £10.00 an hour as standard practice.

Furthermore we demand that the new Government replace the National Minimum Wage with a legally enforced compulsory national living wage of £10 per hour for all workers, regardless of age or employment status. Any company who falsely claims they are unable to afford to pay this or who try to avoid paying should have their finances scrutinised, their bosses should be prosecuted, named and shamed and fined heavily at every opportunity.

B10 BANBURY BRANCH
Birmingham & West Midlands Region

146. LIVING WAGE

This Congress agrees that the GMB will campaign that all workers working for less than the living wage will be exempt from national insurance contributions.

B43 BIRMINGHAM CITY GENERAL BRANCH
Birmingham & West Midlands Region

147. BALANCING THE BOOKS

This Congress for too long people on low and middle incomes have been left reliant on in-work benefits, such as tax credits because pay in this country is too low with far too many big companies only paying the mandated minimum wage to their staff.

We as a Union can end the scandal of the taxpayer subsidising those companies that cut the costs of paying staff a decent wage.

I ask Congress to endorse this motion.

GLASGOW NURSES BRANCH
GMB Scotland

EP 148. LIVING WAGE

This Congress condemns the increase in the number of workers receiving wages that leave them below the poverty level. It calls on the GMB to continue to campaign for the immediate introduction of a living Wage.

SHEFFIELD MCP & LIGHT BRANCH
Yorkshire & North Derbyshire Region

C5 149. LABOUR GOVERNMENT TO INTRODUCE THE LIVING WAGE

Congress proposes the Labour Government should introduce in line with current GMB policy a Living Wage in October 2015 and further to ensure that there are no discriminations for age. This being a vital first step towards ending the scandal of low pay that so blights our society and brings a life of hardship and stress to millions of UK workers.

LONDON CENTRAL GENERAL BRANCH
London Region

150. REGULATION 10 – AGENCY WORKERS REGULATIONS

This Congress notes that the so called “Swedish Derogation” allows employers to frustrate provisions of the Agency Worker Regulations relating to equal pay after 12 weeks.

This Congress notes that UK trade unions, through the TUC, submitted a formal complaint to the EU Commission on this issue in September 2013. The EU Directive is very clear that Member States must ensure measures are taken to stop practices aimed at avoidance of the equal treatment rights under the directive. GMB believes this derogation is being exploited with the very aim of avoidance.

This Congress notes with dismay the role played by trade bodies such as the Association of Labour Providers (ALP) in promoting avoidance, and in lobbying against closure of the loophole.

This Congress resolves to campaign by all available means, legal political and industrial, to close the Swedish Derogation loophole and to gain justice for agency workers.

W15 WILTSHIRE & SWINDON BRANCH
Southern Region

EP 151. SWEDISH DEROGATION

This Congress notes how the application of the ‘Swedish Derogation’ is allowing agencies to escape the responsibility for equalising workers terms and conditions of employment with those applicable to directly employed individuals.

Congress instructs the CEC to campaign for the abolition of this clause as it contradicts the spirit and intent of the Regulations, and fosters unfairness and inequality at the workplace.

PENTWYN BRANCH
Wales & South West Region

153. CHANGES TO THE LAW ON EMPLOYMENT AGENCIES

This Congress appeals for a campaign to change the existing law on employment businesses and agencies.

We all know or should know the reality of the employment businesses (job agencies). Under the guise of suiting the needs of few wanting flexibility in work the agencies are used to undermine the employment rights gained by working people during the last century. Zero hours contracts should be seen as the other side of the same coin.

Even more than that, considering the fact that high an percentage of their workforce are migrants the agencies are instruments of lawful and unacceptable exploiting and discrimination which deepens the divisions in our society.

The necessary changes in current legislation:

1. The employment businesses and agencies should be all under the rigour of licensing
2. The controlling powers of Employment Agency Standard Inspectorate (EAS) should be strengthened and their staff significantly increased. Today 17,000 agencies are watched by 12 members of EAS
3. Agency Workers' Regulations 2010 should be made enforceable by adding anti-avoidance provisions, qualifying period should be cancelled or shortened from existing 12 weeks, Swedish derogation contracts (Regulation 10) should be scrapped.

MIGRANT WORKERS' BRANCH
Yorkshire & North Derbyshire Region

154. EMPLOYMENT AGENCIES

This Congress agrees to campaign via the TUC for the next Labour Government to abolish employment agencies brought in by the Thatcher Government to weaken employees and trade union rights and that job centres run by the public sector be re-introduced.

GOOLE BRANCH
Midland & East Coast Region

155. HOLIDAY ENTITLEMENT OF AGENCY WORKERS

This Congress finds the instances of unequal holiday entitlement for derogated agency workers totally unacceptable.

We call on the CEC to lobby the appropriate bodies to enforce the correct entitlement as per the Agency Workers Regulations where the number of holiday days exceeds the current national minimum.

R35 JCB GENERAL BRANCH
Birmingham & West Midlands Region

EP 156. BOGUS SELF-EMPLOYMENT

This Congress notes the increase in bogus self-employment encouraged by the Government. This type of self-employment with employees working solely for one employer should be properly classed as employment and employees entitled to full employment rights. We call on the HMRC to pursue employers using bogus self-employment and the GMB to initiate a campaign highlighting this abuse.

SHEFFIELD MCP & LIGHT BRANCH
Yorkshire & North Derbyshire Region

157. UMBRELLA COMPANIES

This Congress calls to exert pressure on the government to legislate against the spread of exploitative umbrella companies.

This type of company is largely confined to the construction industry at present but they are spreading to other sectors of the economy. The workers may be offered a contract paying £14 per hour but with deductions this drops to the minimum wage with no guaranteed hours of work and frequently a weekly 'admin' charge of between £20 - £30 so this is a variation of the 'zero' hours contracts. This is clearly an exploitation of the workers' pay and conditions as it also has an impact on holiday pay entitlement.

These companies have been brought about because the government introduced new measures in April 2014 which required workers to be paid via PAYE which meant the agency, contractor and Payroll Company are not liable for the increased costs.

I call on the GMB to campaign as a matter of urgency to support any legislation brought in to end this iniquitous practice.

BO1 BIRMINGHAM FORWARD BRANCH
Birmingham & West Midlands Region

159. PATERNITY PAY

Congress, at the moment paternity pay is capped at £138.18 a week or 90% of your average weekly earnings if that's less.

We call on the Government to end this cap and pay the employee the full rate of pay they would normally receive.

ISLINGTON 1 & HARINGEY BRANCH
London Region

160. UNLICENSED SURVEILLANCE

Congress agrees the GMB should campaign for the Information Commissioner's Office (ICO) to adopt a proactive approach on employers who are abusing CCTV surveillance and data log systems. We believe that the ICO should conduct thorough audits of all workplaces.

We all know and recognise technology is rapidly growing and expanding globally with data security at the forefront of nearly every company, organisation, local authority and government.

However, this rapid growth of data technology is now constantly being abused by employers, via deliberate, overt and covert monitoring, together with log in technology data, plus CCTV surveillance, used outside of licensing through the independent – Information – Commissioner's Office aiding employers to covertly monitor its workforce without appropriate licence or regard to legislation and laws on data protection or CCTV surveillance.

We ask Congress to support this motion.

CAMDEN APEX BRANCH
London Region

INDUSTRIAL & ECONOMIC POLICY: COMMERCIAL SERVICES

161. ATTACK CAMPAIGN FOR SECURITY INDUSTRY

This Congress calls on the National Officer to carry out the will of past Congress and support our members in this very important campaign.

Security seems to be in the news constantly these days but people must start to think about the impact on the lives of the guards who are physically and mentally find themselves in harm's way whilst carrying out their duties.

We have promised in the past to get this campaign centre stage, yet we seem to have yet again failed to deliver anything close to our aspirations. Let's get a campaign off the ground that the GMB can be proud of.

S20 SECURITY BRANCH
Birmingham & West Midlands Region

162. CASH IN TRANSIT ATTACK

Congress, since 2007 the CVIT industry has been working in partnership with a number of key stakeholders to drive down the number of attacks. Stakeholders include the Home Office, the GMB Trade Union, ACPO, the Metropolitan Police Service, SOCA, the Bank of England, the British Bankers Association, the Department of Transport, TfL to name but a few.

The BRC have, since 2008, established their own Cash and Valuables in Transit (CVIT) Working Group which has shown their commitment to working with the industry to reduce vulnerability to crime.

Despite attacks reaching an all-time low in 2013, the Trade body points to interim reports for 2014 suggesting some rapid increase month-on-month, rises in attacks on couriers, injury is still a real threat, says the BSIA, but these are done by teenagers being recruited into crime.

As for courier safety, as most robberies and attacks on couriers happen as they cross the pavement, it is essential to minimise the distance that they have to travel between the CVIT vehicle and the delivery premises – meaning that many vehicles are forced to park illegally to make safe deliveries; particularly in big cities such as London, and also cut in Police officers by the Government.

In order to reduce these attacks we ask GMB to continue a campaign of

- a) removal of parking restrictions in City, town centre areas
- b) safer area and procedures to transfer of cash for banks and retail outlets
- c) fast tracking arrangements in dispensing cash and safer routes for delivery and collections
- d) faster police response.

Money makes the world go round, but safety should not be spin.

GMB LONDON SECURITY BRANCH
London Region

164. G4S SECURE SERVICES RECOGNITION AGREEMENT

This Congress calls upon GMB to seek to renegotiate the existing recognition Agreement with G4S Secure Services with a view to deleting the "no strike" clause contained therein.

Congress believes that G4S has acted in bad faith by reneging on its agreement with GMB to pay for SIA licences and the time has come for our members to fight to preserve their existing terms and conditions, indeed we should be fighting to improve those terms and conditions, not meekly submitting to worsening them.

Congress believes that no fight with G4S can be won whilst the no strike clause exists.

SCOTTISH SECURITY & AVIATION BRANCH
GMB Scotland

165. SIA LICENSE FEE REFUND

This Congress calls on the GMB to lobby the Security Industry Authority (SIA) to introduce the facility where workers can seek a refund on the unexpired part of the license, should they leave the industry, either by gaining employment elsewhere, retirement, or on the grounds of ill health.

G36 SECURITY BRANCH
Southern Region

166. OUTSOURCING OF SERVICES

This Congress opposes outsourcing Store security work to the detriment of GMB members, which will ultimately impact on employee safety in the workplace.

ASHFIELD NO.1 BRANCH
Midland & East Coast Region

168. HEALTH AND SAFETY

This motion is regarding the reluctance of the police and the highways agency to provide safety cover to the breakdown and recovery industry in dangerous locations on motorways and dual carriageways (commonly known as a fend off).

We ask Congress to support the motion to protect all members in the breakdown and recovery industry whilst they are attending casualty vehicles in dangerous locations on motorways and dual carriageways. With the huge rise in vehicles on UK roads especially motorways and dual carriageways, the effect of the authorities' actions and the danger this is putting our members and the breakdown community in, is of real concern. The volume of towing/wide load and specialist maintenance vehicles travelling the road networks with amber flashing lights has become more widespread, resulting in the effects of amber lights as an effective warning sign diminishing. Our role in rescuing stranded motorists in dangerous locations has and is becoming more precarious on a daily basis. If the police and highways agency cannot supply or do not have the resources to provide protection to the breakdown and recovery community on major road networks. We urge VOSA and the department of transport to consider alternatives in assisting or providing means for our protection. One form for consideration being the use of red lights in dangerous locations, as we feel the use of amber lights in the travelling public's eyes as a form of warning has become nothing more than party lights, creating a false sense of security and is no longer regarded as a warning sign.

We urge Congress to support this motion for the protection of all road users.

X99 GMBAA BRANCH
Southern Region

169. MARKS & SPENCER – MORE SHARKS THAN ANGELS

This Congress notes that Marks and Spencer was voted UK's most ethical high street clothing retailer by Ethical Consumer Magazine.

This Congress notes that according to M&S's on website: "In 1999, [M&S] joined the Ethical Trading Initiative (ETI) and also developed a set of principles in partnership with our suppliers. These principles set down our requirements for suppliers to comply with all relevant local and national laws, particularly on: working hours and conditions, living wages, health & safety, rates of pay, terms of employment and minimum age of employment."

This Congress notes that in M&S's own supply chain, the company unethically uses large numbers of agency workers employed under permanent contracts drawn up to exploit Regulation 10 of the Agency Workers Regulations (AWR), that frustrates Regulation 5 of the AWR relating to equal pay.

This Congress notes that at M&S's Swindon distribution centre, before the GMB began organising the workforce, staff employed through the employment agency suffered aggressive and arbitrary management practices and their precarious employment position made them afraid to assert their rights.

This Congress believes that M&S has unethically set up employment and contractual relations that have resulted in staff being exploited at below the living wage and without the dignity of secure employment.

This Congress believes that M&S's membership of the Ethical Trading Initiative (ETI) is hypocritical, given the treatment of workers in their UK distribution chain.

This Congress notes that Ethical Trading Initiative (ETI) is also supported by Global Union Federations that GMB is a member of. BWI – Building and Wood Workers' federation, ITF – International Transport Workers' Federation, PSI – Public Services International and UNI – Global Union.

This Congress resolves that while GMB congratulates employers wherever they seek to act ethically, GMB deplores employers who pay lip service to ethical trading while actually acting unethically.

This Congress resolves that GMB will raise, where applicable, within the Global Union Federations the problem of unethical employers, like Marks & Spencer, purporting to be ethical angels when they are really hypocritical sharks.

W15 WILTSHIRE & SWINDON BRANCH
Southern Region

INDUSTRIAL & ECONOMIC POLICY: MANUFACTURING

171. SHIP BUILDING

This Congress notes that Britain has had a proud history of ship building for many centuries and calls upon the Central Executive Council to campaign the UK Government to place orders to British ship building dockyards across the UK, not only for new builds but also for maintenance and repair work.

DEVONPORT BRANCH
Wales & South West Region

172. WOMEN IN MANUFACTURING

This Congress notes that the UK manufacturing industry faces a serious skills gap.

This gap is partly due to the underrepresentation of women in this sector, and it is clear from research that manufacturing is not attracting its fair share of talented women.

Congress calls upon the Central Executive Council to consider how best practices might be introduced so that manufacturing employers can attract, retain and advance female ability and talent.

HENGOED ENGINEERING BRANCH
Wales & South West Region

174. A FAIR WAGE FOR SKILLED WORKERS IN THE WOOD INDUSTRY

This Congress calls upon the CEC to campaign for a fair wage for skilled workers in the wood industry. For too long now, the wages of skilled men and women has been kept down by poor employers. The British Furniture Manufacturers need to establish a proper minimum wage in this industry that workers can live on.

LONG EATON CFTA BRANCH
Midland & East Coast Region

175. TATA SALE OF LONG PRODUCTS TO KLESCH

This Congress is concerned by the sale of the Long Products Division of Tata Steels to the Switzerland based Klesch. Whilst remaining open-minded about its motives, Congress is worried by Klesch's reputation for asset stripping, leaving the 6,500 people employed in Long Products facing an uncertain future. It also

calls into question Tata's plans for their remaining UK plants. We could be looking at the death of the British steel industry. The consequences of the loss of the steel industry are incalculable. If steel is no longer made, then nothing else is manufactured.

Congress calls on the government to defend the British steel industry. As a matter of urgency, Congress calls on both Klesch and Tata to make a statement giving unequivocal support of the British steel industry and for the government to take punitive action should they fail to adhere.

PARKGATE BRANCH
Yorkshire & North Derbyshire Region

INDUSTRIAL & ECONOMIC POLICY: PUBLIC SERVICES

EP 178. STOP THE RACE TO THE BOTTOM, END LOW PAY AND ZERO HOUR CONTRACTS

This Congress condemns the public sector pay freeze and the on-going 1% pay cap that has caused downward pressure on private sector wages and benefits. This policy is held together with the support of the Lib Dems who voted with the Tories: a fact not to be forgotten.

We deplore that pay overall has failed to keep pace with the cost of living. Prices have risen faster than pay every month since November 2009 and wage cuts for UK workers are the deepest since records began.

The changes made in 2013 are designed to ensure that in-work and out-of-work benefits will be increased at the same rate as public sector pay. Until now, benefits have risen in line with inflation but will now rise by a maximum of 1%.

This branch believes that industrial campaigns for a living wage, as a means of bringing pay up not levelling it down, have gathered momentum, raising wage levels for the working poor.

We are deeply concerned by the rise of casualisation, zero-hours contracts, agency worker loopholes and unpaid standby and travel time as a means of restricting pay and employment rights. These policies have allowed employers to circumvent minimum wage law, especially in social care.

Austerity and privatisation has intensified the culture for both in-house and outsourced public services; the quality of our public services has suffered.

This branch calls for:

1. A campaign led by the GMB to end the public sector pay and benefit cap of 1% and support for co-ordinated action across all sectors, where possible, to achieve this.
2. A 'fair wages' clause in public procurement of all private sector contractors employed by public bodies, including third party contracts.
3. A living wage set at £10.00 an hour as part of a strategy to end in-work poverty.
4. The outlawing of zero-hours contracts - without exception.

BRIGHOUSE GENERAL BRANCH
Yorkshire & North Derbyshire Region

EP 180. IMPACT OF SPENDING CUTS ON LOCAL AUTHORITIES

This Congress notes that Staff are now so fearful of losing jobs they are voluntarily giving up terms and conditions fought for previously, in order to stay in work resulting in many cases of financial hardship, usage of food banks and significant financial detriment in old age. More and more so called voluntary

redundancies are now prevalent than the creation of new jobs and response to the needs of the public. It is well documented that this has a disproportionate impact upon women and single parent families.

Congress calls upon any incoming Labour Government to properly fund Local Authority spending to ensure that both essential services are maintained and job security is enhanced for our members together with the application of fair terms and conditions of employment.

NEWPORT CITY COUNCIL BRANCH
Wales & South West Region

EP 181. BUDGET CUTS IN PUBLIC SERVICES

This Congress notes the increasing financial pressures facing Local Authorities in meeting the challenges of the economic downturn. A downturn caused by the irresponsibility of the banks and Government, and in no way the fault of our members who work diligently and productively every day in ensuring effective provision of services to local citizens. However, the challenges confronting Local Councils has obvious implications for those who are employed by them. We all know this will result in job losses, service cuts and the erosion of terms and conditions of employment.

Congress condemns the unrelenting attack upon Public Services generally, and Local Government specifically, and calls upon the CEC to continue to press for strong service provision in this country and fair treatment for those who deliver such services.

DENBIGHSHIRE COMP BRANCH
Wales & South West Region

EP 182. PRIVATISATION IN LOCAL GOVERNMENT

This Congress condemns the spread of privatisation throughout our public services. National Audit Office figures show that half of total spending by the public sector now goes on privatised contracts.

The recent fraud investigations into G4S and Serco highlighted how privatisation can rip the public off at a time when public funds are being slashed. The parcelling out of services to different contractors makes it harder to uncover wrongdoing and ensure that the public gets value for money. Congress is concerned that the fraud investigations only focus on the companies' activities in central government and ignore the major contracts they also operate in local government.

Congress notes that the combination of privatisation and cuts leads to the fragmentation of local services and this region is being disproportionately hit due to the high dependency on public services. In areas such as social care, housing, leisure and transport it is clear that services need to be joined up and accountable to ensure that vulnerable people don't fall through the gaps. Multi-agency working is essential but made all the more difficult where parts of services have been hived off to the private sector.

Privatisation makes it harder for staff to work together across boundaries because they are subject to different management structures, performance measures and priorities. The profit motive prioritises competition not collaboration and leads to unstable employment, deteriorating pay and conditions and can undermine equal pay proofed pay structures. The 2014 Transfer of Undertakings Protection of Employment (TUPE) Regulations deliberately further weakens protections for transferring staff.

When a council's priorities or policies change, fragmented privatised services require multiple contract renegotiations to bring about change or innovation and the risk of failure always stays with the council. When the building firm Connaught or social care provider Southern Cross went bust, councils had to pick up the pieces.

Congress, in light of the new government, we urge the following action.

- 1) Highlight the issue of service fragmentation in campaigns against cuts and privatisation.

- 2) Promote to public service bodies and commissioners in this region, the ability of in-house services to drive collaboration, innovation and joined up delivery.
- 3) Ensure that every support is given to protect pay and conditions of staff and retain equal pay proofed pay structures.
- 4) Work with MP's and the PLP to campaign for a new TUPE plus settlement that affords better protection for workers against cuts to their pay and conditions and pensions.
- 5) Campaign within the region for new and more effective legislation to tackle the "two-tier" workforce.

KIRKLEES BRANCH
Yorkshire & North Derbyshire Region

184. PUBLIC SERVICE USERS

This Congress notes that public services have been privatised and outsourced over the last thirty years without giving a voice to the public service users affected by those decisions.

Congress recognises that the public needs real powers to object to sell-offs, access information and hold private providers to account for their performance. Congress approves of Early Day Motion 438 that was tabled in Parliament in the October 2014 and approves of the introduction of a Public Service Users Bill which would make the in-house option the default, require public consultation before privatisation or outsourcing and promote transparency, accountability and social value in public service contracts.

DURHAM 43 DURHAM COUNTY LA BRANCH
Northern Region

186. WAG! INVEST IN LOCAL AUTHORITIES

This Congress agrees that this Government in Wales should stop cutting monies to Local Authorities and start to invest in frontline services!

They should also not allow badly performing Authorities to continue to trade under their management.

The Welsh Assembly Government should take control by not allowing Authorities to use Consultants (Price Waterhouse Coopers – for example, there are others) who pull thousands of pounds out of their budget (Local Authorities).

Congress agrees that pressure should be applied to WAG to enable Local Authorities to provide critical local services in their respective communities.

BLAENAU COUNTY BRANCH
Wales & South West Region

187. OPPOSE THE PRIVATISATION OF CHILDREN'S SERVICES

This Congress is appalled and alarmed at the Government's proposed wholesale privatisation of children's services.

Decisions about vulnerable children, including removing them from their families, are some of the most difficult and sensitive judgements that child protection professionals have to make, yet Michael Gove considers this work could be outsourced for profit.

Congress calls upon the Central Executive Council to construct a concerted campaign against any proposals to privatise children's services, by alerting Parliament to the dangers that children, families and communities face should the outsourcing of this department proceed, which will be an exploitation for financial gain. The Government should continue to be directed to continue providing good public services for children and families on a 'not for profit' basis.

ASDA JOINT BRANCH
Wales & South West Region

EP 188. VOLUNTEERS TAKING JOBS

This Congress notes that Local Authority services are being pillaged by Osborne and Pickles' who continually place attacks upon local services. Their disregard for the working person being able to access and work in Public Services is well documented. However, many Local Authorities are now going down the 'volunteer' route. Authorities keep stating they will not take paid jobs, however, we are already seeing many 'community partnerships' being set up to take on grounds work and other services.

We are not against volunteers (many of our members volunteer to help on food banks, shelters for the homeless) but there is an increasing trend for public services to be delivered by this growing band of volunteers.

We would ask Congress to name and shame those Local Authorities who are going down this road, and campaign for the retention of properly paid and well-trained employees in providing these services.

MONMOUTHSHIRE COUNTY COUNCIL BRANCH
Wales & South West Region

198. NURSING MEMBERSHIP

Congress urges the CEC to lobby the Government to consider asking the NHS to pay for NHS professionals registration, which is over a hundred pounds, considering nurses pay is poor and the Local Authority pays for Social Workers membership, we believe nurses should be treated the same.

ESSEX PUBLIC SERVICES BRANCH
London Region

EP 199. NHS FUNDING

This Congress agrees the GMB will campaign to introduce new legislation at the first opportunity to prevent senior managers in the NHS taking large enhanced pay offs, then being reinstated into same positions. Abuse of NHS funds.

B43 BIRMINGHAM CITY GENERAL BRANCH
Birmingham & West Midlands Region

201. DESPITE PHYSICAL ATTACKS NHS MENTAL HEALTH TRUST STILL INSIST ON HAVING PERSONAL PHOTOS AND DETAILS ON NOTICE BOARDS

This Congress asks for pressure to be brought against those trusts that have insisted on NHS nurses having photos and details posted on ward notice boards despite attacks on staff and evidence of intent to seriously harm with Stanley knives and screw drivers and insist that zero tolerance notices are the solution and have now resorted to threats of disciplinary action against those who refuse.

LINCOLN TEC GENERAL & APEX BRANCH
Midland & East Coast Region

202. YOUTH IN THE N.H.S.

This Congress there has been for many years a shortage of young people in the N.H.S.

Where do us a Union start to encourage the youth of today to see that there is a career waiting for them.

It does not always have to be the career in medicine. There is a career in administration, catering, porter, domestic and maintenance staff the list is endless.

We need to encourage the N.H.S. that the youth of today are the staff of the future.

We know that the N.H.S. offer apprenticeships.

What we are asking Congress is to get behind the youth of today so that they can have the advantage of the expertise of the inhouse training that they have to offer every member of staff that is employed in the N.H.S.

GLASGOW NURSES BRANCH
GMB Scotland

EP 203. TRAINING FOR FRONTLINE STAFF

This Congress frontline staff in the N.H.S. are the most disadvantaged when they are faced with a patient who has mental health issues.

How does the staff that are on duty know what to look for.

How do they know how to react to the patient?

How do they know what to say to them to calm them down.

This could be a porter on their own manning a helpdesk.

This is the first person they see.

We are asking Congress that the G.M.B. asks that the right training be given to help staff and the patient.

GLASGOW NE & SW HEALTH SERVICE BRANCH

GMB Scotland

204. AMBULANCE SERVICE STAFF

This Congress deplores the culture which exists in the English Ambulance Services of missed meal-breaks and late finishes, whilst the Pay Review bodies award is only partially implemented.

N12 NORTH EAST AMBULANCE BRANCH

Northern Region

EP 208. THE CARE SECTOR

This Congress is concerned at the low pay and employment practices in the Care Sector. Poor pay, understaffing, lack of training and work intensification make the sector increasingly unsafe for carers and those cared for. It calls on the GMB to mount a national campaign highlighting the poor practice in the industry and to instruct its sponsored MP's to call for an inquiry in Parliament.

SHEFFIELD MCP & LIGHT BRANCH

Yorkshire & North Derbyshire Region

EP 210. LACK OF TRAINING AVAILABLE AND THE LOW RATES OF PAY APPLIED TO CARERS IN RESIDENTIAL AND NURSING HOMES

This Congress to discuss the inadequate training that leaves our members ill equipped to take on the burden of responsibility that they are asked to undertake every day, caring for the most vulnerable members of our society.

We ask Congress to campaign for mandatory fit for purpose training with equal standards to those enjoyed by the nursing profession. Carers should be given sufficient meaningful constructive face to face training which is provided and completed in normal working hours. The training should provide a means for development and recognition of the role as a professional skilled job with rates of pay that reflect a living wage as a minimum.

C40 CARE BRANCH

Birmingham & West Midlands Region

INDUSTRIAL & ECONOMIC POLICY: ECONOMY

212. AUSTERITY AND THE IMPACT ON WOMEN

This Congress values local government's history as an important part of the gender equality movement by acting as a key employer for women. Within this region women make up nearly 80% of local government and school support staff and many of those women are low-paid and work part-time.

Women generally, are also more likely to use public services than men and use them more intensively to meet their own and their family's needs. There are many public services that women access more than men because of pregnancy, longer life expectancy and lower wages, or as carers for children and older or disabled relatives.

Congress is outraged that local government's tradition of supporting women as staff and service users is in reverse. Attacks on workers' pay and conditions, including cuts to paid leave, unsocial hours payments, overtime and sick pay, have huge impacts on women and the provision of local services.

Congress notes since the 2010 election of the coalition government, women have been disproportionately affected by austerity:

- 1) Nationally more than 250,000 fewer women now work in local government since the coalition came to power in 2010. Within this region that equates to almost 30,000 women
- 2) Less government support to meet the increasing costs of childcare has meant that 24% of mothers have had to quit work. A further 16% have reduced their working hours; within the Yorkshire region the figures are even higher
- 3) Single parents (92% of whom are women) and women pensioners have been even more affected by the cuts. They have lost 15.6% and 12.5% respectively from their incomes because of welfare cuts and cuts to services: again women in this region are disproportionately affected.

Congress believes that the disproportionate impact of austerity on such a crucial part of the local government and school workforce is unacceptable. Fighting against the further impact of cuts on women's pay and conditions and the services they use should be a priority in the wider campaign against the cuts.

Congress, in light of the new government we urge the following action:

- 1) Work with community groups, other trade unions, faith groups, supportive politicians and elected members, think tanks and equalities groups to campaign against cuts to pay and conditions and services that will have a negative impact on women
- 2) Raise awareness of how redundancies in local government and cuts to services such as children's centres and supported bus services act as barriers to women's employment
- 3) Emphasise the further impact of service cuts on women who also identify with other equalities groups, including black, lesbian, gay, bisexual, and transgender (LGBT), disabled, older and younger women.

