

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 RuleBook. Congress shall conduct its business at the following times:

Sunday	10.00am - 12.30pm
Monday-Thursday	9.30am - 12.30pm 2.00pm - 5.00pm

It may be necessary, depending on the amount of Congress business, to schedule a session for Sunday afternoon.

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 RuleBook.

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 RuleBook
- 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 in accordance with Rule 70. 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, in accordance with Rule 70, 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;
- the procedures for taking Motions are as set out in Rule 70 Clauses 3-18 in respect of Council meetings;
- 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

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)

UNION ORGANISATION

CONGRESS

1. ANNUAL CONGRESS

Congress agrees in the interest of accountability and democracy to the membership, the time is now right to return to annual Congress with immediate effect.

2 ALTRINCHAM BRANCH
Lancashire Region

2. ACCOUNTABILITY

Congress is the supreme decision making body of the Union: to continue with bi-annual Congress flies in the face of democracy.

To ensure true transparency and return to true democracy for the lay members of the Union we call upon every delegate to support a return to Annual Congress starting with June 2006.

22 BURNLEY BRANCH
Lancashire Region

3. ANNUAL CONGRESS

Congress believes that Transparency and Accountability are the most used buzz words in the GMB Union.

To ensure that transparency and accountability are more than just buzz words, lets give them real meaning and demand a return to annual Congress where transparency, accountability and democracy can be seen to be applied.

115 MANCHESTER BRANCH
Lancashire Region

4. ANNUAL CONGRESS

Congress agrees that the GMB returns to holding Congress annually.

The business of running a modern Union efficiently has been trivialised by holding Congress biannually and has brought about such things as CEC surveys, thus undermining the Rule Book which says that the policy making forum of the Union shall be Congress.

181 WARRINGTON BRANCH
Lancashire Region

5. UNION ORGANISATION – CONGRESS

We ask this Congress to support a return to Annual Congress as from 2006.

44 BRANCH
Liverpool, North Wales & Irish Region

6. ANNUAL CONGRESS

This Congress instructs the CEC to begin the restoration of true democracy to this Union by re-introducing Annual Congress. To take effect from June 2006.

BARKING BRANCH
London Region

7. ANNUAL CONGRESS

Congress agrees that future Congresses should to be held on an annual basis.

GRIMSBY FOOD & LEISURE BRANCH
Midland & East Coast Region

8. GMB CONGRESS

Congress is in favour of a return to Annual Congress due to the ever-increasing amount of lost business because of Biennial Congress.

GUILDFORD G38 BRANCH
Southern Region

9. ANNUAL CONGRESS

This Congress calls for a return of Congress to an annual Congress. The experiment to move to a bi-annual Congress has been tried, but we feel that it has proved that the span between Congress is too long, it prevents the GMB from progressing and profiling issues and accountability to the governing body has been diminished. Although the initial idea to move to a bi-annual Congress was financial, this has not proved in the long run to be cost effective or operationally sound.

MID GLAMORGAN C & T BRANCH
South Western Region

10. ANNUAL CONGRESS

This Congress demands that the CEC commission a study to look at enabling a return to Annual Congress.

ESSEX PUBLIC SERVICES BRANCH
London Region

11. CONGRESS VENUES

Congress calls upon the CEC to ensure that future Congress's should be held at venues and locations where we have substantial GMB membership.

SKEGNESS & EAST LINCS GENERAL BRANCH
Midland & East Coast Region

12. ELECTION OF CONGRESS DELEGATES

This Congress is greatly concerned about, and would like an insight into, how so many delegates are "Elected" to Congress "Unopposed".

THAMES VALLEY BRANCH
London Region

13. THE RIGHT OF FULL-TIME OFFICERS TO SPEAK AT CONFERENCE

Congress, this Motion calls upon the ultimate ruling body of the Union to allow Full Time Officers, who are full paid up members of the GMB, the right to take part in debates and speak at Conference. This would encourage debate and enhance the Conference decision, making process by using the vast experience of Officers.

LONG EATON CFTA BRANCH
Midland & East Coast Region

14. POLICY

Congress is concerned that motions that have been referred in previous GMB National Conferences have fell into a black hole.

Therefore, Congress instructs the CEC to ensure that all motions referred will be on the CEC agenda as soon as possible, and a decision made on these motions within one year of the Congress motion referred.