LEEDS WORKS DEPARTMENT BRANCH
Yorkshire & North Derbyshire Region

216. REGIONAL REGENERATION BANK

This Congress calls for the setting up of a series of regional banks as part of a complete reform and overhaul of the Banking Sector.

The way the economy works in English Regions is for resources to be concentrated in ever larger quantities, around centres of large populations. However it is vital that regional banking focused entirely on regeneration is part of the policy mix that enables growth, jobs, income and sustainability.

Congress therefore calls on Government to deliver on this and to ask any incoming Labour Government to confirm its intentions on regional regeneration banking.

L19.TEESSIDE 1 BRANCH
Northern Region

INDUSTRIAL & ECONOMIC POLICY: SOCIAL JUSTICE

EP 218. A MAXIMUM WAGE

This Congress notes:

In its latest report on global wealth, Credit Suisse describes the UK as a country that enjoyed stable income-to-wealth ratios for the first 70 years of the last century and an evening out of the distribution of money across the population for most of that period. The average household came to have assets worth between four and five times their income, and more households were nearer that average than ever before.

The UK is the only G7 country to record rising wealth inequality in 2000-14. Wealth inequality has risen four times faster in the seven years after the crash compared with the seven years before. The rich in the UK are becoming richer faster than ever. Wealth inequality rose under Labour; it rose faster under the coalition.

This Congress believes:

That wealth inequality underlies and fuels most of the social problems confronting us in Britain today.

This Congress resolves:

To campaign for the maximum wage paid to any member of staff (in all businesses or undertakings) should not exceed ten times that paid (pro rata) to the lowest paid worker. In addition, no member of staff in an organisation should receive an annual bonus exceeding the annual wage of the lowest paid worker in that organisation.

LEEDS GENERAL BRANCH
Yorkshire & North Derbyshire Region

219. TRANSFER OF WEALTH

This Congress calls on the Government to stop the wealth transfer of the country to the “super rich.”

NOTTINGHAM TEC BRANCH
Midland & East Coast Region

220. ETHICAL PROCUREMENT POLICIES

This Congress notes that for many years unscrupulous employers in Britain have made billions of pounds via public sector contracts, whilst at the same time exploiting the workforce, paying poverty wages, using umbrella agencies to deny workers access to real employment rights, and even blacklisting Trade Unionists, thereby denying them the opportunity to work and earn a living.

We believe that all of these practices are outdated, and have no place in a modern Britain. We congratulate the GMB for its campaign in regard to supporting those decent Trade Unionists who have lost their livelihoods, their homes, their families and in some cases their lives.

Enough is enough.

We should not allow any government to stand by and ignore this problem. We should not allow monies from the public purse to subsidise low pay, and we should insist that the next Labour Government take early action to implement legislation that will make these practices illegal.

We therefore call upon the CEC to press the Labour Party to bring about these legislative changes, whilst at the same time redoubling its resolve to bring these unscrupulous employers to justice, and obtain compensation for those affected by these scandalous practices.

We call for a real Ethical Procurement Policy to be implemented in Britain, which takes into account the protections provided for workers via European Directives. We call for the better use of pre-contract questionnaires that insists that companies commit to decent employment rights like the minimum of the living wage to be paid, and we ask that an independent body be set up to oversee the use of public funds and to ensure that companies comply with the true definition of Value for our Money.

MID GLAMORGAN C&T BRANCH
Wales & South West Region

221. BRITISH VALUES IN THE WORKPLACE

This motion raises the inequality our members still suffer in the workplace. Our members are expected to take on board 'British values' that are passed down from the establishment with the idea that this is the only way to behave if you want to get on in life! But companies and company bosses have no respect or credence for those same values when demanded by the workers of this country.

This motion puts forward the ball and chain, wages and conditions of so called 'British values' for the workers, but for the many national and international companies it means selected values. To those companies riding on the backs of their employees to generate profit and greed are 'British values' to be treasured.

In short 'British Values' should be dismissed as another tool to bash the British workers with. Every worker in this country should be valued and respected for the role they play, both at work and at home. Throughout the years it is proven, without the Labour's many workers of this country, the greedy few would wither on the vine.

S37 SOUTHAMPTON BRANCH
Southern Region

INDUSTRIAL & ECONOMIC POLICY: TAXATION & GENERAL

EP 222. TAX HAVENS ARE SIPHONING MONEY AWAY FROM OUR PUBLIC SERVICES

This Congress supports the findings of the Luxembourg files and vigorously campaign for a change in the law to stop these tax havens. Austerity measures mean that local authorities have seen a 40% reduction in their funding between 2010 and 2015.

There is no slack in the system and the quality of services such as care for the elderly and vulnerable and even statutory ones such as refuse collecting and highway repairs have suffered. Yet as the Guardian's Luxembourg Files shows, there is money to pay for these public services.

This money is being stolen, through elaborate systems of tax avoidance. Billions of pounds that should be being used to pay for public services are being siphoned out of the UK. It is something that should make every tax payer in Britain very angry.

The Luxembourg Files are the work of a team of investigative journalists under the name of the International Consortium of Investigative Journalists. The publication is timely, as G20 leaders have already discussed measures to crack down on corporate tax avoidance on the 15 November 2014.

The ICIJ investigation highlighted the system of profit-sharing and fake loans that are made to subsidiary companies in Luxembourg, one of a number of tax havens that are used in these elaborate tax avoidance schemes. Put simply, these companies shift their profits from the countries where they generate their income to fake subsidiaries in low – and zero – tax jurisdictions where they have little or no business activities.

Estimates do vary, but some suggest that a £120 billion of tax revenues may be lost to the UK Exchequer, money that should be used to fund schools, the NHS, social housing, police and vital infrastructure. Where transnational companies avoid paying tax, ordinary citizens must pay a greater share of it, a dynamic that contributes towards inequality. We can hardly expect ordinary citizens and small businesses to support tax regimes, if the rich clearly do not. These tax havens prove that we are not all in this together.

C80 DUDLEY BRANCH
Birmingham & West Midlands Region

C6 223. TAX AVOIDANCE

This Congress the recent report in the Guardian Newspaper that Peter Mandelson avoided paying Income Tax by covert means.

It was reported he borrowed £400,000 from a company of which he is the sole owner thus avoiding the Income Tax had would have been liable for had that sum been paid to him as income, thus depriving HMRC.

This, at a time of austerity when our members receive few if any pay rises and a rising cost of living.

Congress therefore supports the Labour Party's proposals to bring an end to all forms of tax evasion and avoidance practices.

WHITTINGTON SERVICES BRANCH
London Region

224. EMPLOYERS' NATIONAL INSURANCE CONTRIBUTIONS – AVOIDANCE SCHEME

This Congress calls upon the Union to campaign against Employers who are using complex or minimum employment contracts arrangements to avoid their responsibilities in paying National Insurance contributions for their Employees. This will place their Employees at risk in the future in relation to the payment of benefits or pensions as these are based on the National Insurance payments made.

The actions of these employers are similar to tax avoidance schemes for which employers and the wider community are paying the price. No Employer should be able to avoid their moral responsibility and duty to the common good of society by using these avoidance techniques or complex employment contracts. Their actions are denying much needed revenue into the National Insurance fund and are damaging employees' entitlement in the future. These actions by employers are pushing responsibility onto the state or its benefit system to support their employees in future from whom they are profiting.

We call upon the GMB to campaign to have an enquiry by HMRC and the Department of Work & Pensions into these practices and contracts to ensure that legislation is sufficient to ensure payments are met. Also, to ensure active enforcement by the relevant authorities is undertaken to prevent such contracts or avoidance schemes being used in the future.

Q22 BRANCH
North West & Irish Region

C6 225. CUTS TO CORPORATE WELFARE

This Congress agrees to campaign for cuts to Corporate Welfare for private and public sector businesses and a reduction in the tax allowances for individuals of high net worth and not cut the welfare budget for those who have a low income or no income.

NORFOLK PUBLIC SERVICES BRANCH
London Region

226. INHERITANCE & INEQUALITY

Congress recognises the unprecedented level of social inequality. This inequality in wealth, in general, is not caused through hard work, talent, or ability, but through inherited wealth.

The sources of this wealth is largely due to the transfer of financial assets and housing stock.

Congress is concerned at the Tory government intentions to reduce and minimise inheritance tax when many in society believe a tax on an unearned benefit is the fairest tax of all.

Many working people are expected to work ever later into their lives but will still never accumulate enough assets to pass anything substantial to family and loved ones.

Congress recognises inherited wealth as a major source of inequality in society and calls on the GMB leadership to seek from an incoming labour government or labour led coalition, a full review and examination of inheritance tax law to help address the clear unfairness of the distribution of wealth.

X23 DOVER FERRIES BRANCH
Southern Region

INDUSTRIAL & ECONOMIC POLICY: PUBLIC OWNERSHIP AND CONTROL

228. AN ALTERNATIVE TO RE-NATIONALISATION WITHIN THE WATER INDUSTRY

This Congress notes, Dwy Cymru Welsh Water is a not for profit company which is funded by bond holders who are guaranteed a low percentage annual interest payment for their investment.

Dwr Cymru operates purely to invest profit back into the organisation and help reduce bills to its customers and therefore our members as bill payers.

Customers have seen continuous below inflation bill rises since conception.

The company model is supported by a Welsh Labour Government. This does not mean our members have not suffered since privatisation. The same as any other water company due to OFWAT still dealing with us the same as private companies.

Part of the reason this model works is the approach of the Trade Unions and company with our working together agreement which helps the company achieve many of its targets but with our participation our reward is RPI pay increases no compulsory redundancy clause and other terms and conditions. This is renegotiated every A.M.P. period (this is a five year period which OFWAT gives the companies to spend in).

Dwr Cymru now has 2500 employees due to in sourcing core activities that had been outsourced under the old regime.

The regulator does not believe in the model as they believe it does not give enough back to the customer they would prefer to go down the route of the Cave Report.

However, Congress believes that the report is unworkable as you do not get dirty gas or electricity but you can get dirty water. You can live without gas or electricity for a period of time but not water.

If competition was enforced, where would responsibilities lie as domestic customers cannot be shut off for non-payment? It would also leave customers with the possibility of a drinking water bill and a sewerage bill because of competition.

This may not be the perfect model but would reduce risk and pressure on government if the industry was re-nationalised.

I call upon Congress to support this motion to put an end to fat cat profiteering, asset stripping companies with a clear message to both the Government and regulator of

BEEN THERE, DONE THAT, DON'T WORK!

CARDIFF WATER BRANCH
Wales & South West Region

229. NATIONAL GOVERNANCE OF WATER INDUSTRY

This Congress agrees that the GMB applies pressure upon the new government to ensure that the UK water industry is governed and managed to provide robust and safe standards for its employees, our members, and the wider public; not merely setting one water company against the next in the name of competition.

LEICESTER WATER BRANCH
Midland & East Coast Region

C7 230. EAST COAST MAIN LINE

Congress deplores the reprivatisation of the above line and reaffirms its view that the railways should be taken back into public ownership as a matter of urgency. It calls on the GMB to raise this again with the Labour Party and to urge them to pursue this as a major priority.

NORTH WEST LONDON BRANCH
London Region

C7 231. RE-NATIONALISATION OF THE RAILWAYS

This conference believes that the current privatised railways system is not giving value for money.

After the complete failure, time and again of the private sector to run the East Coast Line, it was taken back in to public ownership. Since then it has become more efficient, well run and is returning money back to the exchequer.

The East Coast Line has blown away the myth that private is good and public is bad. It shows that without the need to make profits and pay dividends to shareholders, that a publicly run Railway System works well and provides better value for money.

The conference calls on for the Labour Party/Government to re-nationalise all the railways in Britain.

X98 LFEPA BRANCH
Southern Region

POLITICAL: GENERAL

C8 233. POLITICAL ENGAGEMENT

This Congress notes that over the past two years the GMB has made a major effort to encourage its members to engage in the Political process and to be more aware of the benefits Political Engagement brings.

It is very easy to sit on the sidelines and to bemoan what politicians do in our name. We can all give examples of things we are unhappy with for example: -

- Cuts to Public Services
- Bedroom Tax
- Zero Hour Contracts
- Privatisation of the NHS
- Wage Freezes

However, the only way to deal with these issues is to put pressure on politicians, by joining the Labour Party, getting involved in GMB and community campaigns and to consider standing for public office. If we are unhappy with what the current batch of politicians is doing we should do something about that by standing ourselves.

We therefore call upon the CEC to ensure that there are more opportunities for members to become involved in political campaigns, and to take up training courses/opportunities that will give our members the skills and knowledge about the role of being an elected politician.

MID GLAMORGAN C&T BRANCH
Wales & South West Region

C8 234. POLITICAL ORGANISATION

This Congress seeks to encourage greater involvement of all members in local, national and elective politics by making political training and education available to all, and by taking a positive approach to organising the whole membership in political activities.

V15 BRANCH
North West & Irish Region

235. GMB MEMBERS STANDING FOR PUBLIC OFFICE

This Congress requests that when supporting any new member wishing to stand for public office, i.e. Councillor, MP, MEP etc, the GMB give priority according to the length of time the member has been affiliated to the local Labour Party with a minimum time period to be set. This is in order to further promote more working class candidates at every level.

NORFOLK PUBLIC SERVICES BRANCH
London Region

236. GENERAL ELECTION & BYE ELECTION BALLOT PAPERS

This Congress urges the next Labour Government to legislate to change the General Election and Bye-Election ballot paper to include the candidates' business interest.

Conference believes that it is important that the electorate know fully all the background of a Parliamentary candidate including their business interest.

MILTON KEYNES CITY BRANCH
London Region

C9 237. MP'S PAY RISES

This Congress asks the CEC to oppose MPs getting above inflation pay rises and be brought in line with any pay rise other public service employees get.

MPs should not get any higher pay rise above what other public servants get.

Paying MPs a higher % pay rise than any public employees irrespective of their job is totally unacceptable.

Congress calls on the GMB and other unions to lobby for equal pay on all sides and that if public service employees get 1% then the MPs fall in line also.

BRAINTREE & BOCKING BRANCH
London Region

C9 238. MPS PAY

This Congress agrees that GMB will launch a campaign to bring members of parliaments pay increases in the future to that of public service workers.

B43 BIRMINGHAM CITY GENERAL BRANCH
Birmingham & West Midlands Region

239. MPS AND COUNCILLORS' BEHAVIOUR

Congress agrees that MPs and Councillors should be held accountable for their behaviour by the electorate. An example of why happened in King's Lynn when Councillors rode roughshod over massive public opinion.

These Councillors and MPs who behave in this fashion should be subject to recall from their position of trust.

KING'S LYNN NO.1 BRANCH
London Region

240. WESTMINSTER PAEDOPHILE GROUP

This Congress is deeply concerned in respect of the machinations surrounding the alleged Westminster Paedophile Group, apparently involving the great and the good of all political parties and others.

Although these allegations were first raised many years ago, the investigation process seems to have been delayed for a number of reasons, despite the fact that victims have come forward and the possible murders of at least three young persons have been reported.

Congress asks if this is another case of one law for the rich and powerful and the usual other for the victims.

Congress calls on GMB to do everything in its power to bring this investigation to a meaningful close, no matter which political party suffers.

HOME COUNTIES GENERAL BRANCH
London Region

C10 241. UKIP PREYS ON ECONOMIC ANXIETIES

This Congress believes, while UKIP preys on economic anxieties, the only real answer to low pay and exploitation is stronger employment rights, protections and trade union solidarity. Congress asserts that trade unionists are uniquely positioned to challenge such propaganda.

Congress rejects attempts to pit UK workers against migrant workers or claimants. It rejects the divide and rule rhetoric and notes that migrants pay more in taxes than they receive in benefits.

Congress further notes that UK benefits are among the lowest in Europe, making claims of 'benefit tourism' ridiculous.

Congress calls for a sustained campaign to challenge the politics of hate by:

1. Developing local community campaigns, following the 2015 general election, in conjunction with organisations such as other unions, the Labour Party, TUC Local Councils and BAME groups.
2. Counteracting voter disillusionment and UKIP's policies for workers, highlighting voter registration and engagement through active campaigning and political education.
3. Tackling the toxic rhetoric around migration and placing a renewed focus on organising and recruiting migrant workers as happens in our Polish branch.
4. Continuing to counter the racist anti-immigration propaganda that originates in the overtly racist parties and groups in the UK and is now being adopted by some of the established mainstream parties like the Tories and UKIP

BASF CHEMICALS BRANCH
Yorkshire & North Derbyshire Region

C10 242. STAND UP TO UKIP

This Congress is concerned by the rapid growth of UKIP, a right wing, racist and anti-trade union party.

We recognise that migrants are not responsible for the lack of affordable housing, the break-up of the NHS or the economic crisis.

We note the formation of Stand up to UKIP, a broad based campaign which includes leading trade unionists, MP's and community organisations which are coming together to oppose UKIP.

We agree to support and publicise initiatives called by Stand up to UKIP.

BARNSELEY GMB BRANCH
Yorkshire & North Derbyshire Region

C11 243. CONSTITUTIONAL CONVENTION FOR BRITAIN

This Congress recognises that following the Scottish referendum that there is now an urgent need for a new constitutional arrangement between each of the constituent Countries and Regions of the UK.

We believe that this Convention should look to redress the in-balance of power, both financial and political, that exists between Westminster and the South East and other parts of the country.

We therefore call upon the Central Executive Council to support the Labour Party's campaign for a new Constitutional Convention, that will cover the whole of the Country and allow for more power and financial resource to be devolved to the existing Devolved Administrations and for new Regional administrations to be set up in the English regions e.g. Cornwall.

We believe that this constitution will bring power closer to people, allowing decisions to be made closer to the communities where our members work and live, and thereby reduce the feeling of disconnection between the political elite in London and the rest of the country.

MID GLAMORGAN C&T BRANCH
Wales & South West Region

244. PROTECT UK FROM EVERENDUM

This Congress, with all the uncertainty, infighting etc of the last few years, debating and finally settling the issue of the Scottish Referendum,

Beith Engineering, would like to put to Conference that never again should GMB become split over this issue.

Our T.U. and indeed the Trade Union Movement was formed on unity and strength. To this end GMB need to stand up to separatist, inward thinking and to preserve our unity with all our colleagues from within the UK.

We should be looking to bring down barriers and borders and to promote friendship and harmony the world over.

BEITH ENGINEERING BRANCH
GMB Scotland

C11 245. REGIONAL GOVERNMENT

This Congress believes that the Scottish referendum revitalised politics north of the border and brought many people into political debate young and old who had previously been disengaged. We believe the devolution of decision making to the regions of England has the potential to do the same. Congress calls on the CEC to actively engage in campaigning for the empowerment of English regions, giving greater economic, social and political power to the regions.

LEEDS LOCAL GOVERNMENT STAFF BRANCH
Yorkshire & North Derbyshire Region

C11 246. REGIONAL GOVERNMENT

This Congress notes the debacle of the last Labour Government's approach to Regional Devolution in some of the English Regions.

With the onset and aftermath of the Independence Referendum in Scotland and the Smith Commission on the devolution of further powers to the Scottish Government, this Congress notes that there is a desperate need to review Regional Devolution so that some areas do not face the prospect of being forgotten.

Congress calls on the Labour Party if it forms the next UK Government to commit to a Commission for Regional Governance for English Regions as part of a process leading to a Regional Devolution of powers in English Regions.

T22 NEWCASTLE HOSPITALS BRANCH
Northern Region

POLITICAL: THE LABOUR PARTY

247. BRANCH AND LOCAL LABOUR PARTY

This Congress calls on the CEC to set up a working party/review on how we can develop better working relationships between GMB Branches and local Labour Parties and the role of TULO.

We therefore look forward to reading the results and recommendations of this work at Congress 2016.

GMB MID Lincs BRANCH
Midland & East Coast Region

248. LABOUR BEING OPEN AND TRANSPARENT ABOUT THEIR SUPPORT OF THE UNIONS

Congress urges the CEC to use their considerable power to encourage Labour politicians to be open about their support of the Unions.

ESSEX PUBLIC SERVICES BRANCH
London Region

249. MINIMUM WAGE INCREASE

This Congress agrees to use its power and influence to urge the Labour Party to review its pledge to increase the minimum wage to £8 per hour by 2020 which, over a five year period is only a £1.50 increase, when a more reasonable increase would be at least £10 per hour.

GRIMSBY GENERAL BRANCH
Midland & East Coast Region

250. LABOUR PARTY POLICIES

This Congress calls upon the Labour Party in order to enthuse our supporters in the run-up to the General Election in 2015, to unveil the following policies to impose fair taxation on the capitalist monopolies. Direct private capital into research and development, raise Public Sector pay and Welfare Benefits, legislate for a Living Wage and take key sectors of the economy into democratic public ownership.

Congress further notes Britain still has the sixth largest economy in the world and the third richest ruling class.

That's an ample economic and financial platform from which Labour could launch a programme of economic modernisation and social justice.

SUNDERLAND 1 ENG BRANCH
Northern Region

POLITICAL: LABOUR PARTY CONSTITUTIONAL ISSUES

254. LABOUR PARTY BRANCH STRUCTURE

This Congress views with concern the recent changes to Labour Party constituency branch structures that now disenfranchise union delegates and ordinary members in playing a full part in the democracy of the branch. The Executive Committee of the constituency is now run by a small officer core group who often excludes trade union and general members from having a say. The constituency selection process that operated was that when there are not enough ordinary Ward members present to select candidates for local elections any member of the Executive committee could take part in the selection. This is now not allowed under the new rules as the decision is delegated to a very small select number of the Executive.

Congress instructs the CEC to work together with TULO to restore full and proper democracy into local constituency bodies.

W50 WELLINGTON BRANCH
Birmingham & West Midlands Region

POLITICAL: DEMOCRACY & CONSTITUTIONAL REFORM

EP 257. VOTING AGE

This Congress believes that the voting age should be lowered to 16 and calls on the Labour leadership to effect this change when in office.

LEEDS LOCAL GOVERNMENT STAFF BRANCH
Yorkshire & North Derbyshire Region

258. EXTENDING THE HUMAN RIGHTS ACT

This Congress agrees to campaign for the Human Rights Act to be extended to the private sector that provides a public service; i.e. utilities, transport and privatised industries generally.

For example; it is not currently part of the Memorandum or Articles of Association of any energy company to prevent the death of any customer from hypothermia, thus encouraging and ensuring greater reliance on energy efficiency.

NORFOLK PUBLIC SERVICES BRANCH
London Region

259. EMANCIPATION DAY BANK HOLIDAY

Congress, the purpose of this motion is to ask Congress to press the government and parliament to examine the possibility of recognising Emancipation Day as a National Bank Holiday. Emancipation Day is recognised in many countries such as Canada and America and various islands in the Caribbean and is celebrated as a public holiday as a mark of respect. Britain made vast amounts of money during the slave trade and many establishments in Britain were built on the back of it.

LEEDS LOCAL GOVERNMENT STAFF BRANCH
Yorkshire & North Derbyshire Region

POLITICAL: IMMIGRATION AND MIGRATION

261. THE FEAR OF IMMIGRATION

This congress believes that UKIP, the Conservatives and now recently the Labour Party has used immigration as a tool of fear to ensure votes for their perspective parties. This has been done by ignoring the simple truth, research and factual evidence. This has been common practice in recent years and shows no signs of stopping even after the elections. Therefore we propose a proactive approach in dispelling the myths of immigration through a campaign highlighting the truth, training through the unions education programme and social media.

L16 LB GREENWICH BRANCH
Southern Region

POLITICAL: RACISM & FASCISM

C12 262. DON'T LET THE EDL DIVIDE OUR COMMUNITIES

This Congress recognises that fascist organisations such as the English Defence League and British National Party are trying to use the recent murders in Paris, France to whip up racism and direct hatred against all Muslims.

Mosques have been attacked by racist thugs. These fascists and racists should be condemned and opposed. We must not give a quarter to those who would judge an entire religion, race or nationality by the actions of a few.

We do not hold Norwegian Christians responsible for the actions of the fascist Anders Breivik, whose 2011 rampage left 77 dead. We do not hold white people collectively responsible for Timothy McVeigh, the US neo-Nazi whose 1995 Oklahoma City bomb killed 168 people, or for Copeland, the former BNP member who planted bombs across London in 1999. Nor should anyone suggest that Britain's Muslims are collectively responsible for the 22 May attack.

The fascist organisations are trying to stir up trouble and racist violence do not care about the dead, or their families or the interests of any community. They want only to see Muslims attacked and a race war on our streets.

We condemn them and oppose their attempts to call "demonstrations" to exploit these issues. We also call on the media and politicians to stop using inflammatory language that feeds the fascists and racists. We must challenge Islam phobia wherever it raises its head. We must reject those who want to divide our communities and set them against each other, and stand fast to the anti-racism, multiculturalism and respect for all.

We call upon Congress:

- To back the statement "Don't let the EDL divide our communities", launched by Unite Against Fascism.
- To support and add the GMB's name to the list of organisations supporting the statement and further campaigns by Unite Against Fascism.

HOUNSLOW BRANCH
London Region

C12 263. ISLAMOPHOBIA

Violent attacks against UK Muslim citizens is on the rise. Far right groups have used world events in order to promote their own causes and have used Muslims in order to promote their agenda. Christian churches

such as Westboro are not looked upon to represent all of Christianity but ISIS has been used time after time to taint all Muslims with having the same views.

The union needs to work with our Muslim members and outside groups to promote a true representation of the Muslim religion. Therefore we propose that a working party from union members is established to raise awareness and tackle these issues.

L16 LB GREENWICH BRANCH
Southern Region

C13 264. THE FAR RIGHT IN EUROPE

Congress notes the 2014 European elections resulted in gains by the far right parties across the EU, the financial crisis and the continued anti-Islamic and anti-immigration propaganda continues to create a climate of extreme intolerant conduct.

The recent far right wing racist and Islam phobic Pegida movement in Germany, the invitation by Oxford Union for Marine Le Pen to speak, the attempted murder of a Sikh dentist in a public place in the UK by someone shouting “white supremacy” demands that we all stand up against such behaviour. This demonstrates the climate of fear and hatred being spread by the far right across Europe.

We call upon Congress to:

1. Work with and support anti-racist and fascist groups such as UNITE against fascism and Hope Not Hate and other groups in Europe in a concerted campaign in Europe against the attack by the far right.
2. To ensure that GMB has a platform at demonstration/conference tackling anti-racism and fascism so to show the solidarity of the Trade Union movement, union movement with such groups.

HOUNSLOW BRANCH
London Region

C13 265. GROWTH OF NEO-NAZISM ACROSS EUROPE

This Congress is deeply concerned at the recent widespread growth of Neo-Nazism across Europe and beyond, as witnessed by the Dresden Marches, the outpourings of Marine Le Pen in France, and the activities of Neo-Nazi groups in Great Britain, and many more.

Together with the ever present anti-Islamic trend, we are also witnessing a growing re-emergence of anti-Semitism.

The threats these groups pose is far greater in this technological age than was previously the case.

Congress agrees this needs to be highlighted at every opportunity. Not only at high profile TUC and Labour Party meetings, but also at local and shop floor level, emphasising the fact that creating and fermenting these divisions is counter-productive to a democratic society.

HENDON BRANCH
London Region

POLITICAL: EUROPEAN UNION

C14 266. THE TRANSATLANTIC TRADE AND INVESTMENT PARTNERSHIP (TTIP)

This Congress is alarmed at the seemingly unhindered progress of the negotiations on the Transatlantic Trade and Investment Partnership (TTIP) – negotiations that could lead to a far more widespread fragmentation of NHS services, putting them into the hands of big private sector corporations.

Congress, there is widespread fear in Europe that EU standards might be weakened in some areas in a trade-off to satisfy powerful business lobbies and revive Europe's struggling economies.

A commission study estimates that a TTIP deal could boost the size of the EU economy by €120bn (£94bn - \$152bn) equal to 0.5% of the 28-member bloc's total GDP and the US economy by €95bn (0.4% of GDP).

The Commission acknowledges public concern about court cases in which powerful companies have sued governments over public policy. Swedish energy giant Vattenfall brought a claim against the German government over its move to decommission nuclear power plants. US tobacco giant Philip Morris sued the Australian government over the introduction of plain packaging for cigarettes.

In the UK, concern has focused on the National Health Service and the possible involvement of US firms in healthcare services.

A key element of the TTIP is the introduction of the Investor-State Dispute Settlement (ISDS) clause, which would act as a tribunal/ arbitration. The ISDS could see millions of pounds paid out to those big private sector corporations should NHS services be brought back into the public sector in the future.

Of course the idea of transatlantic trade may well be supported by those that would profit from it but for our health services based on values, principles and sustainability, it could be a financial disaster adding another nail in the NHS coffin. The union and a number of other organisations have been campaigning to exempt the NHS from the negotiations and Congress now calls for:

1. An active campaign to keep the pressure on and raise the profile of the calamitous affects the TTIP could have on the NHS.
2. Oppose Investor-State Dispute Settlement (ISDS) mechanisms and a ratchet clause.
3. Call for the exclusion of all public services, including education and health, public procurement, public utilities and public transport (whether in public or private ownership) from the negotiations.
4. Demand no levelling down in relation to consumer, worker or environmental protection.
5. Insist on genuine consultation with civil society organisations, including trade unions.
6. Work with like-minded organisations/groups, including other unions, TUC, ETUC, and Labour MEP's in opposing all detrimental aspects of TTIP and in campaigning for alternative EU trade and investment policies.

BASF CHEMICALS BRANCH
Yorkshire & North Derbyshire Region

C14 267. TTIP

Congress notes with alarm that an EU/US Transatlantic Trade and Investment Partnership (TTIP) is being negotiated by the EU Commission on behalf of the EU members states – and due to be partly completed soon.

TTIP, if signed, will give multinational companies the right to sue governments over regulations that the companies object to – under “investor-state-dispute settlements” (ISDS) rules – outside and above the courts and parliaments of the EU member states.

TTIP focuses on removing the regulations covering labour laws, food contents, environmental standards and protections, working conditions and state-provided health, and education services.

The TTIP negotiations, secret up to now, are a direct threat to existing standards and Trade Union collective bargaining. They signify privatisation on a massive scale and threaten the most essential rights won by the working class after generations of struggles.

Congress calls on the CEC to help animate, or improve, a national campaign of opposition to TTIP, and call on the Labour Party and TUC to do the same. Consideration could be given to an extraordinary national meeting of Trades Councils.

NORTH WEST LONDON BRANCH
London Region

268. REJECT TTIP

This Congress calls upon the CEC to lobby the Labour Party to reject TTIP in its entirety in order to protect our country's democracy, our NHS and our environment.

The GMB should make Labour aware that members' money should not be used to support a party who will not fully reject TTIP and we ask the CEC to make Labour aware of the potential risk to their funding.

N10 NEWBURY BRANCH
Southern Region

EP 269. CAMPAIGN FOR AN EU THAT WORKS FOR THE PEOPLE NOT THE BOSSES

This Congress believes the European Union should benefit all its citizens. With the unelected EU Commission seemingly having more power than the elected European Parliament, it's no wonder the turnout at European elections are low. Since the Credit Crunch, the living standards of ordinary people within the EU have declined, whilst hard earned rights have been attacked. The only way to prevent the erosion of the living standards and rights of all is for workers to stand together. Capitalists have always used the tactic of divide and rule, using nationalism to drive a wedge between workers in different countries. It is time for workers throughout the EU to stand together to defend our rights and living standards.

To this end, Congress calls for trade unions throughout the EU to present a united front and to have co-ordinated action in order to:

1. Counter the divisive tactics of the bosses and the political Right
2. Defend existing workers' rights and living standards and to campaign for more rights
3. To fight for a genuine, democratic Union of European peoples, not a European Union of bosses.

PARKGATE BRANCH
Yorkshire & North Derbyshire Region

270. SOLIDARITY WITH GREECE

This Congress notes:

1. The austerity programme imposed on the Greek people by the troika of the IMF, the European Central Bank and the European Commission has seen unemployment rocket to 25% (and more than 50% among young people), the minimum wage and pensions slashed, public services sold off and in some cases – eg Greece's public service broadcaster – shut down.
2. Unelected forces from outside the country have dictated the terms on which the Greek government and economy can continue to function. Labour's equivalent in Greece, PASOK, has all-but collapsed under the strain. Collective bargaining has been undermined, and the unions' role reduced to fire-fighting, resisting closures, sell-offs and attacks on living standards.
3. The IMF has – without showing any remorse – accepted that the levels of austerity they helped impose on Greece were based on flawed economic models.
4. The large vote for Syriza, the left wing anti-austerity party, in the Greek elections.

5. European politicians have, disgracefully, been threatening the Greek electorate with dire consequences, including expulsion from the Eurozone, if they dare to vote the wrong way!

This Congress believes

6. Nowhere in Europe has suffered so much from the after-effects of the global financial crisis. Many Greek people have been left destitute, homeless and fearing for their futures. Some have left the country or abandoned their hopes of starting a family.
7. The austerity programme has undermined democratic control in the country something that has helped the neo-nazi thugs of Golden Dawn grow.
8. The vote for Syriza is a rejection of austerity.
9. Greece's debt needs to be reduced, and that continued austerity in Greece is not the answer. That means some form of rescheduling the debt, including debt forgiveness, must be arranged, and the Memorandum under which Greek national sovereignty and economic sustainability was removed needs to be replaced.
10. The costs of the global economic crisis need to be shared more fairly, and of course, there are problems in Greece that exacerbated the crisis, and are not externally imposed. Public debt was too high before the crisis. But that wasn't the fault of the people who are now paying for austerity: Greece needs to address the oligarchy that led it down the ruinous path it was already following before the global financial crisis hit, and whose members have so far not had to pay the price.
11. Austerity is hitting the working class across Europe. Germany has seen stagnant pay growth and the spread of low paid jobs. The UK's working poor and middle classes have also suffered from the ideological craze for slashing the state back to the size it was in the 1930s, the spread of low-productivity and zero hours jobs, and stagnating wages.
12. There are powerful forces mobilising against the interests of the Greek people.
13. The Greek working class deserve and need our support and solidarity.

This Congress resolves.

14. To affiliate to the Greece Solidarity Campaign and support its activities.

LEEDS GENERAL BRANCH
Yorkshire & North Derbyshire Region

SOCIAL POLICY: GENERAL

271. THE CLOSURE OF BANKS IN VILLAGES AND TOWNS

Congress, as we have all seen on the TV and in the press more and more banks are closing in towns and villages.

With Lloyds Bank being partly public there should be a bigger push to keep banks within towns and villages, as not everyone can get to the bigger towns or cities.

Older people and people on benefits cannot always afford to get to banks; they are where people still get advice with their money.

Congress asks that both the CEC and GMB get behind this motion and campaign to keep banks open in small towns and villages are at present.

BRAINTREE & BOCKING BRANCH
London Region

C15 272. SUPPORT FOR PUBLIC LIBRARIES

This Congress notes that as the NHS provides free at the point of use care for the body; libraries provide free at the point of use care for the mind.

Public Libraries are in essence socialised literature and information resource providers; affording a vital avenue for the working class to acquire education and entertainment. Public Libraries form an integral part in the collective cultural milieu and as such must be defended against those that would seek to tear communities asunder by those who advocate partial or total closure, reduction in resources, and reductions in staff.

Furthermore Congress recognises that a Public Library system requires physical structures which are fit for purpose, physical resources (books, computers, and other media), along with paid and trained staff.

Congress resolves:-

- Lobby the Labour Party and all layers of Government to preserve and expand the Public Library Service
- Support vigorously groups opposing library closures and the reduction of library opening hours
- To review our relationship with elected representatives who make cuts to library services

TRANSCO GAS BRANCH
Wales & South West Region

C15 273. LIBRARY CLOSURES

This Congress calls for the current program of closures affecting libraries both static and mobile to be stopped.

R35 JCB GENERAL BRANCH
Birmingham & West Midlands Region

274. ROYAL MAIL

This Congress is extremely concerned at the possibility of the loss of universal delivery of postal letters across the British Isles in the near future. This will come about due to the cherry picking of profitable delivery rates by Private mail providers and the refusal of the watchdog for the industry to classify this as unfair practice. The Royal Mail has for years cross subsidised the delivery of mail to rural areas of our country. Congress is not against free competition but strongly opposes unfair competition especially when it affects our members and members of the general public in the UK.

Congress therefore instructs the CEC to take action to oppose the cherry picking of profitable delivery routes without their agreeing to universal delivery. CEC to also mobilise our sponsored MP's to oppose this unfairness in Parliament, to organise with the TUC and any other body who have an interest and that the CEC feels is fit to join the campaign against this practice.

W50 WELLINGTON BRANCH
Birmingham & West Midlands Region

275. POSTAGE FOR OAP'S

Congress requests the backing of the CEC to establish a third class postage for OAPs.

At the moment, with the post office being privatised there should be a 3rd class postage for pensioners more so around Easter and Christmas. It is very hard for OAPs to stay in touch with their relatives and more so if they don't have email facilities.

BRAINTREE & BOCKING BRANCH
London Region

276. VAT ON OAP'S FUEL BILLS

Congress calls on the GMB and the CEC to lobby the government to abolish all VAT on retired OAP fuel bills.

This would go some way in helping combat the ever increasing VAT on all OAP fuel bills.

This must be a vote winner if the Labour Government can bring this in.

BRAINTREE & BOCKING BRANCH
London Region

278. FAIRNESS IN TRADING OFFERS

Congress notes that very often offers being made to new customers are superior to those available to existing customers. This is wrong and needs to be challenged.

Congress proposes the Office of Fair Trading should be able to direct that existing customers have the right, without cost, to the same offers.

KING'S LYNN NO 1 BRANCH
London Region

279. BBC BIAS

Congress asks the CEC to work with the TUC and fellow Trade Unions to ensure that the Trade Union and working class viewpoint is heard across the BBC. Too often, programmes give out the employer's viewpoint never the view of the unions or the workers.

We need to remind ourselves that we all pay the licence fee, the BBC is ours, but we have no say in the content of programmes put out by the BBC. A campaign must be mounted with all unions in the TUC, this to include a mass lobby of the BBC HQ.

Let's keep up the pressure until the BBC reflects the full true voice of multicultural Britain.

EDMONTON/ENFIELD BRANCH
London Region

281. CHEWING GUM TAX

This Conference agrees,

Chewing gum is not biodegradable and spent chewing gum is not only a health hazard, but has become a major problem for local authorities that have to clean it from the streets and public buildings. It also causes damage to seats and clothing on public transport when users deposit it either on the seat or on the floor. Last year in the UK, local authorities spent over £60million cleaning up spent chewing gum from streets and public buildings.

This Congress believes that the time has come to introduce a tax on chewing gum and this tax should be passed directly onto local authorities that have to clean up the spent chewing gum. Last year in the UK, over £281million was spent on chewing gum. A tax of 20% would raise enough money to reimburse local authorities for the cost of cleaning up spent gum.

C60 CROYDON BRANCH
Southern Region

282. INTERNET TRADE OF ENDANGERED SPECIES

This Congress recognises that the sale of endangered species and their body parts through the internet is at an all time high.

An intense six-week investigation by IFAW found a total of 33,006 endangered wildlife and wildlife parts and products from species listed on the Convention of International Trade in Endangered Species of Wild Fauna and Flora (CITES) Appendix I and II available, for sale via 280 online market places across 16 countries.

At a time when roughly one in every 12 African elephants is killed by poachers, IFAW investigators found 3,047 advertisements for ivory or suspected ivory online.

It is essential that governments, policy makers, law enforcers and online marketplaces do not turn a blind eye to online wildlife crime. Governments must ensure they have laws in place that tackle the unique challenges of wildlife cybercrime and that these laws are supported by enforcement capacity.

We ask a future Labour Government to strengthen legislation under the Control of Trade in Endangered Species (COTES) and create a criminal offence for those advertising animals, or body parts, listed under Appendix 1 or 2 of CITES who do not include a valid CITES permit number with the advertisement.

Further, the GMB will request of their GMB sponsored MPs that they attend every session within the house that has this issue at its centre.

M15 BRANCH
North West & Irish Region

283. WILDLIFE SLAUGHTER

Congress calls upon this government to condemn the Faroe Islands for slaughtering whales and dolphins in the most barbaric way in order to cling on to a 1000 year ancient tradition. To butcher some of the most intelligent animals in our ocean in this way amounts to nothing more than animal cruelty.

BEDS COUNTY BRANCH
London Region

SOCIAL POLICY: JUSTICE

285. PARDONS FOR HISTORICAL CONVICTIONS

This Congress fully agrees with the pardon of Alan Turing for “gross indecency”, granted in 2013. However, Congress believes that Turing should not have been singled out for pardon simply because of his achievements and fame. There are many men whose lives were ruined as a result of convictions due to their homosexuality. These men are just as worthy of receiving a pardon as Alan Turing. Throughout history, the law has been used by the ruling elite to defend their privileged place in society and maintain the status quo. The victims of their laws, the majority unknown or forgotten, are also deserving of being pardoned.

Congress believes it is time for those untold numbers of people who have suffered punishment, including execution, as a result of unjust laws, socially and politically biased, to receive pardons. Therefore, Congress calls for an Enabling Act giving the Home Secretary the power to pardon those punished as a result of unjust laws no matter how long ago in the past and for the GMB to highlight past injustices and to campaign for pardons. It would be a step towards the state recognising past failings and the injustices carried out by it over the centuries.

PARKGATE BRANCH
Yorkshire & North Derbyshire Region

EP 287. CAMPAIGN AGAINST CUTS TO LEGAL AID

This Congress calls upon the Central Executive Council and GMB to campaign against the devastating cuts to Legal Aid. These should be reversed as they impact hugely on the poor, vulnerable and disadvantaged members of society.

We also ask Congress to lobby against fees introduced in Employment Tribunals. The fees weigh justice in favour of the employer and against the employee.

Both of these issues involve injustice and gross unfairness to working people on low incomes.

PLYMOUTH & DISTRICT BRANCH
Wales & South West Region

C16 290. RAPE CULTURE

This Congress calls upon the CEC to make steps towards addressing rape culture; attention is drawn particularly to the on-going campaign put forward by West Mercia Police. Posters have been distributed across the region, warning women of the dangers that come with drinking too much – an all too frequent rhetoric used to deflect the responsibility from the rapist, onto the victim of sexual assault. These posters are destructive to the dismantling of such a culture which vilifies women's civil liberties; a campaign is needed to raise awareness that rape is never the victims fault.

W50 WELLINGTON BRANCH
Birmingham & West Midlands Region

C16 291. POLICE SPECIALIST TRAINING IN DEALING WITH VICTIMS OF RAPE AND SEXUAL ASSAULTS

This Congress calls on the GMB to put pressure on the Government to ensure the police receive specialist training so that victims of rape and assault are treated with dignity and respect and that the perpetrators are brought to justice.

CAMBORNE BRANCH
Wales & South West Region

293. SLAVERY IN MODERN TIMES

This Congress believes GMB should do more to highlight the issues involving slavery in the UK.

While some people think it's just GMB jumping on the band-wagon where slavery has been highlighted in the past year, GMB as a union still have a role to play in this modern times in highlighting this issue with so many members by making members be more aware of the signs to look out for if they suspect someone is being used as a slave and what action to take.

There are members who because of the job they do can play a vital role in spotting if something is not right to make them believe that someone is being used as a slave.

GMB should not only campaign against slavery but to look at ways of educating members to be more aware of their environment around them so that they can spot using tell tailing signs if someone is being treated as a slave and what to do.

G36 SECURITY BRANCH
Southern Region

294. ASSISTED DYING

This motion recognises the question of assisted dying is an ongoing issue and will be decided upon by the Government of the day.

However, this motion specifically concerns the protection of GMB members who work in the care profession. They are front line; one to one personal carers to very vulnerable people. They are dedicated people performing a very important role in our society.

These vulnerable people can and may be caught up in the very grey area of assisted dying; our members should be protected by this Union from any intimidation or coercion as they may experience at work within that grey area. This motion raises the point that it is very easy to point the finger and accuse the innocent over any suspicious event that may occur.

This motion calls for the GMB legal team to brief our members of any risks that they may face if legalisation of assisted dying comes about; and with the spectre of hedge funding sharks involvement in the social system of this country, being a personal carer can become a very dangerous environment.

S37 SOUTHAMPTON BRANCH
Southern Region

SOCIAL POLICY: NHS, HEALTH & SOCIAL CARE

EP 295. BEVAN'S GUIDING PRINCIPLES

This Congress notes over the past five years that we have seen a constant ideological attack on our vital Public Services by the Tory and Lib Dem Coalition Government.

We have been told that Britain, the sixth largest economy in the world can no longer afford to maintain these services and that there is no option but to cut our cloth (Austerity is the only show in town).

Congress in 1945 when the Attlee Labour Government came to power, the debt to GDP ratio was 240%. In 2014 that same ratio was just 80%.

Congress, Nye Bevan's vision was for an NHS free at the point of need, and for decent affordable social housing to be available to families so that they could live without the fear of ill health or poor housing. Bevan would be turning in his grave if he could see what has become of his legacy, the NHS in England being sold off to the highest bidder (NHS and Social Care Bill does not apply in Wales), council houses almost non-existent and billions of pounds of public funds being used to line the pockets of private landlords to subsidise poverty wages being paid by unscrupulous employers.

Congress, austerity is not the only show in town. We can afford the services the British people deserve, by ensuring that those that can afford to pay more do so, those companies like Amazon and Boots etc., pay the Tax they should and by employers paying a living wage across both the public and private sectors.

We call upon the CEC and the Labour Party to keep Bevan's vision alive and to introduce measures including legislation that will allow for everyone to share in the wealth of this nation, not just the richest one per cent.

MID GLAMORGAN C&T BRANCH
Wales & South West Region

297. HEALTH

This Congress is appalled that the fragmented delivery of health, which has become acute since 2010, is getting worse day by day.

The NHS reorganisation instituted by this Coalition Government has been shameful.

Resources are sucked out of patient care and outcomes for political ideology.

Congress calls for politicians to put focus on integrated health and social care outcomes not fragmentation.

In calling for an Incoming Labour Government to place the scrapping of the Coalition Government's top down reorganisation to be in its first Queen's Speech, this Congress also calls for Health and Social Care

budgets in health and local government to be pooled and integrated to ensure patient care and outcomes is the absolute priority.

T22.NEWCASTLE HOSPITALS BRANCH
Northern Region

EP 306. THE POSTCODE LOTTERY FOR HEALTH TREATMENT

This Congress, The National Institute for Clinical Excellence (NICE) was introduced in England and Wales in 1999 as an independent body, firstly to eliminate the growing feeling that parts of the country benefited from better healthcare than other areas.

The then government stated guidelines will be used right across the country, and will help end the unacceptable geographical variations in care that have grown up in recent years. The biggest hope when it was formed, was that it would mean the end of what has been known as the 'postcode lottery', namely where a patient on one side of a street may be given access to treatment denied to his neighbour on the other side, solely due to the fact that they fall under different health authorities who have different priorities regarding treatment. The variations in authorities change also from country to country county to county and borough to borough. 16 years have now passed and inequalities are still to be found, wherever you live in the United Kingdom. Imagine yourself in the position of discovering you have a terminal disease and being offered an additional three or 12 months of life, simply by the usage of an alternate medication. And then told you cannot have it in your area, yet someone who may live a few miles away can. This is not acceptable, it's awful to think a drug that would give you extra time is not available. Even a government agency, the Health and Social Care Information Centre, has described access to cancer care as being subject to an "endemic and disastrous postcode lottery". It reported that perhaps one of three patients with cancer were not being prescribed medications that could extend their lives and which have been approved by NICE, this is unacceptable and we ask for congress to support a motion for equal rights to all persons of the united kingdom no matter what their postcode.

LEEDS CIVIC BRANCH
Yorkshire & North Derbyshire Region

308. CANCER CARE

This Congress deplores the fact that the coalition government has seen fit to privatise part of the Cancer Care Program within the NHS.

Congress calls on the CEC to lobby wherever possible to return this service to within the NHS.

R35 JCB GENERAL BRANCH
Birmingham & West Midlands Region

309. PROSTATE CANCER SCREENING

Congress is aware every year 10,000 men in the UK die from Prostate Cancer, the largest cause of preventable deaths for men.

Congress congratulates the incentive by the North West & Irish Region in setting up an online petition calling on the Government to introduce a national prostate screening programme for all men over 50 years of age.

Congress also calls upon our National and Regional negotiators both to encourage employers to include prostate screening in their in-house health and wellbeing programmes and for employees to be made aware of the benefit of screening.

EALING BRANCH
London Region

EP 310. ABOLITION OF PRESCRIPTION CHARGES

This Congress notes that many users of the NHS are still required to pay prescription charges.

The continued requirement of fiscal outlay in exchange for prescribed medicine runs contrary to the assertion from the illustrious Aneurin Bevan that “no society may call itself civilised if a sick person is denied medical aid because of lack of means.”

Prescription charges are anathema to the principles upon which socialised health care should operate and are therefore contrary to the spirit of the NHS.

Congress resolves:-

- Lobby the Labour Party to end prescription charges where they are in place
- Lobby the Labour Party to ensure that where prescriptions are free that they remain free
- To work and campaign with other Trade Unions to bring about an end to prescription charges

TRANSCO GAS BRANCH
Wales & South West Region

315. ARTHRITIS

This Congress notes that arthritis affects around 10 million people in the UK and it can affect people of all ages.

This Congress notes that people with arthritis will experience pain and difficulty moving around. Arthritis can cause loss of strength and grip, stiffness and fatigue. These can make some daily tasks difficult.

This Congress notes that many people with arthritis will be able to successfully manage their symptoms, continue to work and have a good quality of life. For the majority of people, there will be some good days and some bad days, and this is poorly understood by employers.

This Congress believes that lack of awareness of arthritis and inflexible and unhelpful approaches by some managers can force people out of work, who otherwise could continue in employment.

This Congress resolves to support campaigns designed to increase awareness of arthritis.

W15 WILTSHIRE & SWINDON BRANCH
Southern Region

316. ANTENATAL FIRST AID

This Congress is deeply concerned at the numbers of children admitted to A&E and/or dying each year due to their parents not knowing basic first aid.

In excess of half a million toddlers are rushed to accident and emergency each year following accidents in the house – with an average of 76 under 4's dying as a result.

Accidental injury is one of the biggest single causes of death in the UK for children over the age of one. More children die each year as a result of accidents than from illnesses such as leukaemia or meningitis.

Every parent should know what to do in an emergency and should have the opportunity to learn these skills during antenatal classes. It should be top priority to learn first aid. Courses are offered in some schools and the majority of workplaces, so why not at the start of life?

We call upon GMB at all levels to campaign for first aid courses to be offered to all expectant parents as part of their antenatal care, and to lobby Government and Local Authorities to make this policy.

S85 SANDWELL COMMUNITY BRANCH
Birmingham & West Midlands Region

317. CHILDREN'S HEALTH CONCERNS

Congress regrets the recent acquisition of the franchise for the iconic London Eye by Coca Cola for advertising and promotional purposes.

Especially at a time of great national concern with regard to both dental health issues and obesity amongst children, caused at least in part, by their huge thirst for and the promotion of, sugary drinks.

The adverse effects of this advertising will be felt far beyond London as a result of country-wide promotion and children from across the UK visiting London.

Congress therefore agrees to lend its voice to appropriate campaigns promoting the health interests of children.

CENTRAL WEMBLEY BRANCH
London Region

320. VOLUNTEERS IN SOCIAL CARE

This Congress notes the comments of the Social Care Minister that "the army of volunteers can provide some of the solutions to the challenges we face" in the sector.

Whilst it is recognised that this trend has arisen out of levels of unprecedented demand and decreasing budgets, there are serious concerns regarding substitution of qualified workers, inadequate training and volunteer availability.

Volunteers can, and do, play an important part in supporting social care services, but they are not the resolution of the endemic problem of growing demand exceeding budget provision.

Congress calls, therefore, upon the CEC to continue to campaign for the necessary funding of a sector that is a vital cornerstone of this country's care policy.

NEWPORT CITY COUNCIL BRANCH
Wales & South West Region

SOCIAL POLICY: YOUNG PEOPLE

322. IT'S TIME TO GIVE YOUNG PEOPLE THE RESPECT THEY DESERVE

This Congress notes the high levels of unemployment that make the labour market a harsh place for young people. This follows the depressingly familiar pattern of economic downturns, where the young are always disproportionately affected.

Over one million unemployed young people are being let down. The government continues to raise the state pension age and is demanding that young people work longer whilst services are being cut. To add to their woes, the Tories, in their 2015 manifesto, want to strip the right to Housing Benefit away from the under twenty fives. Even before austerity, the labour market for young people not following the academic route has become harder. Long term structural change has made young people even more dependent on lower wages and unskilled jobs than in the past.

The youth labour market remains highly segmented. The opportunities available and choices being made by young men and women on apprenticeships are still dominated by traditional occupational positions; young women predominantly taking on roles with caring responsibilities. The pay is ridiculously low.

Young workers are a vital part of the workforce but are often undervalued, underpaid, discriminated against and even bullied at work. All workers, irrespective of their age, should be treated in a fair and consistent manner by their employer.

Young workers suffer the most from zero hour contracts, making it almost impossible to begin a family life or obtain a mortgage or tenancy agreement.

The GMB and other unions work hard to protect the rights of young workers and improve their terms and conditions but it's getting harder.

Therefore congress, we call on our union to campaign for the following policies to be adopted by the new government:

1. Campaign for the adult National Minimum Wage rate to be paid at 18 and negotiate the removal of youth rates in many workplaces.
2. Urge the new administration to use procurement to create opportunities for young people. The public sector has an important role to play in encouraging employers who win major public procurement contracts, to provide as many hiring and training opportunities for young people as possible, either directly or through their supply chains. Public sector employment is in decline overall but high rates of turnover in some areas mean that hiring opportunities still exist.
3. Tailor support for different groups - such as young people with disabilities, caring responsibilities and those from ethnic minorities. Campaign to remove prejudice, whether financial, gender based or social, to help improve the choice of occupation and ability to take up work.
4. Increase the pittance that is often paid to apprentices.

BASF CHEMICALS BRANCH
Yorkshire & North Derbyshire Region

C17 323. CALL FOR BETTER FUNDING AND IMPROVED MENTAL HEALTH SERVICES FOR YOUNG PEOPLE

Congress agrees child and adolescent mental health services are currently under increasing pressure, having to cope with juggling tight resources and increasing demand. This, coupled with spending cuts from both the NHS and Local Government budgets is having a devastating effect on the lives of vulnerable young people when they need it most.

Experts believe that early care and intervention is better for the young person and in the long term better value for money – without early help and diagnosis - these conditions can lead to serious problems for the young person which they may carry into adulthood often needing time in hospital, and unfortunately for many, time in prison.

Therefore this Congress is calling for increased funding for child and adolescent mental health services to secure a healthier future for our young people.

HAVERING BRANCH
London Region

C17 324. MENTAL HEALTH SERVICES AND YOUNG PEOPLE

This Congress believes that mental health services for young people and adolescents are slowly being dismantled on a local level due to funding cuts.

Young people, some barely in their teens, are being let down time and time again by what mental health support there is. That support is often inadequate or inaccessible.

Waits for counselling can take up to 6 months and “crisis teams” are often unable to visit young people in immediate need. This situation is nationwide.

Early intervention is in some cases life saving and appointments 6 months after the crisis is untenable.

We call upon the next Labour Government to hold an emergency review of Child and Adolescent Mental Health Services, to ring fence funding and to improve services. Also for all GMB sponsored MPs to attend every session in the House which discusses these issues.

M15 BRANCH
North West & Irish Region

325. EMPLOYMENT JOURNEY

This Congress notes and pledges its full support in adopting GMB Scotland's Employment Policy Model; "The Employment Journey: A Fresh Perspective to Employment".

At the centre of the model are the four steps of seeking, securing, staying and succeeding in employment. The landscape and the environment in this model contribute to achieving this by taking a person centred approach. It designs processes, policies and structures around the needs and challenges faced by the individual. It also promotes a lifelong, joined up approach to tackle inequalities, missing gaps and challenges in terms of life chances, education, employment and pensions.

Congress notes that while this model was created in Scotland, it is a model which can be adopted across the UK and elsewhere, ensuring that each of us is able to succeed in life irrespective of who we are or where we learn, work and live.

In adopting the employment journey model as GMB Policy, Congress therefore calls upon the CEC to:

- 1) Encourage regions to promote the model plus the 22 recommendations set in the document in their areas.
- 2) Work with the TUC and other unions to gather support for the model
- 3) Lobby Central and Local Government in every part of the United Kingdom to adopt the model as a way of future policy making to tackle inequalities, missing gaps and challenges in terms of life chances, education, employment and pensions.
- 4) Report back to Congress 2016 on progress.

ASDA BRANCH
GMB Scotland

326. OBSTACLES FOR YOUNG PEOPLE IN OBTAINING AN INTERVIEW

This Congress is deeply concerned at a new and growing problem for young people seeking work.

More and more employers are requiring young applicants to undergo internet application forms and assessments to determine whether an interview will be offered.

This is off-putting for many young people especially those with little or no internet experience and/or where internet experience or use would not be relevant to the job they are applying for.

Congress therefore, calls on all officers, both lay and full time, including those with responsibilities in local and national government to urge employers not to use this process as part of the selection criteria.

HOME COUNTIES GENERAL BRANCH
London Region

SOCIAL POLICY: EDUCATION & TRAINING

327. DECIMATION OF EDUCATION

This Congress must oppose the calculated and vindictive destruction of the right to education of our working class young people.