MANSFIELD CENTRAL BRANCH
Midland & East Coast Region

UNION ORGANISATION

GENERAL

15. T&G MERGER

Congress notes the recent press coverage on a possible merger with the T&G Union. Congress is concerned that the General Secretary is prepared to talk to the T&G on this subject, without the authority of Congress or the CEC. Congress now demands there should be no talks or meetings with the T&G on the issue of a merger.

153 STRETFORD BRANCH
Lancashire Region

16. UNION ORGANISATION – NO TO MERGERS

We call on this Congress to support Liverpool, North Wales and Irish Region position that the General Secretary, Deputy General Secretary, National Officers or CEC should not enter into any discussions or meetings with any Officers of the Transport & General Workers Union, regarding any merger proposals.

44 BRANCH
Liverpool, North Wales & Irish Region

17. MERGER

This Congress orders the General Secretary to cease all merger talks with the T&G and/or any other of the big three unions.

We are the GMB and will remain the GMB.

ESSEX PUBLIC SERVICES BRANCH
London Region

18. MERGER

This Congress remains disturbed by the continual "rumours" about the GMB merging with other unions. Congress instructs the NEC to keep the membership fully informed about any talks, whether official or unofficial, with other unions, their General Secretaries and officials. Whilst not necessarily opposing a merger Congress believes that any such change should be undertaken from a position of strength, not weakness and in such a way that the GMB emerges stronger and not subject to a "take over". This can only be achieved if the membership is able to make fully informed decisions about the GMB's future.

ISLINGTON APEX BRANCH
London Region

19. TGWU

Congress notes the recent consultation that has been undertaken into the structure of the union and believes that this provides a springboard for serious discussions with the TGWU about a merger of the two oldest general workers unions.

WILTSHIRE & SWINDON W15 BRANCH
Southern Region

20. GMB – THE FUTURE

This Congress congratulates the CEC in bringing the union back into financial stability. It is accepted that many difficult and painful decisions had to be made in order to put the Union on a firmer financial footing.

Congress further notes the growth of multi national corporations and their control and influence over the lives of working people. The era of local employers is long over. In order to equip ourselves and the trade union movement to better defend and protect working people from these global predators, Congress believes that increases in organising and collective strengths are vital. Congress therefore calls on the CEC to take bold initiatives, as they did with the financial problems and seek to create a new trade union organisation which can defend and advance the interests of members and working people across the United Kingdom.

PLAISTOW BRANCH
London Region

21. NEW UNIONISM

This Congress agrees that Will Thorne founded this union with the intention of organising the unorganised - to go out to low-paid workers in insecure industries and, through militant struggle, take on the bosses to better the lot of the worker.

Today many workers, especially young and overseas workers, are in low-paid and insecure jobs and not in a union – in fast food restaurants, temporary jobs and the service industries.

The unions often aren't there to organise them to defend themselves.

The gap between rich and poor has grown dramatically under New Labour – the top 1% owned £355bn in 1996, by 2002 that had increased to £797bn. Meanwhile the wealth of the poorest 50% of the population shrank from 10% in 1986 towards the end of the Thatcher Government's second term to 7% in 1996 and 5% in 2002. On average, each individual in the top 1% was £737,000 better off that just before Mr Blair arrived in Downing Street.

Partnership unionism means getting into bed with the very bosses who are profiting from our members' low pay and long hours.

Now, even more than ever, there is a need for a battle for social justice, to redress social inequality – a battle that the unions should be leading.

Just as 100 years ago, there is now a desperate need for a "new unionism" that reaches out to the unorganised and helps them form strong organisations that can take on the fat cat bosses to win a living wage, a safe workplace and a just society.

Attempts to build unions by advertising the "offers" and "services" they can provide have been a spectacular failure.

The limited attempts at taking an organising approach in the GMB and in the broader union movement at home and overseas have helped slow the tide of decline. Stepping up that turn could turn things around.

A union that organises effectively in the interests of its members must be run democratically by its members.

There has been talk inside the union of forming a new union, with another established general union.

Therefore Congress agrees to:

Refocus the union's resources and efforts significantly towards organising workers around campaigning in the workplace to deal with the issues of their concern.

Mainstream "organising the unorganised", throughout the union's work, making it a key focus all the union's activity, with a particular focus on organising young, overseas and other "non-traditional" workers.

Reject notions of "partnership" with the bosses and with a Government that is doing the bosses' bidding.

In any negotiations to create a new union, insist on the guiding principles of that new union being those of the founders of the GMB and the "new unionists" of the turn of the 19th/20th Centuries - of organising workers to win.

LONDON HOTELS & CATERING BRANCH
London Region

22. ALTERNATIVE GMB RULEBOOK

Congress calls upon the leadership of the Union to commit resources to a National forum or body to carry out a full and comprehensive review of the GMB rulebook. This should not require a change to Union rule as its remit should be to literally dismantle and rewrite an alternative example of a modern day rulebook fit for the purpose of 21st century trade unionism.

The forum should be made up of a cross section of the GMB and should include paid GMB employees but must be fairly representative of the entire Union structure.

Key drivers should be whether or not a rule is understandable, reasonable, justifiable, practicable and of benefit to the members.

The alternative rulebook could then form the basis for a National debate before the 2007 Congress where rule can be challenged and changed. Giving Branches the opportunity to challenge the status quo and have real input into the direction of the GMB requires real debate and that debate has to start now and have a focus, however controversial. There can be no better focus for change than an alternative idea that affects everyone in the union, an alternative rulebook could at least help to focus that debate.

NOTTS VOX BRANCH
Midland & East Coast Region

23. UNION ORGANISATION – WORKING TOGETHER IN GMB

This Congress calls upon the GMB National Office to start to work with the regions and stop the infighting that does not help the Regions and branches in promoting the GMB in the work place.

2 BRANCH
Liverpool, North Wales & Irish Region

24. ANNUAL MEETINGS

This Congress instructs the General Secretary to meet with his allies and close political advisers each year on the 18th of June.

BARKING AND DAGENHAM LGO BRANCH
London Region

25. LITERATURE AND PUBLICITY MATERIALS

This Congress demands that the CEC devote funds for the use of campaigning and publicity materials.

We are sick of rallying and demonstrating behind Unisons' and other trade unions materials.

Such as we had to while lobbying parliament over Public Service Pensions.

BRAINTREE AND BOCKING BRANCH
London Region

26. PUBLIC SERVICES MAGAZINE

This Congress instructs National Office to produce a public services magazine to keep members up to date with all current issues in public services.

CAMBRIDGE 2 BRANCH
London Region

27. INTERNAL COMMUNICATIONS

Congress believes that communications within the union need to be improved in order to keep ordinary members informed of decisions being taken on their behalf and in their name.

YORKSHIRE COAL STAFFS BRANCH
Yorkshire & North Derbyshire Region

28. GENERAL SECRETARY'S CHAUFFEUR

This Congress should be made aware of the disgraceful and fraudulent recruitment procedure manufactured to secure the appointment of the General Secretary's Brother to the above post at the expense of 2 GMB Professional Drivers Branch members. Congress demands the immediate resignation of the General Secretary.

PROFESSIONAL DRIVERS BRANCH
London Region

29. UNION EMPLOYMENT

This Congress instructs someone on the Executive to justify, why in 2004, having had spent £10 million of members money on early retirement and redundancies, of officials, support staff and college staff, the decision was made to employ a chauffeur for the highest paid official in the Union!

PLAISTOW BRANCH
London Region

30. FILLING OF INTERNAL VACANCIES

This Congress calls for a full investigation into the discriminatory practices regarding employment within the GMB London Region in respect of filling of internal vacancies.

THAMES VALLEY BRANCH
London Region

31. MANAGING WORKFORCE ATTENDANCE

Congress believes that the GMB should be committed to maintaining the health, safety and welfare of its most important asset - its workforce and should be seeking to adopt policies and practices which establish a positive attendance culture and promote staff welfare.

112 MANCHESTER BRANCH
Lancashire Region

32. HARASSMENT AND BULLYING

Congress notes the recent use of the GMB internal e-mail system, by GMB Officers, to pursue personal agendas and to attack fellow GMB employees, elected members and officials. Congress therefore instructs the CEC to advise GMB line managers to strongly emphasise to their staff that the GMB internal e-mail system is not to be used as a vehicle for personal abuse and that such conduct is unacceptable and could be viewed as contravening GMB policy on bullying and harassment.