B90 BRANCH
North West & Irish Region

330. INDUSTRY TRAINING BOARDS

This Congress agrees to urge the next Labour government to re-introduce Industry Training Boards that are much needed to up skill the labour force to fill those skill shortages in various industries.

GOOLE BRANCH
Midland & East Coast Region

SOCIAL POLICY: THE ENERGY MARKET

334. DEALING WITH THE TWIN CHALLENGES OF CLIMATE CHANGE AND ENERGY SUSTAINABILITY

This Congress must support Climate Change and Energy Sustainability.

Under the Kyoto Protocol, by 2012, the UK must reduce its baseline emissions of six major greenhouse gases by 12.5% from a base line target set in 1990. We believe the government has made a good start to achieve this target; the reduction of CO2 in the atmosphere is paramount.

The effects of climate change can be seen in our everyday lives. Weather patterns are becoming increasingly disrupted and unpredictable. During the last 50 years winters have become warmer with heavier rain falls. There have been so called once in a 1000 year events happening for at least the last five years. For example, Boscastle, West Midlands, Malton and who will ever forget the devastating floods in the Cocker mouth area, bridges that have stood for centuries washed away. The Somerset levels were under water last winter for several weeks, bringing devastation to many families.

It is estimated these events have cost over £5 to £7 billion in claims from 2008 to 2014, according to the Association of British Insurers.

The Energy Saving Trust predict that by the end of the century the average temperature in the UK could be 10C to 4.50C hotter than today, depending on how high greenhouse gas levels rise. This would impact on all sectors with ironically more demand for energy to cope with the environment fluctuations. We believe with these increased demands on the energy forecast we desperately need to get a move on, developing clean coal technology is essential in dealing with the twin challenges of climate change and energy production. Burning gas to generate electricity is not a long term solution, building new nuclear power stations is one solution. However, the cost and timescale may be insufficient to keep the lights on. Likewise, wind power will not have the capacity to solve the problem.

We still have hundreds of years of coal reserves and it is a travesty that Kellingley and Thoresby Collieries are under threat of closure.

As gas and oil supplies run out, we cannot be in the position of having to rely on others for the security of our future energy demands. With this new technology we can, if the investment is made, lower emissions of CO2 giving us control over our own energy demands and creating many new jobs for workers in Britain.

This Congress calls on the new government to invest government money into the development of deep mined coal and carbon capture and storage

LEEDS WORKS DEPARTMENT BRANCH
Yorkshire & North Derbyshire Region

335. FOSSIL FUELS

This Congress recognises that we have to stop burning fossil fuels if we are to avoid catastrophic climate change and realises that we have to protect our members in the energy sector at the same time by achieving a just transition to greener alternatives. This cannot be left to market forces which is why GMB is part of the Trade Unions for Energy Democracy (TUED) network. TUED cannot survive without funding.

Congress agrees that the GMB will urge the TUC to endorse its aims and will make a reasonable financial contribution to its work.

BRITISH GAS BRANCH
Wales & South West Region

336. UK DOMESTIC GAS INDUSTRY UNDER THREAT

This Congress is very concerned to learn that the government is considering banning the use of natural gas in domestic property from 2040 and making it illegal to use gas appliances and central heating in domestic property. This is aimed at reducing CO2 and methane emissions into the atmosphere in line with the targets set by them.

This does not take into consideration that natural gas is the cheapest and cleanest of all fossil fuels used in the UK. Natural gas is used by 21 million households in Britain, some 90% of households are now heated by natural gas. It employs over 110,000 people directly and another 35,000 in the supply chain.

In 1970 the government closed down the gas industry in Northern Ireland making everybody convert to electricity, only to realize the error 25 years later and reintroduced gas to Northern Ireland in the late 1990s.

The GMB was founded by the gas industry and is still the largest trade union in the gas industry. This Congress believes that the GMB must research this issue in great detail and be ready to fight this lunatic policy in the interests of members, gas users and the public at large.

C60 CROYDON BRANCH
Southern Region

337. FRACKING

Congress would like the use of fracking to be stopped, if the country and other countries are not in favour of using fossil fuel then why are we using gas extracted from shale as surely this is another form of fossil fuel. By pumping high pressure water through the ground this must and will have an adverse effect on the water course underground and cause irreversible pollution which we cannot see.

BRAINTREE & BOCKING BRANCH
London Region

338. ANTI-FRACKING

This Congress calls on the government to prevent multi-national companies coming to the UK to frack our land.

There is not sufficient evidence identifying fracking as safe.

HULL RETAIL AND DISTRIBUTION BRANCH
Midland & East Coast Region

SOCIAL POLICY: HOUSING

339. SOMETHING FOR NOTHING SOCIETY - HOUSING

Congress recognises that Cameron and his Tory friends like to use the title of this motion, but to them, it is their attempt to paint a derogatory picture of the unemployed as 'spongers and welfare cheats' !

Congress believes the truth of the something for nothing society is actually better attributable to the asset holders in our society. Those people who do not produce anything but make money by holding assets and speculating and buying and selling those assets. Housing stock is a prime example.

Congress in 2014 endorsed the GMB Special Report on Housing as an excellent and comprehensive document.

However, Congress believes there is an imbalance in our society with too many viewing a house as an investment and not a home. More and more people are becoming amateur landlords and building a portfolio of houses when many young families cannot buy their one home. The buy to let market helps fuel the ever increasing house price increases particularly prevalent in the South East. This is likely to be more pronounced when the housing market is likely to be further fuelled by the irresponsible attitude of the government in releasing 'pension pot' monies.

Congress requires an incoming labour government to be bold and introduce housing measures to end the investment and speculative nature of house purchase. High housing costs are a tax on society and although we believe in a vibrant rental sector, it is a right to be able to buy a family home and at the moment we have a two tier world with many young people desperately accepting they will never own a home.

Congress believes that this cannot be acceptable and requires the GMB leadership to lobby government to address these issues. Dissuasive measures , which may include penal tax rates, income and capital gains , must be introduced to restore a view of a house as a home and not a retirement fund.

Congress wishes to see an end to buy to let !

X23 DOVER FERRIES BRANCH
Southern Region

EP 341. CHANGES URGENTLY NEEDED TO SOCIAL HOUSING POLICY

This Congress must support changes to social housing policy. There is a large amount of inadequate housing, especially in the private sector. This is a particularly acute problem if families with children are unable to secure council accommodation. Sub-standard housing has a detrimental effect on the health and educational achievement of these children.

We believe that, in the sixth biggest economy in the world, this is totally unacceptable.

We therefore call on this Congress to:

1. Lobby the new government for a change in the law, so any sub-standard and inadequate housing in the private sector may be compulsory purchased by the local authority if the landlord fails to rectify any deficiencies within a reasonable period after notification by the tenant or complaint to the local authority.
- 2 Ensure that following this compulsory purchase, the local authority should receive adequate funding from central government for these repairs and to make the property energy efficient.
3. Press for the local authority to employ direct labour to build new housing and carry out improvements to the existing and compulsory purchased stock.
4. Make sure the right to buy be rescinded for this accommodation unless there is no waiting list for local authority housing.

SHEFFIELD MCP & LIGHT BRANCH
Yorkshire & North Derbyshire Region

343. SINGLE HOMELESS CRISIS

This Congress views as a scandal the lack of affordable housing for single homeless people, which often leaves them having to live with their parent(s) or relatives long into their adult life, flat or house-share in overcrowded conditions or at worse, homeless and on the streets.

This Congress mandates the CEC to highlight these issues and vigorously campaign with all other trade unions, charities and campaign groups to ensure that all members of our society have the right to decent, safe and affordable housing.

ISLINGTON APEX BRANCH
London Region

EP 344. AFFORDABLE SOCIAL HOUSING

This Congress recognises the need for affordable housing. The number of people living in social housing in this country is in decline. Waiting lists continue to grow. More and more people are forced into private rented housing.

We need to campaign to build more affordable houses.

A15 ASDA BRANCH
Birmingham & West Midlands Region

EP 345. CAMPAIGN TO INCREASE SOCIAL HOUSING STOCK

This Congress recognises that there is woeful inadequacy in the British social housing stock and at the same time much skilled building workers left unemployed due to the difficult economic climate. Therefore, we call upon the GMB to use its influence with the TUC and Labour Party to campaign for a Government strategy that will invest in the building of and vastly increasing the social housing stock throughout the UK. This could help alleviate the homelessness situation and give the economy a much needed boost by getting skilled artisans back into work.

RHONDDA CYNON TAFF CBC BRANCH
Wales & South West Region

346. DEMOCRATIC CONTROL OF HOUSING

This Congress calls for all Housing Associations to be taken under democratic control within Local Authorities. All empty dwellings should also be taken over through compulsory purchase powers by the Local Authorities after being empty for a six month period; and Local Authorities should build houses year on year until the need has been exhausted.

W50 WELLINGTON BRANCH
Birmingham & West Midlands Region

347. HOUSING ESTATE REGENERATION

This Congress notes that in council owned estates in London and in the South East council tenants and leaseholders face having their homes subject to being compulsory purchased so that the estates can be demolished and "regenerated" into expensive homes that neither tenants nor leaseholders can afford to rent or buy.

GMB Congress calls on the CEC to secure TUC and Labour Party support for tenants and leaseholders who are trying to protect their homes and trying to stop this land grab. A specific aim should be to stop cash starved Labour controlled councils using council homes as a cash machine to bridge funding gaps.

GMB Congress supports estate regeneration where the primary aim is to improve conditions for existing tenants and leaseholders and opposes it where the primary aim is for private developers to cash in and make loads of money while existing tenants and leaseholders face being kicked out of their homes.

GMB Congress calls for regions and branches to take an active hand to warn tenants and leaseholders in London and the South East estates what the Tories plans are for their homes.

L26 LB WANDSWORTH BRANCH
Southern Region

350. SELLING OFF OF SOCIAL HOUSING

This Congress condemns the wholesale purchase of social housing by foreign investors resulting in mass evictions of long-standing tenants in pursuit of higher profits

LEICESTERSHIRE 2000 BRANCH
Midland & East Coast Region

353. HOUSING

This Conference calls upon the next Labour Government to implement legislation that will order all new build council housing to be “whole life housing” and installed with solar panels on the roof and all windows to be double glazed.

If Government is sincere in its programme for cleaner energy then it must accept the challenges that global warming is inflicting on the environment and deal with it urgently.

MILTON KEYNES CITY BRANCH
London Region

SOCIAL POLICY: TRANSPORT

355. PUBLIC TRANSPORT COSTS

Congress is deeply concerned at the ever rising cost of public transport, that for many years has outstripped the rise in wages and an ever harsher burden for those whose wages have stagnated or fallen.

Transport costs in the UK are far higher than in other European countries, despite our growing use of public transport, both for local and main line journeys.

Congress agrees that as more and more people have to travel further to work, the cost of travel should be emphasised in all wage negotiations and in all comparative claims in respect of the cost of living, as it is usually the lowest paid who rely most heavily on public transport.

HENDON BRANCH
London Region

357. PUBLIC TRANSPORT DEFICIT IN RURAL AREAS

This Congress notes how rural communities, such as some of those in Monmouthshire, have become increasingly isolated in recent years and how the elderly, young and unemployed who rely upon public transport have been both forgotten and disadvantaged.

Savage cuts to rural transport services mean that people find it difficult to find and retain jobs, travel to school or college and access health services.

As many Local Authorities reduce funding for supported bus services, operators respond by putting up fares or withdrawing routes altogether.

The consequences of reducing services are social, economic and environmental, so Congress calls upon the Government to ensure that Councils prioritise funding for transport systems that reduce traffic, cut emissions and allow people to access employment and other vital opportunities.

MONMOUTHSHIRE COUNTY COUNCIL BRANCH
Wales & South West Region

358. THE SCOTTISH REFERENDUM AND BUS PASSES IN GREAT BRITAIN

This Conference welcomes the result of the No vote in the 2014 Scottish referendum and the decision of Scotland to remain a part of the UK.

To show that we are committed to the United Kingdom, the government should allow Scottish pensioner and disabled bus passes to be used in England and Wales, English bus passes to be used in Wales and Scotland, and Welsh bus passes to be used in England and Scotland. Just as Northern Ireland and Irish Republic bus passes can be used in both countries.

This will encourage more travel between these separate countries and reduce the feeling of isolation in remote parts of the UK.

C60 CROYDON BRANCH
Southern Region

359. UNFAIR CHARGES

Congress notes the many unfair charges to both motorists and passengers in the course of everyday activities.

These include drop off fees at airports, charges at station taxi ranks, and parking fees at hospitals, all of which add to the normal cost of necessary journeys.

Congress agrees to seek the support of GMB MPs to challenge these charges wherever possible.

GMB PROFESSIONAL DRIVERS BRANCH
London Region

360. MOTOR INSURANCE UNFAIR PRACTICE

Congress agrees the sordid practice of insurance companies using damages to windscreens as part of a no claims discount when calculating premiums should be challenged, and should be removed from any aspect of claims. To charge for a matter beyond control of any motorist is unacceptable.

Also motor insurers should not penalise drivers for their past points. Insurers use past points on licences that have been dismissed by the normal course of time for up to two years after the offence has been removed.

Congress agrees to enlist GMB sponsored MPs to pursue this in Parliament.

GMB PROFESSIONAL DRIVERS BRANCH
London Region

361. LOCAL AUTHORITIES & ILLEGAL PLYING FOR HIRE

This Congress calls upon the CEC, Professional Drivers Branch and GMB Parliamentary Group to campaign hard to help bring about better legislation that stops irresponsible local authorities from licensing Hackney Carriage vehicles that operate and ply for hire illegally as Private hire vehicles in other local authority districts. We also want to see Enforcement Officers given new powers to inspect and prevent operators from plying for hire and operating illegally outside the areas where they have not been licensed.

We suspect some Local Authorities have turned the licensing of Hackney vehicles into a way of raising additional local finance. We believe the actions of the Authorities involved and operators engaged in this, place the livelihood of honest drivers and operators at risk due to unfair competition. They also place members of the public at risk when they ply for hire in areas where they are not under the control of the authority they are licensed in. Concerns are also raised in respect of the validity of the driver's vehicle/hackney carriage insurance when they operate in this way.

We have a situation in Manchester where Rossendale Hackney vehicles are frequently operating in Manchester as private hire vehicles using Manchester radios. Yet the conditions that Manchester licensed Hackney vehicles have to meet under the City Council regulations are stricter than those licensed in Rossendale. Furthermore, Licensing Officers in Manchester have limited powers to intervene or check the vehicles operating in this way.

We know the Law Commission is preparing some changes but these may not be effective enough to meet the current problems that exist, further work and urgent action is required to stop this practice spreading further.

Q22 BRANCH
North West & Irish Region

364. ROAD TRANSPORT INFRASTRUCTURE

This Congress notes that the road transport infrastructure is not keeping pace with need, either in new build or maintenance.

Faced with ever greater demands for devolved powers, it is high time that political leadership was given to championing massive improvements in regional road networks.

Congress notes that without developments, such infrastructure projects will fail to provide the direct and indirect employment and access that local areas desperately need and connectivity will fail to keep pace with developments.

Congress calls on the Labour Party to commit to a policy that will see the road networks opened up to the rest of the economy by direct public investment.

H40 NORTHUMBERLAND LA BRANCH
Northern Region

365. MEDICAL FOR ALL HGV DRIVERS

Congress asks that the CEC and the GMB lobby all MPs in regard to HGV (LGV) medicals, all HGV drivers by law require thorough stringent medicals, once someone gets their HGV licence, they have to book a medical.

Medicals at a GPs surgery can vary anything from £70 to £140. Congress therefore asks that we lobby Parliament to get some sort of uniformity in regards to the practice of charging what they feel they want to charge.

We ask that a standard across the board be brought in so drivers know that is what they will be paying for their medical.

We ask Congress to vote in favour of this motion, as it affects thousands of HGV drivers and can, in some cases, be very expensive.

BRAINTREE & BOCKING BRANCH
London Region

366. 'GREEN' FUEL - SHIPPING

Congress recognises the serious impact and financial penalty imposed on the shipping companies and ferry industry by the legal imposition and requirement to burn less environmentally damaging fuel.

Congress clearly supports the green agenda and the legal moves requiring cleaner fuel.

Congress, however, also recognises the serious costs of running shipping fleets that provide a 24/7 trade and tourist artery in the economy. When ships can have an economic life of 20/25 years and construction lead in times may be 5 years, change is not always easy and maybe financially very damaging. Even with global fuel prices falling, the premium on green fuel is still very high.

Congress urges the GMB leadership, in partnership with sister unions, to lobby government and the European Commission to seek subsidies to help limit the financial damage of the legal move to , for example, low sulphur marine fuel.

X23 DOVER FERRIES BRANCH
Southern Region

367. SECOND RUNWAY AT GATWICK

The arguments for a second runway at Gatwick, There will be an estimated 40,000 new homes needed. Gatwick themselves have said about 7,000 would have to be built. The airport has stated an extra 17,500 jobs could be created and if you add non-aviation jobs that would rise to 35,000. Gatwick expansion would also raise an estimated £80 Billion pounds in to economy.

The GMB has around 1000 members working in and around Gatwick local communities; We would strive to see this grow.

Although the airports commission will back only one, there is an argument for two. For an international airport like Gatwick to ignore the GMB and by doing so letting down the local community and workers that depend on its services is criminal. It is essential that Gatwick work with the GMB union putting member's interests at the forefront.

"To this end we call upon Congress, to support our campaign to draw Gatwick Airport LTD into trade union discussions, to support a second runway at Gatwick that will benefit our great union and our members who live and work around the Airport. "

Colleagues we thank you.

B23 BRITISH AIRWAYS BRANCH
Southern Region

368. INDIGNITY OF PHYSICALLY IMPAIRED PASSENGERS TRAVELLING THROUGH STANSTED AIRPORT

Congress notes passengers with limited mobility are being disadvantaged by a lack of facilities at Stansted Airport, due to the race to the bottom caused by the lower bids being made by contractors who win the contracts are unrealistically low.

This results in low levels of service, shortage of staffing levels and worsening T's and C's for our members.

All too often, disabled passengers are being left on inbound aircraft for an unreasonable amount of time, because of the lack of staff employed by the contractors. On a number of occasions disabled passengers have been assisted off aircraft by cabin crew and handling staff, in order not to delay the outbound boarding process and left exposed to inclement weather whilst waiting for assistance they need to travel through immigration.

Passengers on outbound flights regularly are left, at departure gates for long periods of time, and arrive at flights late, due to staff shortages.

I urge this Congress to campaign, that we insist that local airport authorities assist in supplementary payments to help eradicate this problem.

STANSTED AIRPORT BRANCH
London Region

370. PARKING ON PAVEMENTS

Congress agrees that the parking of cars on pavements is a danger and poses risks to people, particularly the disabled. This inconsiderate parking prevents wheelchair users and the blind from staying safely on the pavement and forces them into the roadway.

There is a national ban on cycling on pavements, so why are cars allowed to drive and park on pavements?

Some authorities such as Exeter, prohibit parking on pavements and actively enforce this. Others have a similar policy but do not enforce.

Buildings have to be DDA compliant so why not our pavements?

This motion calls on this Union to put safety first and campaign for a national ban on parking on pavements.

HOME COUNTIES GENERAL BRANCH
London Region

SOCIAL POLICY: WELFARE RIGHTS & SERVICES

EP 372. TO ADVOCATE AND FIGHT FOR CITIZEN'S INCOME

This Congress notes that with inequality at its highest levels since Victorian times and social mobility practically non-existent in one of the leading economies in the world, economists conclude that it has cost our country nine percentage points of economic growth in the last twenty years. Along with this, Congress also notes that the richest ten per cent earn 9.5 times more than the poorest and top UK directors are estimated to earn 120 times the average wage, up from 45 times in 1998.

We have seen austerity rip the social fabrics of our nation, with cuts that are more right wing than when Thatcher was at the helm. The demonisation of the Welfare State, and particularly the unemployed, who only account for two per cent of welfare, where pensions account for above 50%, has allowed the Tories to cut social spending to its bare bones and further cuts will see parodies of the 1930's, pre NHS. Average wages are now worth £2,500 less than they were in 2010, and this trend will only continue, where the rich get richer and the poor get poorer. Congress notes that the increase in bogus self-employment, precarious work such as the repugnant zero contract hours, increased underemployment, the minimum wage now the maximum for many, employment rights being stripped from us and in work poverty leaving a million visiting food banks, has led to millions unable to achieve the economic stability and the standard of living that should be a given in the sixth richest economy on the globe.

Congress agrees that in order to change the ideological mindset regarding welfare, to provide stability for many, and an opportunity for those who wish to increase their chances of social mobility, the GMB should continue their fine work they have carried out in fighting for a living wage, but, also alongside this fight, advocate and pursue a Universal Citizen's Income. The GMB should also encourage the Labour Party to endorse a Citizen's Income which will help stimulate an economy that's providing a recovery for the few and not the many.

BRITISH GAS BRANCH
Wales & South West Region

374. DWP TO WORK IN PARTNERSHIP WITH OTHER AGENCIES

This Congress is asked to support a campaign for DWP to work in partnership with other agencies to prevent the loss of benefits to the most vulnerable of our society and those suffering in other ways. When someone has lost their job for any reason it is a very stressful time, applying for benefits only adds to the burden. If the benefits agency referred people to other support agencies then there would be less people suffering the consequences of loss of income due to not understanding the system or what they should be applying for. The worst thing is many disabled people who had work and were supported by Remploy have no longer got that support and don't know who to turn to. If there are services such as the Union Learn Centres, Social Services and supporting people services that can help with the process, there would be less people being sanctioned or losing a benefit because they had not completed a form in time.

A08 BRANCH
North West & Irish Region

377. ACCESS TO WORK

Congress agrees Access to Work Grant can pay for practical support if you have a disability.

- * Start working
- * Stay in work

Disability or health condition must affect ability to do the job.

- * Start new job
- * Reduce absence from work

We call upon this Congress to lobby government to improve the Access to Work Policy.

Our members have to wait far too long for support after that first call is made.

We are seeking a restructure and a new policy that enables our members to get the help they require at the very first opportunity.

ASDA BEDFORD DC BRANCH
London Region

378. EXPLOITATION – UNEMPLOYED WORKING FOR BENEFIT

This Congress is asked to campaign for anyone who attends work placements to be paid a wage instead of just getting their benefits and not have the threat of sanctions if the person feels that the job is not what they are qualified to do. Forty people who are unemployed were placed at Hitchens Manchester on a two week work trial working 12 hours shifts for FREE, one person was offered a permanent position. A few weeks later Hitchens had another group of people working for free. Pound Stretchers, PPI firms, Call Centres, care Services and many more are staffed by people claiming benefits on the pretence that there is a job at the end of it. These people are treated as slaves in the various different industries and have the threat of sanctioning if they do not complete the work placement. Lucy has a degree in Social care, was forced to work in a care home for FREE and the only experience she had was cleaning.

A08 BRANCH
North West & Irish Region

INTERNATIONAL

380. INTERNATIONAL TRADE UNIONS SOLIDARITY APPEAL

This Congress notes "The Pakistan Trade Union Defence Campaign" (P.T.U.D.C.) was formed in the wake of the Trade Union Leader, Arif Shah's assassination in 1995. The P.T.U.D.C. has waged many campaigns against cuts, privatisation and the exploitation of women and children. It seeks to unite workers, regardless of their sex, ethnic origin or nationality, in a common struggle against capitalism.

Recently, Islamic Fundamentalists blatantly issued threats of attacks and assassination against P.T.U.D.C. Leader, Ghufuran Ahad. Early on the morning of 2nd November 2014, at 5.45 am, Ghufuran Ahad's home, in the village of Allahdand in the district of Malakand, was attacked by hand grenade. Fortunately, no one was injured, but the house was severely damaged.

Congress believes that this highlights the need for the British Labour Movement to strengthen links with the Pakistan Trade Unions and give its full support to those fighting against repression and for workers' rights in Pakistan.

Congress further calls upon the T.U.C. International Committee to respond to the solidarity appeal and send messages of support to Brother Ghufuran Ahad.

SUNDERLAND 1 ENG BRANCH
Northern Region

382. AFGHANISTAN

This Congress calls on the British Government to protect the women of Afghanistan who are being murdered daily. Many of them are teachers, doctors, politicians and professional people, murdered simply for being an educated woman trying to improve the quality of life for their people and country.

With the gradual withdrawal of British forces from Afghanistan these people cannot be left unprotected. There needs to be a plan to safeguard them.

We ask the GMB to urge the Government to work and finance a plan of protection that Amnesty International calls for.

MILTON KEYNES CITY BRANCH
London Region

NATIONAL EQUALITY CONFERENCE MOTION

C18 383. BRANCH ORGANISING AND EQUALITY FUND

The National Equality Conference welcomes the increased activity around equality across the whole of GMB. This conference also notes the ongoing debate around how branches can be re activated and believe that the equality through inclusion agenda lies at the heart of this issue. One of the key areas we can help branches become more active is to provide central resources that can help such as a 'Branch activity and Equality kit.' This would allow the NEF and REF's to provide information on how members can be involved in the GMB around campaigns that can be run by the local branches in their communities.

This conference therefore instructs the National Equality Forum to work with the CEC and regions to develop plans for a Branch organising and Equality fund and how that can be used to increase member participation but also ensure we drive the equality through inclusion agenda at local level.

NATIONAL EQUALITIES CONFERENCE

CONGRESS INDEX OF RULE AMENDMENTS

RA18	RULE NO 37 Branch Secretary
RA27	RULE NO 53 Funeral Benefit
RA28	RULE NO 53 Funeral Benefit

RULE AMENDMENTS

(Line numbering refers to rules as printed in the GMB rulebook)

Rule 37 Branch secretary

6 If a member wants to transfer to any other branch, the branch secretary will give them a signed and stamped transfer paper. The branch secretary must not allow any member to transfer to their branch without a transfer paper. Transfers will need to be approved by the regional secretary and registered with the regional office.

RA18

Clause No: 6, Line All

Delete all and substitute new wording

Delete all and replace

Insert:

If a member wants to transfer to any other branch, the branch secretary must provide written authority, which can be either provided on paper or by digital media. The branch secretary must not allow any member to transfer to their branch without evidence of such approval from the branch secretary of the branch they are transferring from. Transfers will need to be approved by the regional secretary and registered with the regional office. Branch secretaries of both the branch that the transferee is leaving and the branch the transferee is joining will be advised by the regional office when the transfer takes place.

W15 WILTSHIRE & SWINDON BRANCH

Southern Region

Rule 53 Funeral benefit

1 If a full financial member, who has been a continuous member for 5 years dies, the regional secretary will, having been given a copy of the death certificate, pay the widow, widower, member of the family or nominated person a funeral grant of £300. (This person will need to show that they are responsible for paying funeral expenses.)

RA27

Clause No: 1, Line 2

Delete:

Clause 1. If a full financial member, who has been a continuous member for 5 years dies, the Regional Secretary will, having been given a copy of the death certificate, pay the widow, widower, member of the family or nominated person a funeral grant of £300. (This person will need to show that they are responsible for paying funeral expenses).

Amend and Insert:

Clause 1. If a full financial member, who has been a continuous member for 1 year dies, the Regional Secretary will, having been given a copy of the death certificate, pay the widow, widower, member of the family or nominated person a funeral grant of £300. (This person will need to show that they are responsible for paying funeral expenses).

B10 BANBURY BRANCH

Birmingham & West Midlands Region

RA28

Clause No: 1, Line 4

Delete "£300"

Insert "£400"

LEICESTERSHIRE 2000 BRANCH
Midland and East Coast Region

COMPOSITE MOTIONS

C1 Covering motions:

- 24. GMB YOUNG WORKERS ORGANISING STRATEGY (*Wales & South West Region*)
- 25. YOUNG PEOPLE (*Birmingham & West Midlands Region*)

GMB YOUNG WORKERS ORGANISING STRATEGY

This Congress calls upon the Central Executive Council to support the implementation of a GMB Young Workers Organising Strategy, to be developed alongside the National Organising Team.

The main remit for the new strategy would be to look at recruiting, organising and retaining young workers, specifically in casualised work places, where there is a high density of young people in industries such as retail, catering and hospitality services.

In light of young people's involvement in the recent Scottish Referendum, this motion agrees that GMB will call upon the CEC to commence a review of

- ways on how to attract young 16/17 year olds to GMB and the trade union movement in general.
- how GMB can more effectively recruit, deploy and train its young activists; to establish new methods and procedures to support young members in unorganised workplaces and promote the union to young workers.

Wales & South West Region	to Move
Birmingham & West Midlands Region	to Second

C2 Covering motions:

- 67. TCU MONEY (*Yorkshire & North Derbyshire Region*)
- 68. TCU MONEY LTD (*Yorkshire & North Derbyshire Region*)

TCU MONEY

This Congress welcomes the service that TCU Money provides to GMB members and their families in providing ethical financial services. On that basis, Congress recommends that those regions not yet on board, i.e. where no other such service is made available to members in the region, consider doing so soonest.

In order to facilitate further growth, Congress recommends that GMB allow its name to be used so that TCU Money Ltd can be rebranded as 'GMB Money Ltd'.

Yorkshire & North Derbyshire Region	to Move
Yorkshire & North Derbyshire Region	to Second

C3 Covering motions:

91. SUPPORTED EMPLOYMENT FOR DISABLED WORKERS (*Yorkshire & North Derbyshire Region*)
93. DISABLED EMPLOYMENT (*Yorkshire & North Derbyshire Region*)

SUPPORTED EMPLOYMENT FOR DISABLED WORKERS

This Congress calls upon the CEC to continue to show its support for the former Remploy workers and vulnerable people in society to have supported employment that this Tory/LibDem government has ripped the heart out of!

This Congress supports the running of these vital economic industries by local councils and not for profit with ring-fenced budgets which can't be cut and would ask that the Co-op model be looked at.

This Congress demands that whoever is in power after the general election places a statutory duty on all local authorities to provide meaningful employment for disabled people that matches the percentage of disabled people in their locality.

This Congress demands that the CEC lobby Labour to make it policy that supported employment be reintroduced into the UK workplace where the Tories chose to remove it from.

This Congress wants no further repeats of what happened to Remploy and there is a place in British industry for supported employment!

Yorkshire & North Derbyshire Region	to Move
Yorkshire & North Derbyshire Region	to Second

C4 Covering motions:

129. INDUSTRIAL ACTION BALLOTS (*Wales & South West Region*)
130. MODERN VOTING METHOD (*Midland & East Coast Region*)

MODERN VOTING METHODS FOR INDUSTRIAL ACTION BALLOTS

This Congress notes and deplores the pledge made by the Prime Minister that a future Conservative Government would introduce legislation requiring unions to achieve a minimum threshold for voting purposes before any lawful industrial action could be taken.

This pledge is nothing more than an outright assault upon the right to strike, and is intended to swing the balance of industrial power even further towards the employers in this country.

Congress recognises, however, that a contributory cause of low ballot turnouts is the method restriction that applies to the voting process.

In order to promote greater industrial democracy, the introduction of electronic vote casting, which is a simple and inexpensive exercise, should be facilitated. This would help overcome the reluctance to vote postally and bring the process into the digital era.

This Congress asks the Central Executive Council and calls upon the GMB nationally to campaign against any back-door way of restricting the right to strike for:

- a change in legislation with the objective of members being able to participate in industrial ballots
- the implementation of alternative voting methods aimed at increasing worker participation in the ballot process and utilising electronic voting methods which also includes adopting a GMB app

**Wales & South West Region
Midland & East Coast Region**

**to Move
to Second**

C5 Covering motions:

145. A FAIR LIVING WAGE FOR ALL (*Birmingham & West Midlands Region*)
149. LABOUR GOVERNMENT TO INTRODUCE THE LIVING WAGE (*London Region*)

A FAIR LIVING WAGE

This Congress notes that at its annual conference, the TUC unanimously passed a resolution from the Bakers Union demanding a legal national minimum living wage of £10 an hour regardless of age.

The same living wage is called for by the GMB and the think tank CLASS.

Congress proposes the Labour Government should introduce in line with current GMB policy a Living Wage in October 2015. This being a vital first step towards ending the scandal of low pay that so blights our society and brings a life of hardship and stress to millions of UK workers.

This Congress also notes that reports estimates of at least 250,000 workers are not even being paid the legal minimum wage and the TUC calls earlier this year for continuous improvement in enforcement of the national minimum wage during the next parliament.

We agree that there should be no hiding place for bosses who try to cheat their workers out of the minimum wage and that the taxpayer should not be subsidising these penny pinching rogues.

This Congress calls on the GMB to work together with our sister unions and the TUC to renew our fight in keeping the issue of poverty pay right at the top of the Trade Union agenda.

We should ensure that every Union negotiated pay claim across the country is for a minimum of £10.00 an hour as standard practice.

Furthermore, we demand that the new Government replace the National Minimum Wage with a legally enforced compulsory national living wage of £10 per hour for all workers and further ensure that there are no discriminations for age or employment status.

Any company who falsely claims they are unable to afford to pay this or who try to avoid paying should have their finances scrutinised, their bosses should be prosecuted, named and shamed and fined heavily at every opportunity.

**Birmingham & West Midlands Region
London Region**

**to Move
to Second**

C6 **Covering motions:**

- 223. TAX AVOIDANCE (*London Region*)
- 225. CUTS TO CORPORATE WELFARE (*London Region*)

TAX AVOIDANCE AND CUTS TO CORPORATE WELFARE

This Congress notes the recent report in the Guardian Newspaper that Peter Mandelson avoided paying Income Tax by covert means.

It was reported he borrowed £400,000 from a company of which he is the sole owner thus avoiding the Income Tax had would have been liable for had that sum been paid to him as income, thus depriving HMRC.

This, at a time of austerity when our members receive few if any pay rises and a rising cost of living.

This Congress agrees to campaign for cuts to Corporate Welfare for private and public sector businesses and a reduction in the tax allowances for individuals of high net worth and not cut the welfare budget for those who have a low income or no income. Congress therefore supports the Labour Party's proposals to bring an end to all forms of tax evasion and avoidance practices.

London Region
London Region

to Move
to Second

C7 **Covering motions:**

- 230. EAST COAST MAIN LINE (*London Region*)
- 231. RE-NATIONALISATION OF THE RAILWAYS (*Southern Region*)

EAST COAST MAIN LINE AND THE RE-NATIONALISATION OF THE RAILWAYS

Congress deplores the reprivatisation of the East Coast line. After the complete failure, time and again of the private sector to run the East Coast Line, it was taken back in to public ownership. Since then it has become more efficient, well run and is returning money back to the exchequer.

The East Coast Line has blown away the myth that private is good and public is bad. It shows that without the need to make profits and pay dividends to shareholders, that a publicly run Railway System works well and provides better value for money.

This Congress believes that the current privatised railways system is not giving value for money and reaffirms its view that the railways should be taken back into public ownership as a matter of urgency.

The Congress calls on for the Labour Party/Government to re-nationalise all the railways in Britain and calls on the GMB to raise this again with the Labour Party and to urge them to pursue this as a major priority.

Southern Region
London Region

to Move
to Second

C8 **Covering motions:**

233. POLITICAL ENGAGEMENT (*Wales & South West Region*)

234. POLITICAL ORGANISATION (*North West & Irish Region*)

POLITICAL ENGAGEMENT AND ORGANISATION

This Congress notes that over the past two years the GMB has made a major effort to encourage its members to engage in the Political process and to be more aware of the benefits Political Engagement brings.

It is very easy to sit on the sidelines and to bemoan what politicians do in our name. We can all give examples of things we are unhappy with for example: -

- Cuts to Public Services
- Bedroom Tax
- Zero Hour Contracts
- Privatisation of the NHS
- Wage Freezes

However, the only way to deal with these issues is to put pressure on politicians, by joining the Labour Party, getting involved in GMB and community campaigns and to consider standing for public office. If we are unhappy with what the current batch of politicians is doing we should do something about that by standing ourselves.

This Congress seeks to encourage greater involvement of all members in local, national and elective politics by making political training and education available to all, and by taking a positive approach to organising the whole membership in political activities.

We therefore call upon the CEC to ensure that there are more opportunities for members to become involved in political campaigns, and to take up training courses/opportunities that will give our members the skills and knowledge about the role of being an elected politician.

Wales & South West Region
North West & Irish Region

to Move
to Second

C9 **Covering motions:**

237. MP's PAY RISES (*London Region*)

238. MPS PAY (*Birmingham & West Midlands Region*)

MP'S PAY RISES

This Congress asks the CEC to oppose MPs getting above inflation pay rises and be brought in line with any pay rise other public service employees get.

MPs should not get any higher pay rise above what other public servants get.

Paying MPs a higher % pay rise than any public employees irrespective of their job is totally unacceptable.

This Congress calls on the GMB and other unions to launch a campaign to lobby for equal pay on all sides and agrees that in the future, if public service workers get 1% then the members of parliament's (MP's) pay increases will fall in line also.

London Region
Birmingham & West Midlands Region

to Move
to Second

C10 Covering motions:

241. UKIP PREYS ON ECONOMIC ANXIETIES (*Yorkshire & North Derbyshire Region*)
242. STAND UP TO UKIP (*Yorkshire & North Derbyshire Region*)

UKIP

This Congress is concerned by the rapid growth of UKIP, a right wing, racist and anti-trade union party.

This Congress believes, while UKIP preys on economic anxieties, the only real answer to low pay and exploitation is stronger employment rights, protections and trade union solidarity. Congress asserts that trade unionists are uniquely positioned to challenge such propaganda.

We recognise that migrants are not responsible for the lack of affordable housing, the break-up of the NHS or the economic crisis. Congress rejects attempts to pit UK workers against migrant workers or claimants. It rejects the divide and rule rhetoric and notes that migrants pay more in taxes than they receive in benefits.

Congress further notes that UK benefits are among the lowest in Europe, making claims of 'benefit tourism' ridiculous.

Congress calls for a sustained campaign to challenge the politics of hate by:

1. Developing local community campaigns, following the 2015 general election, in conjunction with organisations such as other unions, the Labour Party, TUC Local Councils and BAME groups.
2. Counteracting voter disillusionment and UKIP's policies for workers, highlighting voter registration and engagement through active campaigning and political education.
3. Tackling the toxic rhetoric around migration and placing a renewed focus on organising and recruiting migrant workers as happens in our Polish branch.
4. Continuing to counter the racist anti-immigration propaganda that originates in the overtly racist parties and groups in the UK and is now being adopted by some of the established mainstream parties like the Tories and UKIP

We note the formation of Stand up to UKIP, a broad based campaign which includes leading trade unionists, MP's and community organisations which are coming together to oppose UKIP.

We agree to support and publicise initiatives called by Stand up to UKIP.

Yorkshire & North Derbyshire Region
Yorkshire & North Derbyshire Region

to Move
to Second

C11 Covering motions:

- 243. CONSTITUTIONAL CONVENTION FOR BRITAIN (*Wales & South West Region*)
- 245. REGIONAL GOVERNMENT (*Yorkshire & North Derbyshire Region*)
- 246. REGIONAL GOVERNMENT (*Northern Region*)

REGIONAL GOVERNMENT

This Congress believes that the Scottish referendum revitalised politics north of the border and brought many people into political debate young and old who had previously been disengaged. We believe the devolution of decision making to the regions of England has the potential to do the same.

This Congress recognises that with the onset and aftermath of the Independence Referendum in Scotland and the Smith Commission on the devolution of further powers to the Scottish Government, there is now an urgent need for a new constitutional arrangement between each of the constituent Countries and Regions of the UK.

We believe that this Convention should look to redress the in-balance of power, both financial and political, that exists between Westminster and the South East and other parts of the country and notes that there is a desperate need to review Regional Devolution so that some areas do not face the prospect of being forgotten.

This Congress notes the debacle of the last Labour Government's approach to Regional Devolution in some of the English Regions and Congress calls on the CEC to actively engage in campaigning for the empowerment of English regions, giving greater economic, social and political power to the regions.

We therefore call upon the Central Executive Council to support the Labour Party's campaign for a new Constitutional Convention, that will cover the whole of the Country and allow for more power and financial resource to be devolved to the existing Devolved Administrations and for new Regional administrations to be set up in the English regions e.g. Cornwall.

We believe that this constitution will bring power closer to people, allowing decisions to be made closer to the communities where our members work and live, and thereby reduce the feeling of disconnection between the political elite in London and the rest of the country.

Congress calls on the Labour Party if it forms the next UK Government to commit to a Commission for Regional Governance for English Regions as part of a process leading to a Regional Devolution of powers in English Regions.

Northern Region	to Move
Wales & South West Region	to Second
Yorkshire & North Derbyshire Region	Priority in debate

C12 Covering motions:

- 262. DON'T LET THE EDL DIVIDE OUR COMMUNITIES (*London Region*)
- 263. ISLAMOPHOBIA (*Southern Region*)

THE EDL AND ISLAMOPHOBIA

This Congress recognises that fascist organisations such as the English Defence League and British National Party are trying to use the recent murders in Paris, France to whip up racism and direct hatred against all Muslims.

Violent attacks against UK Muslim citizens is on the rise. Mosques have been attacked by racist thugs. These fascists and racists should be condemned and opposed. We must not give a quarter to those who would judge an entire religion, race or nationality by the actions of a few.

We do not hold Norwegian Christians responsible for the actions of the fascist Anders Breivik, whose 2011 rampage left 77 dead. We do not hold white people collectively responsible for Timothy McVeigh, the US neo-Nazi whose 1995 Oklahoma City bomb killed 168 people, or for Copeland, the former BNP member who planted bombs across London in 1999. Nor should anyone suggest that Britain's Muslims are collectively responsible for the 22 May attack.

Far right groups have used world events in order to promote their own causes and have used Muslims in order to promote their agenda. Christian churches such as Westboro are not looked upon to represent all of Christianity but ISIS has been used time after time to taint all Muslims with having the same views.

The fascist organisations are trying to stir up trouble and racist violence do not care about the dead, or their families or the interests of any community. They want only to see Muslims attacked and a race war on our streets.

We condemn them and oppose their attempts to call "demonstrations" to exploit these issues. We also call on the media and politicians to stop using inflammatory language that feeds the fascists and racists. We must challenge Islam phobia wherever it raises its head.

The union needs to work with our Muslim members and outside groups to promote a true representation of the Muslim religion. We must reject those who want to divide our communities and set them against each other, and stand fast to the anti-racism, multiculturalism and respect for all.

Therefore we propose that a working party from union members is established to raise awareness and tackle these issues.

We call upon Congress:

- To back the statement "Don't let the EDL divide our communities", launched by Unite Against Fascism.
- To support and add the GMB's name to the list of organisations supporting the statement and further campaigns by Unite Against Fascism.

**London Region
Southern Region**

**to Move
to Second**

C13 Covering motions:

264. THE FAR RIGHT IN EUROPE (*London Region*)

265. GROWTH OF NEO-NAZISM ACROSS EUROPE (*London Region*)

THE GROWTH OF THE FAR RIGHT IN EUROPE

Congress notes the 2014 European elections resulted in gains by the far right parties across the EU, and is deeply concerned at the recent widespread growth of Neo-Nazism across Europe and beyond. The financial crisis and the continued anti-Islamic and anti-immigration propaganda continues to create a climate of extreme intolerant conduct.

The recent far right wing racist and Islam phobic Pegida movement in Germany as witnessed by the Dresden Marches, the outpourings of Marine Le Pen in France, and the invitation by Oxford Union for her to speak, the attempted murder of a Sikh dentist in a public place in the UK by someone shouting "white supremacy" demands that we all stand up against such behaviour. This demonstrates the climate of fear and hatred being spread by the far right across Europe, and the activities of Neo-Nazi groups in Great Britain, and many more.

Together with the ever present anti-Islamic trend, we are also witnessing a growing re-emergence of anti-Semitism.

The threats these groups pose is far greater in this technological age than was previously the case.

Congress agrees this needs to be highlighted at every opportunity. Not only at high profile TUC and Labour Party meetings, but also at local and shop floor level, emphasising the fact that creating and fermenting these divisions is counter-productive to a democratic society.

We call upon Congress to:

1. Work with and support anti-racist and fascist groups such as Unite Against Fascism and Hope Not Hate and other groups in Europe in a concerted campaign in Europe against the attack by the far right.
2. To ensure that GMB has a platform at demonstration/conference tackling anti-racism and fascism so to show the solidarity of the Trade Union movement, union movement with such groups.

London Region
London Region

to Move
to Second

C14 Covering motions:

266. THE TRANSATLANTIC TRADE AND INVESTMENT PARTNERSHIP (TTIP) (*Yorkshire & North Derbyshire Region*)
267. TTIP (*London Region*)

TRANSATLANTIC TRADE AND INVESTMENT PARTNERSHIP (TTIP)

This Congress notes with alarm the seemingly unhindered progress of the negotiations on the Transatlantic Trade and Investment Partnership (TTIP) by the EU Commission on behalf of the EU members states – and due to be partly completed soon. Negotiations that could lead to a far more widespread fragmentation of NHS services, putting them into the hands of big private sector corporations.

Congress, TTIP focuses on removing the regulations covering labour laws, food contents, environmental standards and protections, working conditions and state-provided health, and education services, and there is widespread fear in Europe that EU standards might be weakened in some areas in a trade-off to satisfy powerful business lobbies and revive Europe's struggling economies. The TTIP negotiations, secret up to now, are a direct threat to existing standards and Trade Union collective bargaining. They signify privatisation on a massive scale and threaten the most essential rights won by the working class after generations of struggles

A commission study estimates that a EU/US TTIP deal could boost the size of the EU economy by €120bn (£94bn - \$152bn) equal to 0.5% of the 28-member bloc's total GDP and the US economy by €95bn (0.4% of GDP).

The Commission acknowledges public concern about court cases in which powerful companies have sued governments over public policy. Swedish energy giant Vattenfall brought a claim against the German government over its move to decommission nuclear power plants. US tobacco giant Philip Morris sued the Australian government over the introduction of plain packaging for cigarettes.

In the UK, concern has focused on the National Health Service and the possible involvement of US firms in healthcare services.

A key element of the TTIP is the introduction of the Investor-State Dispute Settlement (ISDS) clause, which, if signed, would act as a tribunal/ arbitration outside and above the courts and parliaments of the EU member states, and will give multinational companies the right to sue governments over regulations that the companies object to. The ISDS could see millions of pounds paid out to those big private sector corporations should NHS services be brought back into the public sector in the future.

Of course the idea of transatlantic trade may well be supported by those that would profit from it but for our health services based on values, principles and sustainability, it could be a financial disaster adding another nail in the NHS coffin. The union and a number of other organisations have been campaigning to exempt the NHS from the negotiations and Congress now calls for:

1. An active campaign to keep the pressure on and raise the profile of the calamitous affects the TTIP could have on the NHS.
2. Oppose Investor-State Dispute Settlement (ISDS) mechanisms and a ratchet clause.
3. Call for the exclusion of all public services, including education and health, public procurement, public utilities and public transport (whether in public or private ownership) from the negotiations.
4. Demand no levelling down in relation to consumer, worker or environmental protection.
5. Insist on genuine consultation with civil society organisations, including trade unions.
6. On the CEC to work with like-minded organisations/groups, including other unions, TUC, ETUC, the Labour Party and Labour MEP's, to help animate, or improve, a national campaign of opposition to TTIP, opposing all detrimental aspects of TTIP and in campaigning for alternative EU trade and investment policies. Consideration could be given to an extraordinary national meeting of Trades Councils.

**Yorkshire & North Derbyshire Region
London Region**

**to Move
to Second**

C15 Covering motions:

272. SUPPORT FOR PUBLIC LIBRARIES (*Wales & South West Region*)
 273. LIBRARY CLOSURES (*Birmingham & West Midlands Region*)

SUPPORT FOR PUBLIC LIBRARIES

This Congress notes that as the NHS provides free at the point of use care for the body; libraries provide free at the point of use care for the mind.

Public Libraries are in essence socialised literature and information resource providers; affording a vital avenue for the working class to acquire education and entertainment. Public Libraries form an integral part in the collective cultural milieu and as such must be defended against those that would seek to tear communities asunder by those who advocate partial or total closure, reduction in resources, and reductions in staff.

This Congress calls for the current program of closures affecting libraries both static and mobile to be stopped. Furthermore Congress recognises that a Public Library system requires physical structures which are fit for purpose, physical resources (books, computers, and other media), along with paid and trained staff.

Congress resolves:-

- Lobby the Labour Party and all layers of Government to preserve and expand the Public Library Service
- Support vigorously groups opposing library closures and the reduction of library opening hours
- To review our relationship with elected representatives who make cuts to library services

**Wales & South West Region
Birmingham & West Midlands Region**

**to Move
to Second**

C16 Covering motions:

290. RAPE CULTURE (*Birmingham & West Midlands Region*)
291. POLICE SPECIALIST TRAINING IN DEALING WITH VICTIMS OF RAPE AND SEXUAL ASSAULTS (*Wales & South West Region*)

POLICE SPECIALIST TRAINING IN DEALING WITH VICTIMS OF RAPE AND SEXUAL ASSAULTS

This Congress calls upon the CEC to make steps towards addressing rape culture; attention is drawn particularly to the on-going campaign put forward by West Mercia Police. Posters have been distributed across the region, warning women of the dangers that come with drinking too much – an all too frequent rhetoric used to deflect the responsibility from the rapist, onto the victim of sexual assault. These posters are destructive to the dismantling of such a culture which vilifies women's civil liberties; a campaign is needed to raise awareness that rape is never the victims fault.

This Congress calls on the GMB to put pressure on the Government to ensure the police receive specialist training so that victims of rape and assault are treated with dignity and respect and that the perpetrators are brought to justice.

**Birmingham & West Midlands Region
Wales & South West Region**

**to Move
to Second**

C17 Covering motions:

323. CALL FOR BETTER FUNDING AND IMPROVED MENTAL HEALTH SERVICES FOR YOUNG PEOPLE (*London Region*)
324. MENTAL HEALTH SERVICES AND YOUNG PEOPLE (*North West & Irish Region*)

MENTAL HEALTH SERVICES FOR YOUNG PEOPLE

Congress agrees child and adolescent mental health services are currently under increasing pressure, having to cope with juggling tight resources and increasing demand. This Congress believes that mental health services for young people and adolescents are slowly being dismantled on a local level due to funding cuts from both the NHS and Local Government budgets and is having a devastating effect on the lives of vulnerable young people when they need it most.

Young people, some barely in their teens, are being let down time and time again by what mental health support there is. That support is often inadequate or inaccessible. Waits for counselling can take up to 6 months and "crisis teams" are often unable to visit young people in immediate need. This situation is nationwide.

Early intervention is, in some cases, life saving and appointments 6 months after the crisis is untenable. Experts believe that early care and intervention is better for the young person and in the long term better value for money. Without early help and diagnosis - these conditions can lead to serious problems for the young person which they may carry into adulthood often needing time in hospital, and unfortunately for many, time in prison.

Therefore we call upon the next Labour Government to hold an emergency review of Child and Adolescent Mental Health Services for increased funding, to ring fence funding and to improve services. Also for all GMB sponsored MPs to attend every session in the House which discusses these issues to secure a healthier future for our young people.

**North West & Irish Region
London Region**

**to Move
to Second**

C18 Covering motions:

- 47. BRANCH ACTIVITY AND EQUALITY FUND (*London Region*)
- 383. BRANCH ORGANISING AND EQUALITY FUND (*National Equalities Conference*)

BRANCH ORGANISING AND EQUALITY FUND

Congress notes the ongoing work being undertaken on the review of branches and debate around how branches can be re activated. The National Equality Conference welcomes the increased activity around equality across the whole of GMB and believes this lies at the heart of this issue.

This Congress believes that one of the key cornerstones of branch activity needs to be around equality and inclusion as well as campaigning in the local community on issues affecting GMB members.

One of the key areas we can help branches become more active is to provide central resources that can help such as a 'Branch activity and Equality kit.' This would allow the NEF and REF's to provide information on how members can be involved in the GMB around campaigns that can be run by the local branches in their communities where they live.

This Congress therefore calls on the CEC to develop a Branch Activity and Equality Fund by introducing a levy on branches. The fund would be available to help develop materials and resources that branches can call upon when undertaking campaigning and activity aimed at getting members involved at a local level to increase member participation, but also reaching out into the communities to ensure we drive the equality through inclusion agenda.

This Congress therefore instructs the National Equality Forum to work with the CEC and regions to develop plans for a Branch organising and Equality fund and how that can be used

London Region
London Region

to Move
to Second

CEC RULE AMENDMENTS

(Line numbering refers to rules as printed in the GMB rulebook)

Rule 4 Dissolving the union

The union may be dissolved (formally ended) by a vote of five-sixths of the whole of the financial members of the union.

CECRA1

Number existing rule as clause 1

Insert Cause 2

2 The distribution of the remaining assets amongst members is on the basis of their complete years of membership, each year comprising one share

Rule 29 Audits

1 Our accounts will be audited by chartered accountants appointed by the Central Executive Council.

2 Our accounts will be examined by three of our members, who will be elected every four years in line with the appropriate rules for nominating and electing officials. No region will have more than one auditor. The auditors elected will be the first three candidates from different regions according to the number of votes cast.

3 The members elected to examine the accounts must not be members of the Central Executive Council, employees of the Union or regional auditors.

4 The members will have the same access to our books and information as the chartered accountants, under the conditions of the Trade Union and Labour Relations Act 1974.

CECRA2

Insert new rule 29.2

2 Our membership register will be audited by an assurer appointed by the Central Executive Council

Re-number existing Rule 29.2 to 29.4 as 29.3 to 29.5

Rule 35 Branches

13 Members or branches must not issue any addresses or circulars without getting approval from the regional council, regional committee or Central Executive Council. Also, members must not make our business known to unauthorised organisations, unofficial journals or the print media without getting approval. Any member of any branch who:

- issues or hands out any circular;
- makes our business known, or calls unauthorised meetings, without the approval of the regional committee; or

- breaks this rule in any other way;
will be suspended from receiving all benefits we provide and could have their membership cancelled.

CECRA3

Rule 35.13

Line 4 Delete "print"

Clause to read:

13 Members or branches must not issue any addresses or circulars without getting approval from the regional council, regional committee or Central Executive Council. Also, members must not make our business known to unauthorised organisations, unofficial journals or the media without getting approval. Any member of any branch who:

- issues or hands out any circular;
- makes our business known, or calls unauthorised meetings, without the approval of the regional committee; or
- breaks this rule in any other way;

will be suspended from receiving all benefits we provide and could have their membership cancelled.

Rule 26 Legal assistance

1 The Central Executive Council will have the power to authorise any regional secretary of the union, in line with any terms and conditions it sets, to provide legal assistance for any financial member. This can be to deal with any matter connected with the member's employment, as long as the regional secretary is satisfied that the member should take legal action.

2 Any member who wants legal assistance from us must tell the branch secretary or regional organiser as soon as possible.

3 The regional secretary will have the right to decide whether to nominate a solicitor or other representative to represent a member under this rule.

4 If we agree to provide legal assistance for any member, the member must keep at all times to any terms and conditions we set, and in particular must do the following.

- Continue to be a member of the union and pay contributions as set out in by these rules. However, if the member changes employment or is unemployed while we provide legal assistance, the regional secretary may decide to limit the period for which the member needs to pay full contributions.
- Accept and follow the advice of the solicitor or representative.
- Co-operate with the solicitor or representative, and in particular:
 - reply to correspondence;
 - keep to arranged appointments;
 - give them as much relevant information as possible; and
 - tell them if they change their address or name.

5 As long as the member receiving legal assistance keeps to the conditions set out in paragraph 4 above, they will not have to pay any legal costs that arise from their claim. However, if the member fails to keep to any of the conditions, or deliberately gives false information to the solicitor or representative, or any doctor, engineer or other expert involved in the claim, we may withdraw the legal assistance. If this happens, the member will not be entitled to any indemnity for the legal costs run up during their claim. We will be entitled to recover from the member any costs we have already run up.

6 If a regional secretary requests, the Central Executive Council may approve a scheme for providing legal assistance in any class of matter in the region concerned. If the Central Executive Council approves a scheme under this clause, it may amend the scheme or attach any conditions it feels are necessary. If the Central Executive Council approves a scheme under this clause, it may at any time withdraw its approval or change any conditions it has attached, as long as doing so would not affect the assistance we agreed to provide before the date the approval is withdrawn.

7 Despite anything in these rules (and in particular rule 6), the regional secretary will make the final decision about whether we provide legal assistance.

8 We will not provide legal assistance for a claim against the union or any of our officials or employees, in their capacity as such.

CECRA4

Clause 1

Line 3 after "assistance", insert "through UNIONLINE"

Line 3 delete "be to deal with", insert "include"

Clause 2

Line 1 delete "tell"

Line 1 after "must", insert "contact UNIONLINE,"

Clause 3

Line 1 delete "whether to nominate a " .

After "decide", insert "which UNIONLINE nominated solicitor should"

Line 2 delete "or other representative"

Line 3, after "rule." Insert "Alternatively the regional secretary can nominate a GMB officer or member to provide representation."

Clause 4

Line 2 delete "we set", insert "set by UNIONLINE or the UNIONLINE nominated solicitor"

Clause 5

Line 2 after "out" insert "by UNIONLINE or the UNIONLINE nominated solicitor"

Clause 6

Line 2, after assistance, insert “through UNIONLINE”

New Clause 7

In these rules UNIONLINE refers to Trade Union Legal LLP trading as Unionline.