PLYMOUTH P20 BRANCH
Southern Region

33. TRANSLATION SERVICES

Congress recognises the multi-lingual nature of our society and the communication barriers that can and do impede recruitment, and calls for the installation of translation facilities in all GMB offices.

LEICESTERSHIRE 2000 BRANCH
Midland & East Coast Region

34. SWEETHEART DEALS

This Congress calls on the GMB not to be involved in any sweetheart deals and, where other unions enter such deals instructs the GMB to raise the matter with the TUC where it affects our members.

SOLO BRANCH
London Region

35. MPO FELLOWSHIP – LEGAL OPINION

Congress calls upon the General Secretary, Kevin Curran, for a statement as to whether the previous General Secretary acted without authority from the CEC and to whether he was personally liable that the GMB was happy to fund a three year fellowship.

GUILDFORD G38 BRANCH
Southern Region

36. GENERAL SECRETARY ACTION

This Congress requests that the General Secretary issue a full written statement to advise the GMB members of any actions, successful or otherwise, taken as a result of the statement presented by him at the 2003 GMB Congress in return for the withdrawal of the two resolutions numbered 33 and 34 from the agenda of 2003 GMB Congress.

8 ASHTON BRANCH
Lancashire Region

37. LEGAL SUPPORT

Congress agrees that equal treatment be afforded to all GMB members when providing legal support in the pursuance of legal claims or in the defence of tribunal applications.

In particular the Congress recognises that individual officers involved in defending tribunal applications against themselves should not be involved in authorising any legal support connected with their case because of the clear conflict of interest.

8 ASHTON BRANCH
Lancashire Region

UNION ORGANISATION

RECRUITMENT & ORGANISATION

38. RECRUITMENT TERMS

This Congress calls for Recruitment Teams to be terminated. They are not cost effective, witness the decline in GMB membership. Their activities also antagonise company managements.

THAMES VALLEY BRANCH
London Region

39. SECURITY INDUSTRY SECTION

This Congress believes the security industry GMB membership should have a separate section in order to recruit, campaign and mobilise membership on pay and condition issues.

GROUP 4 (ELEVEN) BRANCH
London Region

40. SECURITY SECTION

Congress, with the introduction of the Security Industry Authority licence, the GMB have the opportunity to become the largest union inside the industry. With 650,000 potential members we need a dedicated section to cope with its specialist needs. The creation of a Security Section will allow this to take place.

GROUP 4 SECURITY G36 BRANCH
Southern Region

41. SEPARATE SECTIONAL STATUS FOR HEALTH AND CARE SECTOR

Congress, Barnsley Health branch asks for Congress' support in providing separate sectional status for the Health and Care Sector. This would be the perfect time to provide separate sectional status as there is an ongoing review.

BARNSELEY HEALTH BRANCH
Yorkshire & North Derbyshire Region

42. NATIONAL SECRETARY FOR PUBLIC SERVICES

This Congress agrees that the Public Services Section should have a National Secretary dedicated solely to it, without any other sectional responsibilities.

BARKING AND DAGENHAM LGO BRANCH
London Region

43. RESOURCES FOR CONSTRUCTION

This Congress calls for more resources for recruitment in construction. There are many major projects in progress throughout the London Region and the UK such as TS Wembley Stadium. Six years work at Battersea Power Station starting in the summer. Laing O'Rourke have 6000 men on their books at the moment many who are employed on a PAYE basis with more to follow. It is the perfect opportunity to recruit. UCATT have the resources. We call for more resources to assist in a major recruitment drive which should not be missed.

SOLOBRANCH
London Region

44. RECRUITMENT

This Congress notes the potential that exists for recruitment among private hire drivers, chauffeurs, motor cycle couriers and multi drop delivery drivers within the GMB Professional Drivers Branch.

To encourage the recruitment of these workers into the union this Congress requests that an internal campaign takes place advising all members of GMB recognised firms and encouraging them to use them.

PROFESSIONAL DRIVERS BRANCH
London Region

45. FULL TIME BRANCH SECRETARIES

This Congress calls for full time branch secretaries to be abolished. We feel that such posts are contrary to the historic ethos of Trade Unionism.