Renumber subsequent clauses

Rule to read

Rule 26 Legal assistance

1 The Central Executive Council will have the power to authorise any regional secretary of the union, in line with any terms and conditions it sets, to provide legal assistance through UNIONLINE for any financial member. This can include any matter connected with the member’s employment, as long as the regional secretary is satisfied that the member should take legal action.

2 Any member who wants legal assistance from us must contact UNIONLINE, the branch secretary or regional organiser as soon as possible.

3 The regional secretary will have the right to decide which UNIONLINE nominated solicitor should represent a member under this rule. Alternatively the regional secretary can nominate a GMB officer or member to provide representation.

4 If we agree to provide legal assistance for any member, the member must keep at all times to any terms and conditions set by UNIONLINE or the UNIONLINE nominated solicitor, and in particular must do the following.

- Continue to be a member of the union and pay contributions as set out in by these rules. However, if the member changes employment or is unemployed while we provide legal assistance, the regional secretary may decide to limit the period for which the member needs to pay full contributions.
- Accept and follow the advice of the solicitor or representative.
- Co-operate with the solicitor or representative, and in particular:
 - reply to correspondence;
 - keep to arranged appointments;
 - give them as much relevant information as possible; and
 - tell them if they change their address or name.

5 As long as the member receiving legal assistance keeps to the conditions set out by UNIONLINE or the UNIONLINE nominated solicitor in paragraph 4 above, they will not have to pay any legal costs that arise from their claim. However, if the member fails to keep to any of the conditions, or deliberately gives false information to the solicitor or representative, or any doctor, engineer or other expert involved in the claim, we may withdraw the legal assistance. If this happens, the member will not be entitled to any indemnity for the legal costs run up during their claim. We will be entitled to recover from the member any costs we have already run up.

6 If a regional secretary requests, the Central Executive Council may approve a scheme for providing legal assistance through UNIONLINE in any class of matter in the region concerned. If the Central Executive Council approves a scheme under this clause, it may amend the scheme or attach any conditions it feels are necessary. If the Central Executive Council approves a scheme under this clause, it

may at any time withdraw its approval or change any conditions it has attached, as long as doing so would not affect the assistance we agreed to provide before the date the approval is withdrawn.

7 In these rules UNIONLINE refers to Trade Union Legal LLP trading as Unionline.

8 Despite anything in these rules (and in particular rule 6), the regional secretary will make the final decision about whether we provide legal assistance.

9 We will not provide legal assistance for a claim against the union or any of our officials or employees, in their capacity as such.

EXISTING POLICY MOTIONS

REPORT ON EXISTING POLICY MOTIONS

In accordance with Recommendation 14 of the “Framework for the Future of GMB: Moving Forward” CEC Special Report carried by Congress 2007, Congress 2008 agreed to endorse motions that the CEC determined were already in line with Existing Policy.

The CEC has identified the Congress motions listed below as being in line with existing GMB policy. Congress 2015 will be asked to endorse these motions. If agreed, the motions will not be debated. The recommendation to Congress will be reported in SOC Report No 1 at the start of Congress.

Note: The following 61 Existing Policy motions have been withdrawn from the Preliminary Agenda at the Regional Delegation Meetings.

- 5 UNION DEMOCRACY
- 101 DOMESTIC VIOLENCE
- 102 WOMEN'S CONFERENCE
- 103 PROTECTING ABORTION SERVICES
- 105 PROTECT HSE
- 117 FUTURE PENSIONS
- 118 PENSIONS
- 123 LGPS
- 125 REPEAL ANTI-TRADE UNION LEGISLATION
- 126 TRADE UNION LAWS
- 131 REVERSING THE CUTS TO FEES FOR EMPLOYMENT TRIBUNALS
- 144 WE NEED THE LIVING WAGE
- 152 SPREAD OF AGENCY EMPLOYMENT
- 158 BLACKLISTING – PROCUREMENT
- 167 LONE WORKING DOOR SUPERVISORS – SAFETY BEFORE PROFIT
- 177 PUBLIC SECTOR WORKERS SHOULD BE TREATED FAIRLY
- 179 LOCAL AUTHORITY FUNDING CUTS
- 183 STOP OUTSOURCING OF PUBLIC SERVICES
- 185 BRINGING BACK IN HOUSE SERVICES
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CEC STANCES ON EXISTING POLICY MOTIONS

The following outlines the stance adopted by the Central Executive Council towards each motion deemed as Existing Policy at its meetings in March and April for motions remaining on the Agenda

72. WORTLEY HALL

Wortley Hall is owned by the trade union and labour movement and Motion 11 carried at Congress 2012 outlined the facilities. The motion recognises that we are using the venue for national and regional training and it is GMB policy to continue to do so.

110. WORKING IN EXCESSIVE HEAT CONDITIONS

This is in line with Composite Motion C1 "Health & Safety Reps and Temperature Extremes" carried at Congress 2010.

114. MENTAL HEALTH AWARENESS

Carried by Motion 84 at Congress 2013 on "Mental Health Awareness" which asked for a co-ordinated campaign

127. THE RIGHT TO STRIKE

The call for a campaign to support the right to strike is in line with existing GMB policy as carried by Composite 11 "Anti-Trade Union Laws" at Congress 2005 and Composite 2 "Trade Union Rights and Anti-Trade Union Laws" carried at Congress 2014. GMB have been addressing concerns on the Transatlantic Trade and Investment Partnership (TTIP) trade agreement especially those relating to labour standards and trade union rights and we continue to campaign to end the negotiations. In addition, this was debated at Congress 2014 on Motion 291 and GMB moved a motion on TTIP at TUC Congress 2014 which was carried.

132. REVIEW OF THE EMPLOYMENT TRIBUNAL SYSTEM

The Motion calls for a review of the employment tribunal system including fees which is in line with existing GMB policy as debated and carried by Composites 3, 4, and 5 at Congress 2012.

133. QUALIFYING PERIOD – TRIBUNAL CLAIMS

The Motion calls for the two year qualifying period of two years (for unfair dismissal) to be reduced to which is in line with existing GMB policy as debated and carried by Composites 3, 4, and 5 carried at Congress 2012.

139. ZERO HOURS CONTRACTS

Motions calling for opposition to Zero Hours Contracts were carried at Congress 2013 (Motion 129) and Congress 2014 (Composites 5,6 and Motion 63). This motion does not progress our current policy

140. ZERO HOUR CONTRACTS

141. ZERO HOUR CONTRACTS

COMBINED CEC POSITION FOR MOTIONS 140 AND 141

We have already secured satisfactory Labour Party manifesto commitments on this issue. We are working on security of employment agreements with several employers and fighting minimum hours contracts which are rapidly replacing zero hours contracts. Motion 138 is a more rounded motion which tackles both minimum and zero hours contracts.

143. THE APPRENTICE RATE

GMB has longstanding policy of campaigning for good quality bona fide apprenticeships to ensure that apprentices are not used to replace or undermine existing staff (C7 Congress 2012, Motions 223,224 and C20 and Motion 225 Congress 2014) and we welcomed apprentice pay being covered by the National Minimum Wage framework. As the motion states, the apprentice rate has now been in force for 5 years but we have always argued that the rate is too low. The current £2.73 rate is only for apprentices aged 16-18 and those aged 19 or over in their first year. All other apprentices are entitled to the National Minimum Wage for their age. This motion seeks to extend our policy by asking for significantly larger increase or to make it level with NMW rates but in order to maintain levels of employment of apprentices and encourage companies to take them on the apprentice rate must continue to exist at a lower rate than NMW. For the last five years and in our 2014 submission to the Low Pay Commission we have been asking for the apprentice rate to increase each year of the apprenticeship and not just be a single rate and also for it to be increased at least in line with RPI as we note that the apprentice rate is falling behind all other rates. At the time of writing the Low Pay Commission have recommended two options for the apprentice rate to the Government; an increase of 2.6% to £2.80, which applies to all apprentices in year one of an apprenticeship, and 16-18 year old apprentices in any year of an apprenticeship; or a review of the structure where the Apprentice rate does not apply to Higher Apprentices and is instead merged with the 16-17 yr old rate which is equivalent to a 39-88% increase.

148. LIVING WAGE

GMB has been campaigning for living wages for 125 years and more recently seeking to ensure "The living wage" is actually paid to GMB members by employers who claim to pay it already - in particular in local government and retail. This motion is in line with our policy on the Living Wage carried by Congress 2013 Motions 127 and Composites 6 and 13 and Congress 2014 Motions 81 and 83. Motions 147 and 149 are better worded

151. SWEDISH DEROGATION

The Motion highlights the exploitative use of the Swedish Derogation in denying agency workers equal treatment and calls for the CEC to campaign for its abolition. This is in line with existing policy carried at Congress 2012 Motions 76-79, Congress 2013 Motions 130 and 131, and Congress 2014 Composite 7 (Motions 85,86, 87), and ongoing campaign action by GMB at both national and EU level.

156. BOGUS SELF-EMPLOYMENT

The Motion calls for a campaign highlighting this abuse and action from HMRC. This is in line with existing GMB policy, see for example Motion 97 "Bogus Self-Employment" carried at Congress 2011.

178. STOP THE RACE TO THE BOTTOM, END LOW PAY AND ZERO HOUR CONTRACTS

The motion condemns government pay and austerity policies and also raises concerns about casualization. Its action points are in line with existing GMB policy on public sector pay, benefits and austerity more generally (Congress 2014 Composite 9 The Real UK Economy and a National Campaign Against Austerity Measures; Congress 2013 Composite 22 The Benefit Cap), zero hours contracts (Congress 2014 Composite 6 Zero Hours Contracts and Employment Law) and fair wages in public procurement (Congress 2005 Composite 33 Public Services – Two Tier Workforce). GMB has also already set its sights on a £10 an hour Living Wage

180. IMPACT OF SPENDING CUTS ON LOCAL AUTHORITIES

The motion notes the impact of spending cuts on local government workers, and calls on an incoming Labour government to properly fund local authorities. This is in line with existing GMB policy to press Labour to oppose and reverse Tory-Lib Dem austerity (e.g. Congress 2011 Motion 164 Restoration of Public Services and Motion 168 Public Spending).

181. BUDGET CUTS IN PUBLIC SERVICES

The motion condemns the budget cuts in public services, particularly local government, and calls on the CEC “to continue to press for strong service provision in this country and fair treatment for those who deliver such services”. As the motion suggests, this is something the union is already doing, and is existing GMB policy (e.g. Congress 2013 Motion 160 Public Sector Cuts).

182. PRIVATISATION IN LOCAL GOVERNMENT

The motion condemns the continuing privatisation of public services. It notes the case of G4S and Serco in relation to electronic monitoring contracts (it was announced in July 2013 that the Ministry of Justice had identified significant overcharging in these contracts; the Serious Fraud Office opened an investigation in November that year).

GMB has called for open-book accounting to be made mandatory for contracts across the public sector, to help ensure the responsible use of public money by ALL contractors. The motion goes on to express concern about fragmentation of services, which is a point GMB is already making, e.g. in relation to NHS privatisation and the academisation of schools.

It is also existing GMB policy to campaign to keep services in-house, not least in the interests of joined-up provision (Congress 2011 Motion 177 Keep the Public Services Public), and to press for better protection for transferred workers, not just regionally but at national level too (Congress 2014 Motion 91 Changes to the Transfer of Undertakings [Protection of Employment] Regulations 2006). GMB already engages in countless outsourcing situations to push for protections for our members. The motion is therefore in line with existing policy.

188. VOLUNTEERS TAKING JOBS

The motion expresses concern at the increasing trend for local authorities and other public services to replace paid jobs with volunteers, and calls for the retention of properly paid employees. The same concerns and wishes have been raised at previous Congresses and the motion is in line with existing policy (Congress 2011 Composite 14 Con-Dems and the “Big Society” Con; Congress 2014 Motion 174 Cuts to Children’s Centres).

199. NHS FUNDING

The motion calls for legislation to prevent senior managers in the NHS taking large enhanced pay offs and then being reinstated into same positions. This is in line with existing policy to call on the government to act and to hold NHS trusts to account for “fat cat payoffs to failed executives”, whether those executives are subsequently re-hired or not (Congress 2007 Composite 24 National Health Service Finances).

203. TRAINING FOR FRONTLINE STAFF

The motion calls for the right training to be given to frontline NHS staff, and gives the example of needing to deal appropriately with patients with mental-health issues. It is already GMB policy to champion the rights of all NHS workers to training and continuing personal development under Agenda for Change and the

NHS Constitution, so that the NHS always has “a professional and respected workforce” (Congress 2014 CEC Updated Statement on the Future of the NHS). We have also called on government and NHS leaders to ensure that support staff are not forgotten when training budgets are allocated.

208. THE CARE SECTOR

The motion calls on GMB to campaign about low pay and poor employment practices in the care sector, and to push for a parliamentary inquiry. This is in line with existing policy to campaign for a Living Wage in social care, with funding to match (Congress 2013 Motion 202 The Living Wage) and to press for appropriate staffing levels and staff training (Congress 2013 Composite 12 Care Homes; Congress 2012 Composite 18 Social Care), so that care workers actually have the time to care. We have put our case to a number of parliamentary and other inquiries into social care in recent years and will continue to do so.

210. LACK OF TRAINING AVAILABLE AND THE LOW RATES OF PAY APPLIED TO CARERS IN RESIDENTIAL AND NURSING HOMES

The motion calls for mandatory, fit-for-purpose training in care homes on a par with standards in nursing. It also calls for career development and appropriate remuneration, beginning with the Living Wage. This is in line with existing GMB policy to call for proper training and improved terms and conditions including the Living Wage for care-home workers, with funding to match (Congress 2013, Composite 12 Care Homes and Motion 202 The Living Wage). GMB has consistently argued for a levelling-up of social care to NHS standards and will continue to do so.

218. A MAXIMUM WAGE

GMB is opposed to fat cat pay and the widening gap between executive and employee pay (motion 253 Congress 2005; composite 15 Congress 2007). The idea of a maximum pay differential has been discussed at a number of GMB Congresses.

Motion 87 to Congress 2010 “Pro Rata Pay” proposed the same “10 times lowest wage” formula and was carried with reservations on the mechanics of how the pay ratio would be designed, calculated and implemented.

Motion 100 Congress 2012 was referred to await the report from the High Pay Commission which determined that little had changed and that the gap between rich and poor was getting wider. At the time it was highly unlikely that companies will be forced to publish pay figures of senior directors and other staff pay.

Regulations which came into force in October 2013 have strengthened reporting requirements and require companies to publish a figure for total remuneration for each executive director of large and medium sized companies.

A recent TUC Report on Executive Excess states that even with this information, it would be difficult to calculate an average employee pay and publicly available information on employees’ pay is woefully inadequate. It is hard to see how a maximum or pro rata pay policy would work in practice as there are different measures within organisations which could make cross sector or industry comparisons problematical.

The only way to tackle excessive executive pay would be for worker representation on remuneration committees and help companies take into account employee pay and conditions within their company when setting directors’ pay.

Motion 108 carried at Congress 2014 called for a campaign for the same maximum pay differential as the Swiss have adopted and for training materials to be provided to stewards.

GMB will continue to challenge wage inequality and campaign for fair wages, fair pay and a move to a national living wage to help to narrow the gap.

222. TAX HAVENS ARE SIPHONING MONEY AWAY FROM OUR PUBLIC SERVICES

The motion calls for a change in the law to stop tax havens, which are allowing corporations to siphon away money that should be taxed in order to support our public services. This issue has been raised several times at Congress, and is existing GMB policy (e.g. Congress 2014 Motion 113 Tax Avoidance HMRC Funding; Congress 2011 CEC Special Report, A Fresh Way Forward; Congress 2009 Motion 140 Tax Havens).

257. VOTING AGE

It is existing GMB Policy to campaign to lower the voting age to 16 to give young people a voice as carried by Motion 162 "Votes at Sixteen" Congress 2012 and Motion 162 "No Taxation without Representation- the Vote for 16 year olds" carried at Congress 2013.

269. CAMPAIGN FOR AN EU THAT WORKS FOR THE PEOPLE NOT THE BOSSES

The Motion highlights the attacks on living standards and rights of ordinary people with the crisis and austerity policies and the growing inequality between rich and poor. It calls on workers across Europe to stand together to counter bosses and the political right and protect our living standards and seek more rights. It is in line with existing policy carried at Congress 2014 in Motions Composite 9 (100 and 102), 101 and 105.

287. CAMPAIGN AGAINST CUTS TO LEGAL AID

The Motion calls for a campaign against cuts to Legal Aid. This is in line with existing GMB policy, see for example Motion 212 "Legal Aid Reforms" carried at Congress 2011, Motion 175 "Legal Aid Reform" carried at Congress 2012, Motion 269 "Legal Aid Cuts" endorsed as existing policy at Congress 2013, and Motion 200 "Support for Legal Aid" endorsed as existing policy at Congress 2014.

295. BEVAN'S GUIDING PRINCIPLES

The motion calls on the CEC and Labour to keep alive Nye Bevan's vision of an NHS free at the point of need and decent, affordable social housing. It also calls for measures to allow everyone to share in the wealth of the nation. This is in line with existing policy on the NHS (Congress 2014, CEC Updated Statement on the Future of the NHS), social housing (Congress 2014, CEC Special Report on Housing) and inequality (e.g. Congress 2014 Composite 10, Growing inequality and the widening gap between rich and poor under the Coalition government).

306. THE POSTCODE LOTTERY FOR HEALTH TREATMENT

The motion calls for an end to the "postcode lottery" in access to healthcare treatments. This issue has been raised several times at Congress, and is existing GMB policy (Congress 2006 Motion 245, Postcode Lottery).

310. ABOLITION OF PRESCRIPTION CHARGES

The motion calls for the abolition of prescription charges and that where prescriptions are free, they should stay free. This is existing GMB policy (Congress 2008 EM1, Stop Privatising the NHS Now!).

341. CHANGES URGENTLY NEEDED TO SOCIAL HOUSING POLICY

The issue of inadequate substandard housing was part of the CEC Special Report on housing agreed at Congress 2014.

Although the motion highlights the sub-standards of private sectors housing that many residents are renting, to place the compulsory purchase element onto local authorities will drain local government budgets that could be used to re-invest on new social housing builds.

To compulsory purchase private sector housing is a long drawn out process with legal minefields and has its limitations in as much as it involves a large cost in legal fees. In addition, the cost of housing in certain areas within some London boroughs as an example will be far too expensive to compulsory purchase and would not be a good use of Public Funding. Funding would be far more efficiently used on new social house building projects, creating jobs and new homes.

Local councils can, and some are enforcing registration of private sector landlords where sub standard housing can be enforced and executed, and landlords prosecuted and or face heavy fines.

All local authorities should use as much direct labour in the rebuilding programmes. Rescinding the Right to buy would be opposing the Special housing report agreed at Congress 2014.

344. AFFORDABLE SOCIAL HOUSING

The issue of more affordable social housing was agreed in the CEC Special Report on Housing agreed at Congress 2014.

345. CAMPAIGN TO INCREASE SOCIAL HOUSING STOCK

The motion was covered by the CEC Special Report on Housing agreed at Congress 2014. The issue of increasing skills is of fundamental importance and this was also recognised within the housing report.

372. TO ADVOCATE AND FIGHT FOR CITIZEN'S INCOME

The issue of a Citizens Income was raised by Motion 258, "Opposition On The Attacks On Welfare" at Congress 2011 and was Referred so that research could be assessed. Following up in 2012, the General Secretary's Report stated that "Support for a campaign for a Citizen's Income to replace the benefit system could have its merits, however, the complex detail of eligibility and what would happen to existing benefits, for instance winter fuel allowance, tax credits, would not fit in with long standing GMB policy on universal benefits. GMB would not therefore, embrace the aspects of the motion which call for support for the campaign for a Citizen's Income. It is a better use of our resources to continue to oppose the Government's welfare reforms, and the impending impact those on lower incomes, unemployed people, families, and those in need of decent affordable housing."

The Citizens income has been supported by the Green Party as a method to give all legal UK citizens a payment regardless of their income but this would involve vast changes to the welfare benefits and income tax systems.

EMERGENCY MOTIONS

EM1. SAVE THE BRITISH STEEL PENSION SCHEME

Congress, on 13th March 2015, Tata Steels announced that, from April 2016, the existing British Steel Pension Scheme would be closed to further accrual and, to replace the final salary scheme with a Defined Contribution scheme. The present Scheme is probably the best final salary scheme in the private sector. Instead of working with the trade unions at Tata, the management refused to consider any attempt to compromise, preferring to give the ultimatum of accept a rise in the pension age to 65, less income, with up to a 50% cut for those taking early retirement.

Historically, the British steel industry has generally looked after its employees. Since being founded in India, Tata has also always looked after its employees. The management of Tata Steel have besmirched the memory of Tata founder, Jamsetji Tata and are treating the hardworking, loyal workers with contempt. Relations have now deteriorated that for the first time in over 30 years, industrial action is being contemplated.

Congress condemns Tata's proposals and their failure to engage with the trade unions. Further, it calls on the GMB to give full support to our members at Tata and to do all it can to protect their hard won pension. It calls for GMB, to provide a united front with our colleagues in Community, Unite and UCATT and, to work with them to save the British Steel Pension Scheme.

PARKGATE BRANCH
Yorkshire & North Derbyshire Region

GMB

GMB@WORK

Congress Guide 2015



General Information

GMB Congress 2015 DVD and photos

A DVD verbatim copy of each morning or afternoon session of Congress, supplied in a library case with a printed cover, is available for £10 including postage and packing. Contact GMB's Communications Department on 020 7391 6700. DVDs will be dispatched a few weeks after Congress.

If you require Congress photographs please email Andrew Wiard, Congress photographer on andrew@reportphotos.com

GMB Congress 2015 delegates' gifts

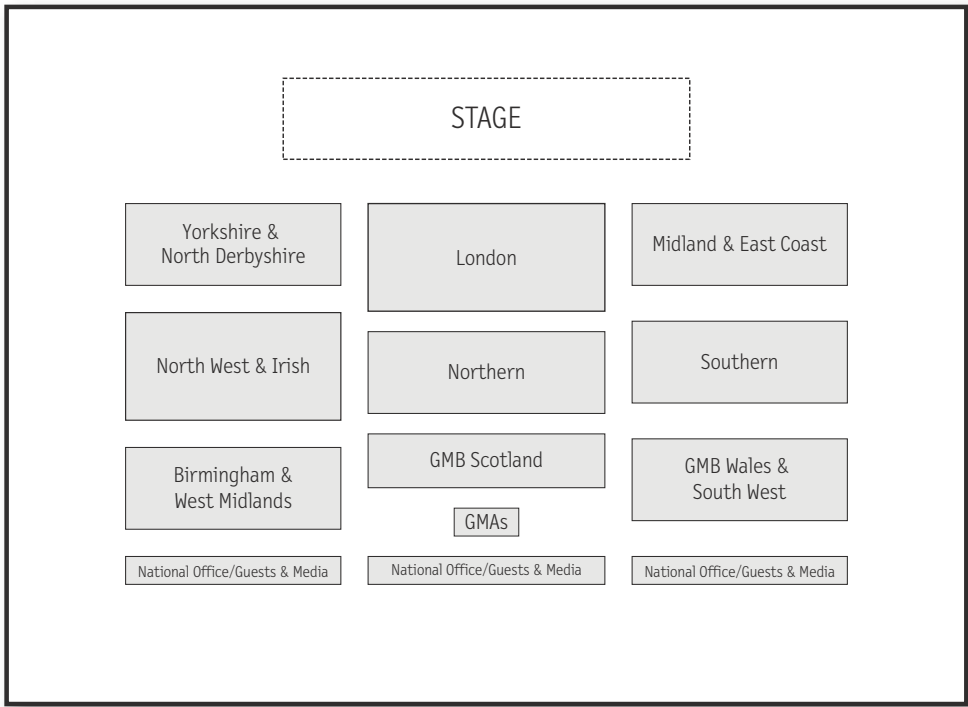
Your Congress credential entitles you to a GMB Congress 2015 gift t-shirt. Take your Congress credential to the Ethical Threads stand in the Exhibition Hall. The t-shirts come in various sizes and will be distributed on a first come first served basis, so get in quick to ensure your size is still available.



Tellers: Regional cover

Birmingham & West Midlands Region will count GMB Scotland votes.
 London Region will count Southern Region votes.
 Midland & East Coast Region will count GMB Wales & South West Region votes.
 Northern Region will count Yorkshire & North Derbyshire Region votes.
 North West & Irish Region will count Birmingham & West Midlands Region votes.
 GMB Scotland will count London Region votes.
 Southern Region will count Midland & East Coast Region votes.
 GMB Wales & South West Region will count Northern Region votes.
 Yorkshire & North Derbyshire Region will count North West & Irish Region votes.

Seating Plan



Obituary List

GMB EMPLOYEES AND PENSIONERS

Kathleen Asbury
Alan Bell
Edward Blake
Dennis Brown
Pamela Jill Craig
William Done
Terence Ferguson
Beryl Gower
Peter Jones
Audrey Hayward
David Maxwell
James McFall
Mabel Mackintosh
Jeremy McMullen
Joyce Moffitt
Eileen O'Connor
Mary Puckering
Shirley Risebrow
Anne Spencer
Hugh Swan
John Tester
Mike Trelfa
Edna Wells
John Wilkinson
Dennis Wood
Veronica Woodward

BIRMINGHAM & WEST MIDLANDS REGION

William (Taffy) Arnold
Catherine Dennis
David Maud
Dave Poston
Thomas Wright

NORTHERN REGION

Ray Hudson
Billy Hughes

NORTH WEST & IRISH REGION

Ian Anderson
Edward Barr
Eddie Bray
Dana Bruno
T Cadwallader
Joan Dowd
W Gilford
David Thomas Hill
W Jones
Phil Roberts
Shirley Roberts
Stephen John Smith
John Townley
Les Tucker
Jack Wilkinson

GMB SCOTLAND

James Johnston
John Kerr
Matt Sommerville
George Ward

SOUTHERN REGION

Marina Blackman
Viv Bell
Tony Earle
Gary Petherick
John Sinclair
Andy Smith

GMB WALES & SOUTH WEST REGION

Michael Andrews
Alan Browning
Leighton Chilcott
Terrance Collins
John Deeney
William Griffiths
Raymond Guppy
Albert Hird
Norman Mallett
John Morgan
Thomas Oats
Thomas Oliver
Frank Sutherland
Doreen Trude

YORKSHIRE & NORTH DERBYSHIRE REGION

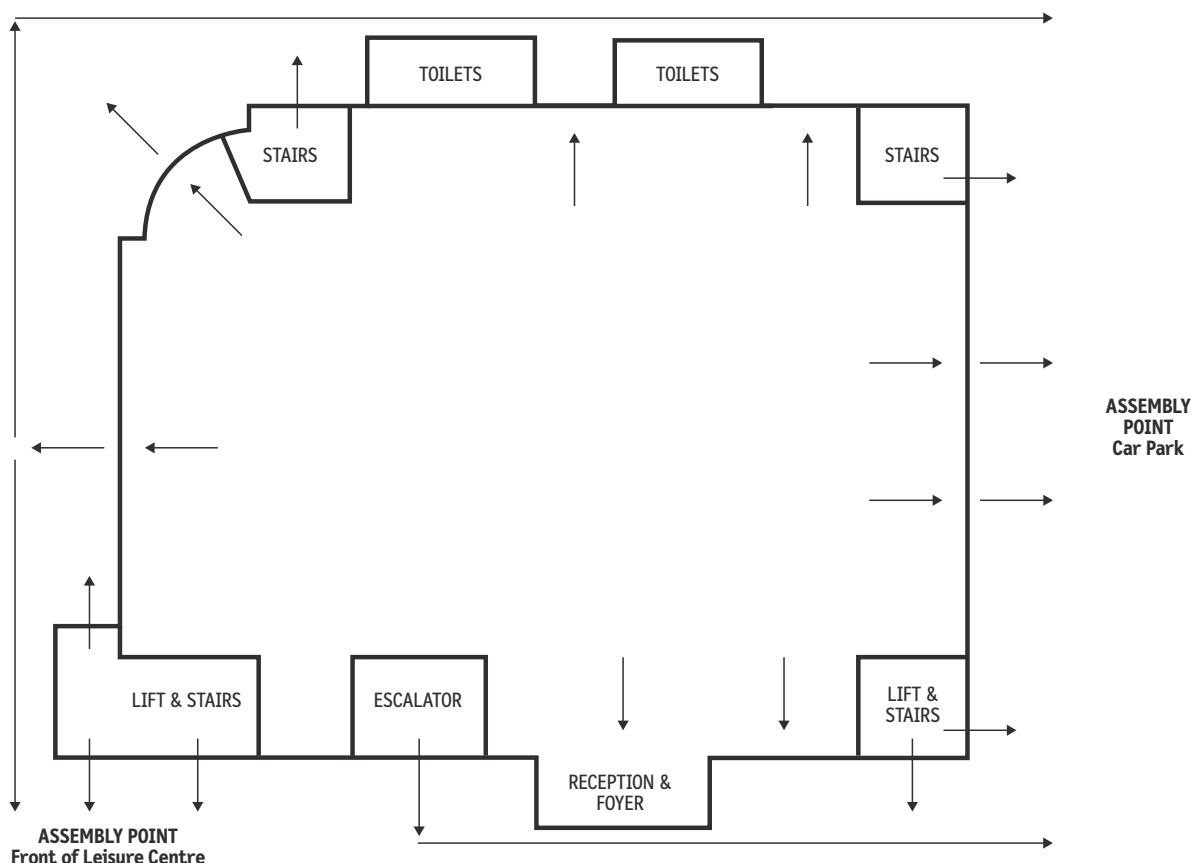
Sylvia Burton
Bill Sellers
Margaret Mitchell

Announcement of any additional names will be made by the President.

CITYWEST DUBLIN – EMERGENCY PROCEDURES FOR DELEGATES

Fire Evacuation Notes

- In the event of a fire, the alarm will start to sound and a public announcement will be made. The venues fire team will notify the fire brigade and will continue to evacuate attendees to their nearest and safest exit route which are all clearly marked.
- The public announcement will inform all attendees to vacate the building in an orderly manner to your nearest fire exit.
- The building is fitted with electronic signage that will indicate and direct you to your nearest fire exit door.
- Assistance will be given by fire wardens and staff.
- Staff will assist you to one of 39 (thirty nine) fire exit doors.
- Staff will point out the assemble point for gathering.
- Fire brigade and fire marshals will then attend to the building.
- All people affected by the evacuation will be attended to by staff that will ensure your safety and alternative needs and arrangements.



Fringe Events

SUNDAY

SUNDAY 7 JUNE

GMB NATIONAL OFFICE

Sunday 7 June
12.45–13.45

Verschoyle Suite, The Leisure Centre, First Floor, Citywest Hotel, Event and Conference Centre

PRESENTATION AND DISCUSSION ON GMB ANNUAL ACCOUNTS

Chair: Allan Wylie, GMB Finance Director

Refreshments will be provided.

GMB NATIONAL OFFICE

Sunday 7 June
12.45–13.45

Newcastle Suite, The Leisure Centre, Second Floor, Citywest Hotel, Event and Conference Centre

THE ROLE OF ELEANOR MARX IN FOUNDING GMB

Chair: Jude Brimble, GMB National Officer, Commercial Services

Speakers:

Rachel Holmes, Author of “Eleanor Marx: A Life by Rachel Holmes”

Refreshments will be provided.

GMB SOUTHERN REGION

Sunday 7 June
12.45–13.45

Brittas Suite, The Leisure Centre, Second Floor, Citywest Hotel, Event and Conference Centre

EXPLOITATION OF AGENCY WORKERS

Chair: Paul Maloney, GMB Regional Secretary

Speakers:

Kathleen Walker Shaw, GMB European Officer

Binder Bansell, Pattinson & Brewer

Domingo Dias, GMB Rep at Tempay

Andy Newman, Branch Secretary, GMB W15 Wiltshire & Swindon Branch

Discussion on Tempay agency workers (Marks and Spencers), and the abuse of the Swedish derogation by large British companies, like Marks and Spencers, to keep pay low with poor terms and conditions.

Refreshments will be provided.

Fringe Events

SUNDAY/
MONDAY

GMB NATIONAL PENSIONS DEPARTMENT

Sunday 7 June

12.45–13.45

Rathcoole Suite, The Leisure Centre, Second Floor, Citywest Hotel, Event and Conference Centre

ORGANISING FOR A BETTER PENSION

Chair: Keir Greenaway, GMB Pensions Department

Speakers:

Anna Barnes, GMB Research & Policy Organiser, Commercial Services Section

Eamon O'Hearn Large, GMB Commercial Services Section

For too long pensions have only been on our agenda when the employer wanted to attack them. However, we need to get back on the front foot and start to organise around improving our member's pension benefits. This session will provide you with the tools and ideas to start organising around pensions to campaign for improvements.

Refreshments will be provided.

MONDAY 8 JUNE

GMB NATIONAL OFFICE

Monday 8 June

12.45–13.45

Verschöyle Suite, The Leisure Centre, First Floor, Citywest Hotel, Event and Conference Centre

THE NATIONAL WOMEN'S TASKFORCE INTERACTIVE FRINGE MEETING

Chair: Sheila Bearcroft, President, GMB Wales & South West Region

A welcome from the General Secretary

The National Women's Taskforce is hosting a very different fringe meeting to celebrate GMB's women.

Forget about the standard format, you will leave this event thinking I didn't know fringe meetings could be that much fun!

Refreshments will be provided.

Fringe Events

MONDAY

GMB COMMERCIAL SERVICES SECTION

Monday 8 June

12.45–13.45

Newcastle Suite, The Leisure Centre, Second Floor, Citywest Hotel, Event and Conference Centre

WHERE SHOULD BRITAIN GET OUR GAS FROM?

Chair: Anna Barnes, GMB Research & Policy Organiser, Commercial Services Section

Speakers:

Gary Smith, GMB National Secretary, Commercial Services Section

Professor Peter Styles, Professor of Applied and Environmental Geophysics, Keele University

Mark Lappin, Director of Exploration and Sub-Surface, Centrica Energy

Others speakers TBC

GMB has been the gas industry union since we were formed in 1889 by gas workers. Tens of thousands of our members are still employed in the industry. How and where we get our gas from in the future is a crucial issue for our members in the industry and for all our members as energy consumers.

This fringe meeting, with an expert panel, is an attempt to widen the discussion on fracking by considering the role of gas in our economy. The fact is we are going to use gas for generations to come. Many industries that employ GMB members are highly dependent on gas, and the vast majority of people across the UK heat their homes and cook with gas. That raises the question of where are we going to get our gas from in future, and what role fracking may play in supplying that gas.

Amongst the other key issues we need to confront are the energy needs of the country, the environmental consequences of transporting gas many miles across continents and oceans, and whether it is morally right to import our gas from countries with lower health and safety standards and a disregard for workers' rights.

Refreshments will be provided.

FUTURE FUSION

Monday 8 June

12.45–13.45

Brittas Suite, The Leisure Centre, Second Floor, Citywest Hotel, Event and Conference Centre

FUTURE VISION

Chair: Fiona McDaniel, Future Fusion, Client Services Director

Speaker:

David Parker, Future Fusion

The changing face of media Future Fusion, GMB's media partner looks at how media has changed over the years. Looking at how the Christmas Radio Times once sold 11 million copies and what that means to anyone looking to communicate anything to anyone.

Refreshments will be provided.

Fringe Events MONDAY

GMB PUBLIC SERVICES SECTION

Monday 8 June

12.45–13.45

Rathcoole Suite, The Leisure Centre, Second Floor, Citywest Hotel, Event and Conference Centre

CAMPAIGNING FOR OUR NHS

Chair: Rehana Azam, GMB National Officer, Public Services Section, NHS

Speakers:

Steve Rice, North West Ambulance Service

Gary Coll, Scotland Ambulance Service

Martin Jackson, Barnsley Hospital NHS Foundation Trust

After 5 years of a coalition Government, NHS staff & NHS services have been stretched to their limits. This fringe meeting will focus on post general election, campaigning and organising needed to keep our NHS for future generations.

Come and listen to front line GMB NHS Staff experiences of how the cuts to NHS services have impacted on how they have been able to deliver services.

Refreshments will be provided.

GMB YORKSHIRE & NORTH DERBYSHIRE REGION

Monday 8 June

12.45–13.45

Silken Thomas Suite, Main Hotel, Second Floor, Citywest Hotel, Event and Conference Centre

WHERE TO NOW FOR TRADE UNIONS AFTER THE 2015 ELECTION?

Chair: Andy Irving, Regional President

Speakers:

Tim Roache, GMB Regional Secretary

Ellie Mae O'Hagan, Media and Communications Officer for CLASS

Cath Pinder, GMB Rep and Council Candidate

Ben Kirkham, GMB Rep

5 years of Tory led austerity has resulted in the biggest fall in living standards for GMB members since records began. Come and hear what we need to do to secure a more equal society and one that rewards working people and not just those at the top.

Refreshments will be provided.

Fringe Events

TUESDAY

TUESDAY 9 JUNE

GMB REGIONAL LEARNING PROJECTS

Tuesday 9 June

12.45–13.45

Verschoyle Suite, The Leisure Centre, First Floor, Citywest Hotel, Event and Conference Centre

MAKING GMB LEARNING SUSTAINABLE

Chair: Colin Kirkham

Speakers:

Paul Maloney, GMB Regional Secretary

Paul McCarthy, GMB Regional Secretary

Tim Roache, GMB Regional Secretary

Martin Smith, GMB National Organising Officer, National Organising Team

Discuss and debate the sustainability of GMB Lifelong Learning post government funding.

Refreshments will be provided.

GMB NATIONAL HEALTH & ENVIRONMENT DEPARTMENT

Tuesday 9 June

12.45–13.45

Newcastle Suite, The Leisure Centre, Second Floor, Citywest Hotel, Event and Conference Centre

HEALTH & SAFETY IN IRELAND: THE CURRENT STATE OF PLAY

Chair: Dan Shears, GMB Health & Environment Research & Policy Officer

Speakers:

John McClean, GMB Health & Environment Officer

Other speakers TBC

The administrative system in Ireland often resembles that in the UK. Use your time in Ireland to find out how the Health & Safety legislator operates here, and has coped with the financial recession.

Refreshments will be provided.

Fringe Events

TUESDAY

GMB EQUALITY THROUGH INCLUSION

Tuesday 9 June

12.45–13.45

Brittas Suite, The Leisure Centre, Second Floor, Citywest Hotel, Event and Conference Centre

BOOSTING REGIONAL EQUALITY FORUMS (REF'S) THROUGH SELF ORGANISATION AND ACTIVISM

Chair: Annette Drylie, GMB Scotland

Speakers:

Brian Shaw, Chair of GMB National Equality Forum

Other speakers TBC

Members, activists and branches are the foundation upon which GMB strives. How do we encourage members to become equality activists? Come, participate and hear from GMB activists on best practice in self organisation.

Refreshments will be provided.

GMB NATIONAL POLITICAL DEPARTMENT

Tuesday 9 June

12.45–13.45

Rathcoole Suite, The Leisure Centre, Second Floor, Citywest Hotel, Event and Conference Centre

THE NEXT 5 YEARS: THE GENERAL ELECTION TO POLLING DAY 2020

Chair: TBC

Speakers: TBC

Following on from the General Election in May where a number of GMB members became MPs, find out how we can begin to start getting members ready for 2020.

Refreshments will be provided.

Fringe Events

WEDNESDAY

WEDNESDAY 10 JUNE

ABORTION RIGHTS CAMPAIGN

Wednesday 10 June
12.45–13.45

Verschoyle Suite, The Leisure Centre, First Floor, Citywest Hotel, Event and Conference Centre

NO TO RYANAIR HEALTHCARE! DEMANDING ABORTION RIGHTS IN IRELAND

Chair: Grainne Griffin, Abortion Rights Campaign

Speakers from:

Abortion Rights Campaign

Alliance for Choice Northern Ireland

Trade Union Coalition to Repeal the Eighth Amendment

Cheap flights, 'sail and rail', or the illegal import of pills: this is the contemporary solution for those in Ireland who face an unwanted pregnancy. Yet these limited options are only available to those who have the money and can gain access. Facing a criminal sentence of up to 14 years in prison if illegally procured in the Republic, abortion is shrouded in stigma and risk. The UK 1967 Abortion Act is not extended to Northern Ireland denying British citizens in Northern Ireland access to equal levels of health care.

A growing and vibrant movement of activists are challenging this status quo. Made up of grassroots campaigners from across the island, the Abortion Rights Campaign have brought their fight to the United Nation, the European Parliament and the streets of Ireland. We are fighting to break down the stigma and silence surrounding abortion, and demanding free, safe and legal abortion across Ireland, North and South.

Join us to find out what you can do to help.

Fringe Events

WEDNESDAY

GMB INTERNATIONAL DEPARTMENT

Wednesday 10 June

12.45–13.45

Newcastle Suite, The Leisure Centre, Second Floor, Citywest Hotel, Event and Conference Centre

WHY WE SHOULD SAY NO TO TTIP AND OTHER TRADE UNION DEALS

Chair: Bert Schouwenburg, GMB International Officer

Speakers:

Esther Lynch, Legal and Legislative Officer, Irish Congress of Trade Unions

Kathleen Walker Shaw, GMB European Officer

GMB has major concerns about trade deals currently under negotiation between EU and US (TTIP), Canada (CETA) and the global trade in services (TiSA), which threaten our health and public services and the rights of democratically elected authorities to act in the public interest. They risk job losses and the lowering of labour, social and environmental standards, and set the template for liberalisation and lower regulatory standards across the globe. GMB led on the TUC Congress 2014 motion opposing the agreements. Come and tell us what you think GMB should be doing about this.

Refreshments will be provided.

GMB EQUALITY THROUGH INCLUSION

Wednesday 10 June

12.45–13.45

Brittas Suite, The Leisure Centre, Second Floor, Citywest Hotel, Event and Conference Centre

‘YOUR FUTURE IN OUR HAND’ – GMB YOUNG MEMBERS NETWORK

Chair: Ben Cook, Chair GMB Young Members Network

Speakers:

Ben Cook, Chair GMB Young Members Network

Lauren Gilmour, Vice Chair GMB Young Members Network

Others speakers TBC

There are over a million young people out of work. Young people have been in the forefront of the Coalition’s economic failure - a generation suffering from poor job prospects, low skills and repeated spells out of work - a lost generation to unemployment. Those in work experience low pay, zero hour contracts and insecurity. 6% of GMB membership is young.

Come, engage and contribute on how to:

1. Organise young members
2. Campaign for £10 hour
3. Becoming a GMB young member activist.

Refreshments will be provided.

Fringe Events

WEDNESDAY

GMB NATIONAL HEALTH & ENVIRONMENT DEPARTMENT

Wednesday 10 June

12.45–13.45

Rathcoole Suite, The Leisure Centre, Second Floor, Citywest Hotel, Event and Conference Centre

YOUR HEALTH, YOUR SAFETY

Chair: John McClean, GMB Health & Environment Officer

Speakers: Dan Shears, GMB Health & Environment Research & Policy Officer

This year sees a special report to Congress on H&S inside and outside GMB. Cuts to the HSE Inspectorate and a continual assault on H&S Legislation under the “Burden on Business” political agenda means that GMB safety reps will have to do even more to help protect their members. Come to this important fringe and discover how GMB might help at a regional and national level.

Refreshments will be provided.

GMB NATIONAL POLITICAL DEPARTMENT

Wednesday 10 June

12.45–13.45

Silken Thomas Suite, Main Hotel, Second Floor, Citywest Hotel, Event and Conference Centre

GETTING INVOLVED IN THE LABOUR PARTY

Chair: TBC

Speakers: TBC

Come along and find out how you can get involved and build GMB influence in the party. Get active, become a Labour councillor!

Refreshments will be provided.

MOTOR LEGAL SERVICE FREE FOR GMB MEMBERS A NEW UNIONLINE SERVICE

GMB

GMB@WORK

- Full accident management regardless of fault.
- You will receive 100% of any compensation recovered.
- Access to telephone advice on a wide range of motoring issues.
- Dedicated personal customer manager who will deal with your claim.
- Unlimited number of claims.
- An option for a replacement vehicle whilst yours is off the road following a non fault accident.
- Management of repairs to your vehicle at an approved repair centre or a repair centre of your choice.
- Covers you and your family.
- Saves you up to £40 per year (no need to buy this service from your insurer).
- Organise windscreen repairs and replacement.
- Service available 24/7, 365 days per year.
- Service available across the UK and Northern Ireland.

To make the most of the UNIONLINE Motor Legal Service, you need to call UNIONLINE on 0300 333 0303 and press option 5 **BEFORE** you call your vehicle motor insurer.

**FOR FULL
DETAILS CALL
UNIONLINE
0300 333 0303**

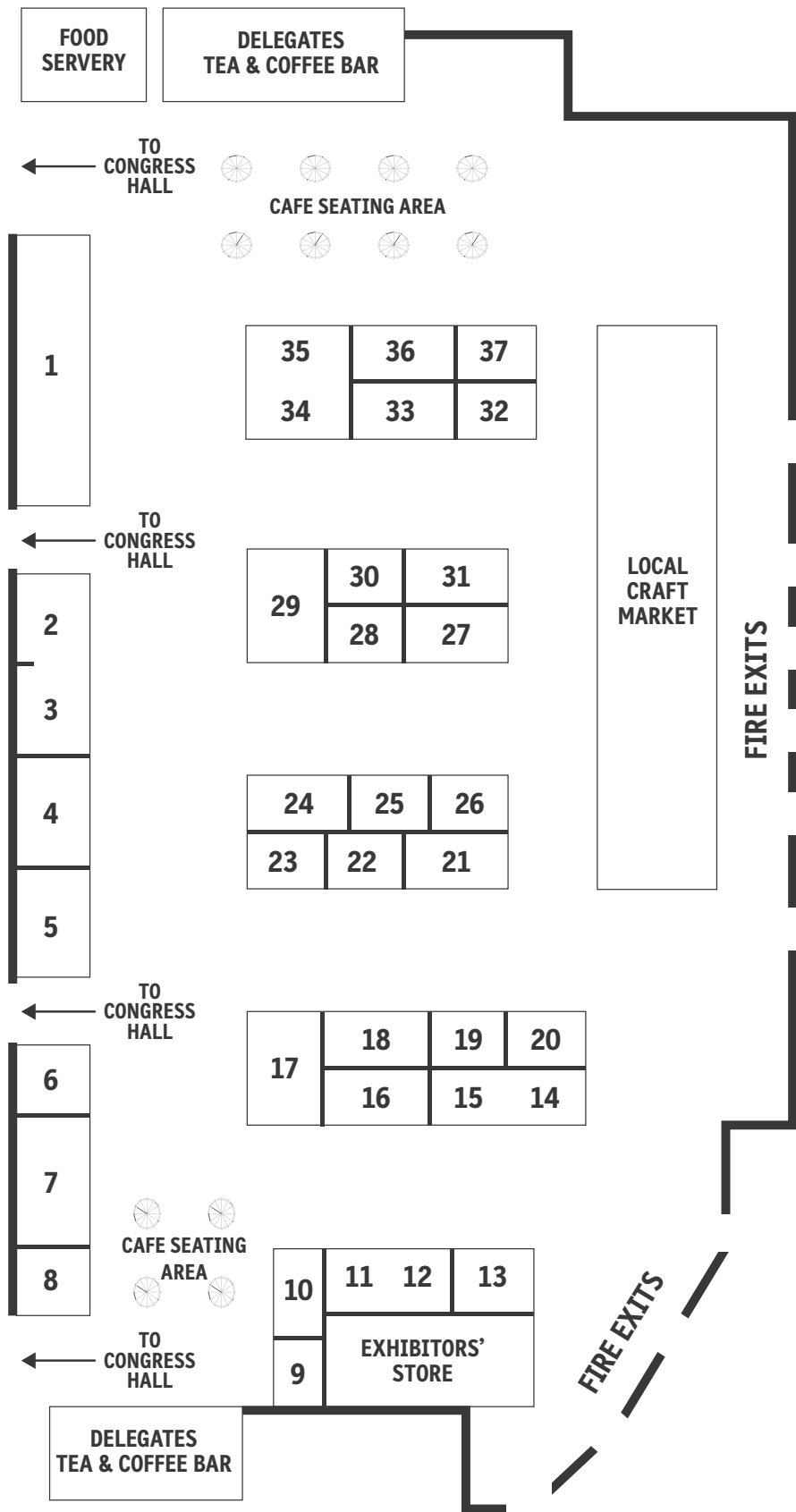
The UNIONLINE Motor Claims Service is operated on behalf of Unionline by Lexelle Ltd—a specialist insurance and accident claims management business authorised and regulated the Financial Conduct Authority (312782) and the Ministry of Justice (CRM3909).

*Subject to rule.

Join online at www.gmb.org.uk/join

UNIONLINE
YOUR TRADE UNION LAW FIRM
0300 333 0303
www.unionline.co.uk

Exhibition Plan



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GMB Congress acknowledges the following Sponsors

UNIONLINE

British Gas

Pellacraft Ltd

The People's Operator

Future Fusion

LV = Liverpool Victoria

Digby Brown Solicitors

Pattinson & Brewer Solicitors



Jobs for the girls...

Have you ever considered a career as an engineer?

Being an apprentice gives you the opportunity to gain a recognised qualification and develop professional skills, while earning a salary. To find out more, visit:

www.britishgasjobs.co.uk/careers

Job search +



The Exhibitors



Abortion Rights Stand 30

Abortion Rights is the national pro-choice campaign. We are campaigning to defend and extend women's rights and access to safe, legal abortion. We oppose any attack on the 1967 Abortion Act including any attempt to lower the abortion time limit. Almost 50 years since the introduction of safe, legal abortion in Britain women's rights should be advanced not driven back. A consistent three quarters of people support a woman's right to choose in Britain. We believe the law should be brought into line with public opinion—so that women can make their own reproductive decisions without the current unfair legal barriers, obstructions and delays. Join the fight become a member today.



Banana Link Stand 15

Banana Link works towards a fair and sustainable banana and pineapple trade in close partnership with plantation workers unions and small farmer organisations in Latin America, Africa and the Caribbean. We believe that trade unions are dynamic actors in poverty alleviation in the South and are committed to building the capacity of our union partners to engage in dialogue with stakeholders throughout the global supply chain, from governments to retailers, to secure decent work, including living wages.

How can you help?

Banana Link campaigns to Make Fruit Fair!—visit www.makefruitfair.org.uk and sign up to subscribe to our newsletter, receive calls for solidarity action and news from our partners in the South.

Get your GMB branch or region—or both! to donate regularly to the GMB International Solidarity Fund—<http://www.bananalink.org.uk/gmb-international-solidarity-fund>— which provides financial support to Latin American unions to organise and educate workers.



Bookmarks Bookshop Stand 37

Bookmarks is the UK's leading socialist bookshop. With a shop in central London and an online bookstore, bookmarksbookshop.co.uk, our range includes politics, trade unionism, labour history, the environment, women's liberation, LGBT, black struggle, culture, fiction and progressive children's books. We also sell t-shirts, mugs, badges, posters, gifts, CDs and DVDs.

We are appointed sellers to the TUC and provide bookstalls for union and campaign meetings around the country. We give discounts to trade union branches. Join our email list to receive news and special offers.

info@bookmarksbookshop.co.uk

Follow us on twitter and facebook.



British Gas Stand 29

British Gas is the UK's leading energy supplier, and serves around 11 million homes in Britain—nearly half the country's homes—as well as providing energy to around half a million UK businesses. British Gas provides value for money, dedicated customer service, innovative energy solutions and the highest quality Home Services expertise in the country. Find out more at www.britishgas.co.uk

The Exhibitors



Class Stand 28

The Centre for Labour and Social Studies (Class) is a new think-tank established in 2012 to act as a centre for left debate and discussion. Originating in the labour movement,

Class works with a broad coalition of supporters, academics and experts to develop and advance alternative policies for today.

Through the production of high quality, intellectually compelling publications and events Class seeks to shape ideas that can inspire the trade union movement, cement a broad alliance of social forces and influence policy development to ensure the political agenda is on the side of working people. Class produces briefings, policy papers and think pieces spanning a broad policy field and organises seminars and events across the country to encourage discussion on new policy ideas.



Cuba Solidarity Campaign—CSC Stand 14

CSC campaigns against the illegal US blockade of Cuba and to defend Cuba's independence, free from foreign intervention.

Visit our stand for campaign materials, to affiliate your branch, join as individual, information on the blockade, upcoming tours and a catalogue of our online shop.



Digby Brown Solicitors Stand 7

Digby Brown is proud of its long association with



the trade union movement and the relationship between GMB and Digby Brown goes back more than 60 years. We are delighted to continue our sponsorship of the internet café at this year's Congress.

UNIONLINE, in partnership with Digby Brown provides legal services to GMB in Scotland, successfully assisting thousands of members with industrial accident, road accident, industrial disease and employment tribunal claims. Digby Brown is at the forefront of pursuing mass equal pay litigation and holiday pay claims for GMB members in Scotland. We only ever represent workers and claimants, and our litigation expertise and experience helps provide equality of arms in the fight against employers and insurers.

Digby Brown is proud to be the first legal firm in Scotland to be awarded accreditation as a Living Wage Employer. We are active in our support and campaigning alongside GMB (Scotland) members to protect hard-won workplace rights and safety standards.



Dublin Tourism Reception

South Dublin County Tourism is dedicated to securing South Dublin as Ireland's premier sport, business and leisure destination.

Overlooked by the Dublin Mountains, golf courses, fishing, South Dublin has something for everyone.

South Dublin is serviced by premier hotel, golf clubs, a boutique stadium, state of the art conference/events centre, award winning retail outlets; South Dublin County is truly a country experience on the edge of the city.

Future Fusion

Proud to work with GMB

MADE IN BRITAIN

Are you sitting COMFORTABLY?
GMB's upholstery experts in Long Eaton

REGIONAL UPDATE
All the news from GMB

JOIN US ON FACEBOOK Search GMB West Midlands

CENTRE POINT

An inspiring MESSAGE
Sally Maybury, a Birmingham City Council employee and GMB organiser, told strikers of her daily struggles, as a single mother living on a low income...

GET READY FOR CONGRESS 2011!
How you can make a difference and have your say!

Local Government Day of ACTION
GMB members came out in force to win a better pay deal

YOUR UNION IN ACTION

GMB IN ASDA RETAIL
New branch to fight for better pay and conditions for store staff

FAIR DEAL AT LAST!
Joe Morgan, GMB Regional Secretary, said "It has proved extremely difficult to persuade the local government employers to agree new pay proposals for GMB to consult our members on. But now we have an agreed set of new proposals which we will consult on and while doing that GMB is suspending the strike planned for 14 October. We will issue more details about the consultation shortly."

BLACK AND ORANGE FLYING HIGH
Action was taken across the West Midlands Region, including Sandwell, Dudley, Stoke-on-Trent, Staffordshire, Warwickshire, Herefordshire and Worcestershire, including recycling depots, leisure centres and other facilities. Thousands of strikers also gathered in central Birmingham

THE MAGAZINE FOR GMB MEMBERS

Contact
Winter 2014
NO MORE PAGE 3! End media sexism

Star
Northern
April/May 2014
NO MORE PAGE 3! End media sexism

Vision
March 2014
NO MORE PAGE 3! End media sexism

Nexus
March 2014
NO MORE PAGE 3! End media sexism

Pulse
Winter 2014
GMB'S FIRST CLASS Fighting Inequality
STANDING PROUD
Members unite against asbestos in schools

Candid
Winter 2014
FAIR PAY NOW! It's what we deserve

Unionline
Every legal service you need, when you need it
0300 333 0303

The Hard Up Festival
GMB sends a message to Tories outside their Birmingham conference

PRIDE OF GMB
Members across the region are proud of who they are!

Future Fusion

GMB
GMB@WORK

The Exhibitors



Ethical Threads Stand 5

If you care about what you wear, who made it and where it came from then call in to our stand. Ethical Threads produce t-shirts and other clothing from ethical sources. Get some for your branch or campaign.

Visit our website www.ethicalthreads.co.uk or call us on: 020 8457 4114 or 07957 261137 for general enquiries and sales.

Collect your free GMB Congress delegates' t-shirt at our stand by producing your GMB Congress credential.



FutureFusion GMB Congress Sponsor—no stand

FutureFusion is the publisher that produces the GMB magazine—in print and digitally—three times a year. Working with GMB's regional editors, we bring members the latest on GMB campaigns, victories and all the work GMB and UNIONLINE are doing for members across the country.

We are proud to support GMB Congress 2015.

Since 2007, we've covered the union's key activities for its members—tackling the complex issues GMB members face and breaking them down in a way that truly inspires the membership. Future Fusion works with a range of unions and professional bodies including the Musician's Union and the Professional Footballer's Association, as well as major brands such as Virgin Holidays, Samsung and Odeon.

If you have a story to share with other GMB members, get in touch via your regional office. If you're interested in advertising in the magazine, please call Kevin Stoddart 01225 687455 or email kevin.stoddart@futurenet.com



The General Federation of Trade Unions –GFTU Stand 22

The General Federation of Trade Unions (GFTU) is proud of its 115 year heritage and unique place in the trade union and Labour movement—strong, united and growing, our support and services continue to help the movement be stronger, despite all the difficulties and attacks, trade unions are here to stay and will prosper.

The GFTU and GMB have had a long and successful relationship and we look forward to working together in the future and “building together”. Keep a close eye on our website for details of forthcoming events, training and details about how to apply for the courses at www.gftu.org.uk

The GFTU continues to grow and recently moved its offices to Quorn, where the GFTU's Hotel and training centre is proving a real asset to the movement. For more information about Quorn Grange Hotel offers and events call 01509 412167 or see our website www.quorngrangehotel.co.uk



GMB College Stand 16

GMB COLLEGE is a recognised and accredited college newly opened here in Dublin. The academic staff includes professionals in Law, Industrial Relations, Business and Management, who all have experience of teaching trade union courses such as negotiation, conflict resolution and organising

skills, employment and business law, in both the UK and Irish jurisdictions.

We are launching an exciting programme of three to five day residential programmes here in Dublin commencing in September 2015 designed specifically to train and equip GMB staff and members with the opportunity to hone and perfect their skills and knowledge to improve their excellence in the world of work, on accredited courses recognised in both the UK and Ireland. Programmes are run over weekends and week days so combine your learning with a taste of Dublin sightseeing.

Visit the GMB College stand, speak with our GMB College representatives. Enter our draw, there are prizes for every region.

The Exhibitors



GMB Equality Through Inclusion Stand 31

On the Equality and Inclusion stand you will find a range of equality related publications, freebies and contacts. You will find copies of the GMB strategy for delivering equality in GMB and in the workplace, as well as information on the equality structures and GMB's

Respect@WORK literature.

In addition to the equality related information from GMB regions, there will be published information on the key equality related campaigns, including information on maternity rights, abortion rights and an Equality Tool Kit.

There will be material available from external legal and equality organisations including the Equality and Human Rights Commission, Labour Research Department, the Equality and Diversity Forum and others.



GMB Free Internet Café Stand 7

Want to know what's happening back at the workplace?

Need to keep up to date with your email, browse the

Internet, write your speech or print your

documents? Visit GMB's Internet Café—

Sponsored by Digby Brown.



GMB Health & Environment Stand 21

With the election of a majority Conservative Government, the relentless attack on workplace health, safety and welfare, under the guise of cutting red tape, will surely intensify. GMB Health and Safety Representatives who need to understand exactly where we are in relation to changes to H&S legislation should come to the stall to discuss the latest developments.

In addition the environment, whether it's the floods, the energy crisis or the failing "Green Deal", policy since 2010 has been a disaster and the future doesn't look better for this parliament. If you need to brush up on the GMB position in relation to environmental factors talk to us at GMB Congress.

NEW FOR 2015

NHS DENTAL PLAN

Would you like all
your NHS dental
bills repaid
in full up to
£500
per year?



HOW DOES IT WORK?

It's very simple; on the day you call we'll set you up as a plan member and arrange your direct debit. Unlike many other dental plans and as an exclusive introductory offer, there is **no qualifying period** meaning you are covered for the following benefits immediately the day after joining:

Premium and Benefits Table:

Examinations, Scale and Polish and X-rays	All NHS charges paid
Fillings, Root Canal Treatments, Extractions, Crowns, Bridges, Dentures and Repairs	All NHS charges paid
Dental-related prescription items	6 items per year
Maximum annual claim limit	£500
Oral cancer cover	£6,500
Accidental impact injury	£750
In-patient cash per night (dental related)	£25 per night, up to 25 nights per year
Monthly premium per person	£10.00

CLAIMING IS EASY

STEP 1: Pay your dental bill and get your claim form completed...

STEP 2: Return your claim form with a valid receipt...

STEP 3: Receive your money back!

GMB**GMB@WORK**

JOIN TODAY, CLAIM TOMORROW

Call our customer service team to join
the plan on Freephone **0800 037 2072**
or apply online at **www.gmbdental.co.uk**

IMPORTANT INFORMATION: In order to make your first claim, you must have been to see your dentist within the last twelve months for a full examination. Any pre-existing condition or ongoing treatment is not covered; only new dental conditions that occur after joining are covered by this plan. Cover is for NHS dental charges only as per the English banding charges and no cover is provided for any private dentistry charges on this plan. Policy terms and conditions apply. Claims are handled directly by the insurer who is a 'Not for Profit' organisation with a 135 year heritage of providing affordable healthcare. GMB NHS Dental Plan is designed and administered by Protego Group Ltd. Registered Office: 260 - 268 Chapel Street, Manchester M3 5JZ. Protego Group is authorised and regulated by the Financial Conduct Authority (304363) ©Protego Group 2015

The Exhibitors



GMB National Women's Taskforce Stand 33

The role of the National Women's Taskforce is to encourage women to become more involved in all aspects of GMB.

Do you want to know more about us?

Do you find it hard to encourage members to become more active?

Would you like to record your views?

Would you like to 'star' in the Congress closing ceremony slide show?

Why not visit the GMB National Women's Taskforce stand where you will be guaranteed a warm welcome. There will materials and information available to help you encourage more women to become GMB Workplace Organisers and GMB Branch Activists. The Taskforce also offer its visitors an opportunity to interact with GMB.

If you are a Congress delegate nervous about speaking at the rostrum you can come along and receive practical advice as well as a chance to do a practice run.



GMB NHS Dental Plan Stand 6

New For 2015

Do you have a NHS dentist?

29.9 million adult patients were seen by NHS dentists in the 24 month period ending June 2014 and 69.5% paid for their treatment which would now cost up to £222.50

according to the NHS scale of charges*.

Get £500 of NHS cover with the GMB NHS dental plan and get money back each time you visit your NHS dentist, meaning no more costly treatment bills. Plus as a special offer for GMB members, you're covered immediately as soon as you join. Visit our stand to learn more about this simple and straightforward GMB member benefit or join online at www.gmbdental.co.uk

Claims are handled directly by a 'Not for Profit' insurer with a 135 year heritage of providing affordable healthcare. GMB NHS Dental Plan is administered by Protego Group who is authorised and regulated by the Financial Conduct Authority (304363)

* Sources: <http://www.hscic.gov.uk/catalogue/PUB14738/nhs-dent-stat-eng-13-14-rep.pdf>; NHS Band 3 charge correct 16/4/2015 <http://www.nhs.uk/NHSEngland/AboutNHSservices/dentists/Pages/nhs-dental-charges.aspx>



GMB Political Stand 27

Come and visit the GMB Political stand. We're working hard to deliver political education to GMB members and identify, encourage and support anyone who wants to become politically active at whatever level, as a CLP activist or a politician. If you want to find out what's involved come and

have a chat.

The Exhibitors



working with GMB

GMBProtect Stand 35

Approved provider of family protection insurance.

As a benefit of GMB membership, we offer you the chance to register for FREE £5,000 Accidental Death Cover.

Cover lasts for 12 months and is guaranteed

acceptance for UK residents aged 18–64.

Go to www.GMBProtect.com/a to find out more and apply online.

Terms and Conditions apply. GMB is an introducer appointed Representative of GMBProtect. GMBProtect is a trading name of Union Income Benefit LTD (UIB) who arrange this insurance. The insurance is provided by ACE Europe Life Limited.



GMB Retired Members Association – The Golden Years Stand 11

Since 1985 GMB's Retired Members Association (RMA) has continued to grow. Retired members and their partners are urged to maintain an active interest in the activities of the RMA. All but one branch are affiliated to the RMA.

The four key objectives of the RMA Constitution are as follows:

- The GMB RMA aims to provide practical assistance in the recruitment, retention and organisational objectives of GMB wherever and whenever possible.
- The GMB RMA aims to campaign on behalf of retired GMB members, and thus bring about dignity in retirement.
- The GMB RMA will work in partnership with like-minded pensioner groups whenever it is appropriate to do so.
- The GMB RMA aims at all times to comply with the Equal Opportunity policies of GMB.

These aims and objectives are about furthering the interests and aspirations of GMB retired members and their partners, building and maintaining the goals of our thousands of retired members, and developing a seamless link with the working membership of GMB.

Britain has a growing and influential pensioner movement, which is campaigning to have the freedom to live in dignity and not the fear of need, The GMB RMA is part of the larger pensioner movement and politically campaigns at all levels of Government-Europe and in the UK.

You joined GMB to protect and advance your interest at work. The same criteria apply in retirement. If you are interested, or about to retire, and would like to stay active and involved in GMB, please contact your Regional Secretary or the appropriate RMA Co-ordinator.



**GMB
MEMBERSHIP
ENTITLEMENT**

**Don't miss out
on your**

FREE £5,000

Accidental Death Cover

12 months of cover for UK residents aged 18-64.

APPLY ONLINE TODAY!

www.GMBProtect.com/a

Terms & Conditions apply. GMB is an introducer appointed representative of GMBProtect. GMBProtect is a trading name of Union Income Benefit Ltd (UIB) who arrange this insurance. The insurance is provided by ACE Europe Life Limited.



The Exhibitors



GMB Union Learning Fund Projects Stand 18

GMB is currently operating in six GMB regions offering Lifelong Learning to its members. These projects are aimed directly at providing learning for members and their families within GMB. Visit our stand advertising and promoting the projects at this year's GMB congress. We have also organised a fringe meeting that will take place on Tuesday 9th June 2015 at 12.45pm in the Verschoye Suite.

We encourage individuals to visit the stand during GMB Congress breaks and attend the fringe meeting. GMB and the Lifelong learning agenda is now moving towards total sustainability so that members of GMB can utilise learning as a means to improving their skills, which in turn can possibly lead to progression at work and better life opportunities. The learning agenda strengthens union organisation as well as increasing membership.



Jim Connell Society Stand 24

The Jim Connell Society is dedicated to the man who wrote the international trade union anthem, The Red Flag.

The Society organises an annual trade union weekend and commemoration on the first weekend of May each year. In the relaxed and picturesque heritage area of the Boyne Valley, it is a weekend of speeches and songs, of friendship and festivities, of debate and debauchery (upon request). This gathering is the only May Day celebration in rural Ireland and has a particular focus on trying to build links between unions across these islands.

Since our formation, 18 years ago, the Society has had the unwavering support and wise counsel of our comrades in GMB, for which we will always be grateful.

We ask that you follow our Facebook page and that you consider coming to Kells & Crossakiel in 2016. For further information please contact Tommy Grimes on 00 353 87 980 6688



LV = Liverpool Victoria Stand 17

Car Insurance

LV= Liverpool Victoria, GMB's approved supplier for car insurance and sponsor at GMB Congress, has been providing members with exclusive discounted rates on their car Insurance for many years. At LV= we care about our customers and their loved ones, particularly when they need us most. This is something we care passionately about and our award winning customer service is one of the reasons we are recommended by GMB.

As well as discounted prices, GMB members get great quality cover. Independent financial researcher Defaqto, has awarded our car insurance a 5 Star Rating – its highest level of rating – for the eleventh year in a row. Thousands of members have already benefited so why not come and see how you could benefit too.

We look forward to meeting you at the LV= stand and will be pleased to provide further information. You can also visit LV.com/GMB



Nicaragua Solidarity Campaign – NSC Stand 20

GMB has always been a supporter of our work with trade unions both in the UK and in Nicaragua and is affiliated to us.

Visit our stand to buy Latin American jewellery, children's clothes, solidarity t-shirts and more. NSC and NSCAG work to raise support in the UK for progressive organisations in Nicaragua through trade union delegations to Nicaragua, town twinning links, speaker tours in the UK and publications including "Nicaragua Now". Is your GMB branch or region affiliated? Would you like to be on our Executive Committee?

NSC/NSCAG, 86, Durham Rd, London N7 7DT

020 7561 4836 nsc@nicaraguasc.org.uk www.nicaraguasc.org.uk www.nscag.org



Organise Consulting Stand 23

Organise Consulting are specialists in relationship building. Founded by Mike Joslin we are a world leader in creating relationships using the tools of the digital age.

With 3 offices in London, Newcastle and Edinburgh we work for clients in more than 40 countries. We are proud to support political parties, trade unions, charities, businesses, high profile individuals and movements communicating in the modern world.

Using our unique approach to help organisations grow audiences, build relationships and drive action, we are helping trade unions across the world organise and make change happen. In the last two years we've worked with trade unions to engage members, run campaigns and increase their membership.

To find out more, come and see us at stand 23 in the Exhibition Hall or visit our website www.organiseconsulting.com



Palestine Solidarity Campaign Stand 19

Palestine Solidarity Campaign is an independent organisation, working for justice and self-determination for the Palestinian people. Visit our stand for information about our current campaigns, focusing on Israeli racism, ethnic cleansing and apartheid and to find out how you can get

involved to support justice and peace in Palestine.

You will also be able to find out all the necessary information, including how to join our campaign for a Free Palestine, on our website

www.palestinecampaign.org and our Facebook page

www.facebook.com/palestinesolidarityuk

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GMB Branch Websites

Join over **130** other branches from only **£102** a year*

Don't have time to set-up and maintain a website?

Then let us do it for you.

Keeping it fresh

Even if you don't do anything your site will still remain current and have new content for your visitors to read.

A professional domain name and email address

Look professional and instil confidence in members and visitors.

Easy to edit Branch pages - do as much or as little as you like

If you can edit an email you can edit your website.†

Update your website by doing nothing more than you do now!

If you use Social Media it can appear on your website.†

**Price excludes VAT. †This feature is only available on certain packages.*



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Pattinson & Brewer Solicitors – Proud partners of UNIONLINE GMB

Congress Sponsor—no stand

At Pattinson & Brewer we passionately believe in fairness that everyone has an equal right to have their claim heard. Our long association with, and commitment to the Trade Union Movement, has allowed us the opportunity to make a real difference and bring about change through the law.

Our partners and staff remain dedicated to providing on-going active support and commitment to UNIONLINE. They strive every week to achieve a fair deal—going that ‘extra mile’ for those seeking legal advice; helping them to ‘fear nothing’ and secure justice, care and compensation.

When GMB members have a problem we work with UNIONLINE to ensure access to justice—at your local trade union offices or, at home—whichever is more convenient.

Personal Injury—Industrial Injury & Disease—Medical Negligence—
Employment—Family & Matrimonial—Property—Wills, Probate & Later Life services.

Pattinson & Brewer working in proud partnership with UNIONLINE.



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Pellacraft GMB Branch Website Training Stand 3

Do you have a Pellacraft Branch Website?

If you don't then come and talk to us and find out how we can help you to promote your branch and support your members with one of our hassle free websites. It features easy to edit branch pages and we take care of the rest, so you can choose to do as much or as little as you like.

If you already have a Pellacraft website and would like help with anything, then please come along and book a one-on-one training session with us for during Congress or a later date. We'll show you how to edit pages, add news, update your contacts or anything else that you'd like to know.

We look forward to talking with you.

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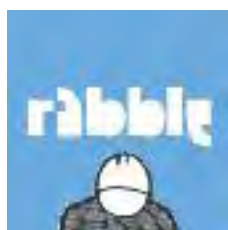
Pellacraft Limited – Promoting GMB Stand 2

Pellacraft has been established for over 30 years now and have become one of the leading suppliers in the quality Business Gifts and Corporate Promotional Merchandise sector. Our aim is to provide your organisation with the material to help promote GMB throughout industries all over the UK.

We offer a wide variety of products and have put together a brochure showcasing our most popular ranges. These items can be used during recruitment drives, updating current members or simply to help raise awareness of GMB. The effective use of promotional merchandise will leave members with a positive image of GMB and as a promotional and advertising vehicle this route can prove to be very cost effective.

For more help and ideas, please call Sam on 01623 636602 to discuss your requirements. Pellacraft will be happy to produce ideas, quotations and any samples required in order to enable you to plan your promotion efficiently.

Pellacraft Ltd, Hermitage House, Hermitage Way, Mansfield, Notts NG18 5ES
t 01623 636602 f 01623 635881 e sales@pellacraft.com w www.pellacraft.com



rabble – “News and views from the city’s underground.” Stand 25

rabble is a non-profit newspaper from the city’s underground. It’s collectively and independently run by volunteers.

rabble aims to create a space for the passionate telling of truth, muck-raking journalism and well aimed pot-shots at illegitimate authority. We stand within, and with, Dublin as it struggles from below against the ghost of the Celtic Tiger and the state it left us in. We support those who fight with a new world in their hearts and encourage those who create cultures that seed hope in bleak times.

Those involved know each other from alternative media and street mobilisations, from raves, gigs and the football terraces, or by just living in the village that is Dublin. We range from people living and raising their families in the city, to community and political activists, to artists, messers and mischief-makers.

We Are rabble.

Promote your Union, Region or Branch - We're here to help!

The new **2015 GMB promotional merchandise catalogue** has 32 pages full of **exciting products**. As well as old favourites, there's lots of **new ideas** to promote campaigns and recruitment drives.

At Pellacraft we're **always happy to help!** Please call:
01623 636602

To buy or view online please visit:
www.gmb-shop.org.uk

You can get your **free copy** and other **free gifts** by visiting the **Pellacraft stand**.

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2/3

98% of us
think promotional goods
are not a waste of money,
in fact, **two thirds** of us will hang
on to a gift for **six months.***

*This research was commissioned by the BPMA and conducted by independent research company Relevant Insights LLC



SWITCH TO TPO AND HELP GMB!



**The People's Operator is proud to be supporting
GMB Congress in Dublin 7th - 11th June 2015**

**With The People's Operator, GMB members get a better mobile
deal and 10% of your spend goes straight back to GMB
causes at no extra cost to you**

Visit stand 4 at the GMB Congress



Ruskin College Stand 32

Ruskin College has been at the heart of worker education since 1899. We are an adult residential college based in Oxford, offering degree and Master's degree programmes for trade union activists, officers and those with an interest in the Labour and Trade Union Movement, including Labour Studies, Law and Social Sciences.

21st century trade unions face a number of challenges that affect workers on a global basis; attacks on worker rights, international migration, ageing populations, the jobs versus the environment dilemma and the rise of the far right to name but a few.

This prestigious programme aims to combine Ruskin College's heritage with relevance to a younger generation of labour movement activists by reflecting in the teaching the radically changing economic, political and social challenges of modern times. The course is unique as it is the only undergraduate programme in the UK to analyse employment relations issues on a global basis.



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0300 333 0303
www.unionline.co.uk

Simpsons Solicitors with GMB North West & Irish Region Stand 10

Simpsons solicitors are proud to represent members of GMB and work in association with UNIONLINE in protecting and fighting for the rights of GMB members in the workplace.

We specialise in acting on behalf of GMB members in all employment matters, and pursuing claims for compensation for personal injury.

In association with UNIONLINE we represent members of the GMB in the North West and Irish region, Midlands and East coast region and Birmingham and West Midlands region.

As a practice we are supportive of the trade union movement and all of our staff are members of GMB.

We assist GMB in providing training seminars for new shop stewards. We are also delighted to address GMB delegates at Congress on current issues in employment matters and have a particular presence at the Women's Conference held annually in the GMB North West and Irish Region.

If you need legal assistance, please contact UNIONLINE on 0300 333 0303.

If you need to contact us directly our office telephone numbers are:

- Cheadle Hulme office—(0161) 485 6030
- Liverpool office—(0151) 236 4312

Or you can email us at: law@simpsonssolicitors.co.uk

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The People's Operator Stand 4

Switch to the mobile network that gives back

Help support GMB continue the fight against blacklisting and standing up for the living wage.

TPO costs GMB members less and they direct 10% of your spend to GMB at no extra cost to you. Simply enter the Partner Code 'GMB' when you choose your deal to support GMB.

TPO have a range of 30-day Pay Monthly contracts including Unlimited Minutes, Texts and 3GB of data for just £14.99 per month and a £10 deal specially created to keep GMB branches talking. Ask them about this on stand 4 at GMB Congress 2015

With the UK's biggest 3G network coverage from EE and a dedicated in-house UK-based customer services team, TPO is the best choice for GMB members. Visit www.tpouk.com/gmb

All it takes is a great TPO SIM deal to turn your mobile into a force for good.



Thorne Credit Union Stand 9

A Thorne on your side. Thorne Credit Union, trading name TCU Money, is a very different sort

of financial organisation.

TCU is a democratic, ethical credit union established by GMB in 1999 to provide fair financial services for all GMB members and their families.

TCU core services are savings and loans delivered with personal service and market leading interest rates. All savings are fully guaranteed up to £85,000 by the Financial Services Compensation Scheme.

Join TCU Money and support its on-going campaign for greater financial inclusion through simply, affordable financial services which generate a financial and social return for the wider GMB community.

Visit our stand at GMB Congress, open a TCU member savings account and we will reward you with £10 to kick start your savings habit—
www.thornecreditunion.com

Thorne Credit Union Ltd is authorised and regulated by the Financial Conduct Authority and the Prudential Regulation Authority. Firm reference number 213550



Trade Union Friends Of Israel Stand 13

Bringing together, Israeli, Palestinian and UK trade unionists. Working for two states.

TUFI was established to strengthen the links between the Histadrut (the Israeli TUC), the Palestinian General Federation of Trade Unions (PGFTU) and the British trade union movement.

TUFI aims to:

- Build support for the Middle East peace process in the UK labour movement;
- Promote efforts towards finding a just and lasting peace settlement for Israelis and Palestinians;
- Initiate dialogue by taking British delegations to meet with both Israeli and Palestinian trade unionists.



TU Fund Managers

TU Fund Managers Limited Stand 34

TU Fund Managers is one of the oldest Unit Trust investment companies in the UK having celebrated its 50th anniversary in 2011. Founded by the trade union movement back in 1961, unlike most other investment houses, TU is wholly owned by a charity, the TUUT Charitable Trust, which has over the years supported a diverse range of worthy charitable causes.

You too could invest with TU, from as little as £50 a month. ISA investments are well worth considering to complement pension funds.

For full details, visit the TU stand during GMB Congress.

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UIA Insurance Ltd Stand 36

Competitive Home Insurance for GMB members

UIA Insurance are GMB's "Approved" provider of Home insurance.

UIA offers its members competitively priced, quality insurance supported by a commitment to service excellence. What benefits can we offer you?

Home Insurance:

- **Special Offer – We will guarantee to beat your current home insurance premiums (subject to T&Cs)**
- Interest-free instalment facility

Travel Insurance:

- 5% on-line discount
- Children under 4 years covered free
- Single trip or annual cover

Visit the UIA stand for more information about what makes us different, the benefits we offer to GMB members and their families, enter our free draw or sign-up to access UIA materials for your branch newsletter.

For a quotation and more information call UIA free on 0800 072 99 22 or visit www.gmbinsurance.co.uk

GMB is an Introducer Appointed Representative of UIA (Insurance Services) Ltd and UIA (Insurance) Ltd.



Uniec Prestige Ltd Stand 8

Uniec Prestige are Independent Financial Advisers working nationally and are proud to be working with many of the GMB Regions to provide sound impartial

pensions and financial advice on the shop floor.

At Uniec Prestige the ethos is to provide a professional and efficient service. We have the flexibility to respond to situations as they arise and we are used to working under pressure and to tight deadlines.

While offering advice across all areas of personal finance, we are best recognised for our specialism in the workplace, delivering sound and trusted advice to union members facing redundancy, retirement, pension or organisational change in the workplace.

We have a dedicated team of advisers who are trained to provide a

You can look around but ...

... *we'll* beat your current home insurance premium. *Guaranteed!**



Call us **FREE** on: **0800 072 99 22**

Or from a mobile dial: **01438 761 651** Quoting ref: **GMB CONFERENCE** Lines open 8.30am-8pm Mon-Fri, 9am-1pm Sat

*'Price Guarantee' is an introductory offer and applies to new customers only for the first 12 months of the policy. Minimum premiums apply. Maximum discount £150. This offer is available if you have been claim-free for five years or more, is subject to our usual acceptance and underwriting criteria, and is only available when you call us on 0800 072 99 22 or 01438 761 651 quoting the reference 'GMB conference'. We reserve the right to verify your home insurance renewal premium. To be eligible for this offer a quote must be requested by 30.09.15. Quotes are valid for 45 days. We reserve the right to withdraw this offer at any time.

GMB is an Introducer Appointed Representative of UIA (Insurance) Ltd, which is authorised by the Prudential Regulation Authority and regulated by the Financial Conduct Authority and the Prudential Regulation Authority.

Could you be our Community Branch of the Year?



To celebrate 125 years of UIA working with trade union activists and their communities, we want to hear about all the inspiring things GMB branches are doing to help their *own* communities.

Tell us your story for the chance to win £1,250 towards your end-of-year party.

To enter or to simply find out more, visit **www.uia.co.uk/awards**

Competition closes 31st August 2015. For full terms and conditions visit www.uia.co.uk/terms-conditions.

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sympathetic, honest and ethical service at all times. We do not charge for presentations, workshops or initial individual consultations and members are not obligated to take up any chargeable services.

We pride ourselves on helping others to feel happier, confident and better informed.

For further information call our Freephone number 0800 0556963 or visit Eileen and Clare on our stand.



UNIONLINE Stand 1

Every legal service you need – when you need it 0300 333 0303 Call the helpline to discuss your needs.

Personal injury? Report it now

If you or a member of your family has an accident of any sort, at work or elsewhere, call UNIONLINE now on 0300 333 0303 and our expert lawyers will assess your case – see the chart below.

Keep 100% of your damages award

With other personal claims solicitors, you'll pay 25 per cent of damages awarded as their fee. If UNIONLINE wins your case, you'll get 100 per cent of the money awarded to you.

Need a will?

Use UNIONLINE's will making service and you won't be charged – standard wills are a free benefit for GMB members.

Selling your house?

Call UNIONLINE and ask about our conveyancing service. It could be much cheaper than using a high street solicitor.

Family law and criminal law

The government has cut legal aid, but UNIONLINE offers GMB members a discount on a range of family and criminal law services, so give us a call if you need legal help.

Motor legal service

Your car insurance company offers this and charges you for it but it's an expense you don't need to incur. In the event of a vehicle accident just call UNIONLINE's specialist service who will assist you through the whole process covering vehicles, repairs and any injury claim you may have resulting from the accident.*

Injuries and accidents at work	Free	Free	25% of damages
Animal attacks	Free	Free	25% of damages
Clinical negligence	Free	Free	25% of damages
Criminal injury	Free	Free	Not offered
Industrial disease	Free	Free	25% of damages
Road traffic accidents	Free	Free	25% of damages
Slip & trip	Free	Free	25% of damages

Visit the UNIONLINE stand to pick up your limited edition UNIONLINE gift.

*Compared to motor legal insurance from Kwik Fit Insurance.

†Subject to rule.

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War on Want Stand 14

Poverty is not an accident—poverty is political. War on Want tackles the root causes of global poverty and challenges those institutions of the world's economic system that perpetuate that poverty.

War on Want is campaigning against TTIP – a free trade and investment treaty being negotiated in secret—between the EU and the USA. We want changes to UK tax laws to stop tax dodgers and abolish tax havens. We also campaign to end the exploitation of workers in the supply chains for UK shops and supermarkets, and stand with our partners in Bangladesh, campaigning for the Safety Accord after the 2013 Rana Plaza factory collapse.

War on Want works in partnership with UK and international trade unions as well as grassroots organisations in developing countries. We work with some of the most inspirational groups; in rural communities, factories, sweatshops, in conflict zones or on the margins of society we believe the best way to tackle poverty is to support those organisations that are best placed to find their own solutions for social change.



Wortley Hall Stand 26

Wortley Hall is an excellent location just a few minutes from junction 35a/36 off the M1. Situated within 26 acres of formal gardens and woodlands with spectacular views over the Yorkshire countryside this ex stately home is a unique venue with plenty of character. Owned as a co-operative since 1951 Wortley Hall provides excellent conference, meeting and training facilities for up to 200 delegates.

The hall also offers 49 ensuite bedrooms, bar, lounge & a newly refurbished restaurant which specialises in locally sourced produce cooked in an open kitchen. It offers complimentary car parking, wi-fi and use of the gardens for outdoor activities. This is a grand venue steeped in history and its heritage and values are still strong aspects of its identity.



York Disabled Workers Co-operative Ltd Stand 12

We are a workers cooperative—a non profit company run by disabled people.

Our mission is to employ disabled people, providing high standards of employment and offering pay above the National Minimum Wage.

We encourage everyone to contact us either by phone on

01904 421 091 or by email: sales@yorkdwc.co.uk

Visit our website: www.yorkdwc.co.uk

Uniec Prestige, proud to be working in close partnership to provide **Independent Financial Advice** to all GMB members.

**Helping people
step towards a
brighter future.**



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- Review your pension; address your concerns
 - Over age 55? Get ahead and plan your retirement options
- Advice across all aspects of retirement planning

Savings and Investments

- Are your savings safe? Are they performing to your expectations?
 - Invest wisely for your future
 - Generate tax efficient income

Protecting You and Your Family

- Making sure your family is financially secure
 - Preserve and protect your wealth

Reduce Your Monthly Bills

- Mortgages, loans and insurance analysis; could you cut costs and save money?
 - Debt management advice

**To speak with one of our Consultants,
talk to your GMB Union Representative
or call **free** on**

0800 055 6963

or visit our website at

www.uniecprestige.co.uk

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