THAMES VALLEY BRANCH
London Region

46. ACCOMPANYING REPS

Congress could we please have a definitive definition on what an "Accompanying Rep" is? What duties they undertake and when it is appropriate to use "Accompanying Reps". There are so many different definitions of this role that seem to depend on who you are asking. It has been a number of years since this position has obtained legal recognition and this branch feels that GMB guidance is long overdue. We ask Congress to support this motion.

SOUTHERN HEALTHCARE D11 BRANCH
Southern Region

47. MAINSTREAMING OF GMB YOUNG MEMBERS

Congress notes that most of our young members who have joined the GMB are not involved at any level.

The only way of meeting this challenge is by creating dynamic and vibrant youth structures which provides for more effective access to GMB mainstream structures for young people.

Congress recognises that organising young people in the workplace is a challenge given that more young people are moving into Further Education.

Congress further recognises that it is vital for the GMB that a new generation of young trade union activists are developed and calls on the GMB to:

- Encourage and promote increased young member activity.
- To develop and publish a GMB National Strategy on mainstreaming young members.
- To ensure that GMB can support any agreed new activity.

CLYDE BONDING BRANCH GMB
Scotland

48. NYMAC

Congress, the National Youth Advisory Committee has, in the past, played a vital role within the GMB and the wider movement.

This congress must strongly re-affirm its commitment to NYMAC and move this committee to the forefront of the GMB. Young people do not join a Trade Union, yet the majority of young people's work experience is part-time. The majority suffer from underpayment, bullying, late payment of wages and severe pressure at work.

This Congress endorses NYMAC, it also endorses that every Region will have and set up a dedicated youth team, led by a dedicated Officer. Every Branch will have a dedicated Youth Officer, and that every Branch reports youth activity within their Branch Profile. Congress instructs that this youth team, with their Officer, sends a report on activities every six months to their Regional Council.

MANSFIELD CENTRAL BRANCH
Midland & East Coast Region

49. REGIONAL AND NATIONAL RACE ADVISORY COMMITTEE SUPPORT

Congress welcomes the opportunities and efforts which the GMB as a union has put in the fight for equality of opportunity for all in both the private and public sectors. This Branch further commends the GMB for setting up the various Regional Race Advisory Committees and the National Race Advisory Committee within its structures.

Congress is however concerned that the GMB, having established these Committees, do not provide the committees with the necessary support and assistance to enable the lay members who serve on the committees to fulfill their role and carry out their functions which they are elected to perform.

We therefore call upon the CEC to ensure that proper systems and dedicated support are put in place to enable the committees and their members to fulfill their duties. We also call upon the CEC to request a report back on all activities of the National Race Committee and the CEC Race Task Group at each of its meetings.

LFEPA X98 BRANCH
Southern Region

50. GMB REGIONAL AREAS

This Congress believes all GMB Regions should respect graphical areas and should not infringe on other territory. Any GMB membership recruited should be placed in the correct servicing regions by the NAU.

GROUP 4 (ELEVEN) BRANCH
London Region

UNION ORGANISATION REPRESENTATION & ACCOUNTABILITY

51. CEC DECISIONS

Congress believes that major or rule book decisions taken by the CEC between Congresses should be listed and presented to the following Congress for ratification.

YORKSHIRE COAL STAFFS BRANCH
Yorkshire & North Derbyshire Region

52. GENERAL ACCOUNTABILITY

Congress we request that at sector conferences and Congress, delegates and regions are given an update on previous motions adopted and what action has been taken in agreement with the resolution adopted. We feel this will enable regions and branches to track how specific motions are progressing through the process – giving us more accountability.

BRISTOL PUBLIC SERVICES BRANCH
South Western Region

53. UNION ORGANISATION – SECTIONAL CONFERENCES

This Branch feels that motions carried at Section Conferences should be acted on immediately and not sent back to the CEC for consideration or discussion.

Conference has made the decision to support the Resolution whether the CEC recommend support or not and should not therefore go for further discussion.

287 BRANCH
Liverpool, North Wales & Irish Region

54. GMB SPEAKERS

This Congress instructs the CEC that guest speakers at GMB meetings of all kinds must submit themselves to questions from delegates and representatives. This would help to promote genuine and meaningful debate.

NORWICH GENERAL BRANCH
London Region

55. ACCOUNTABILITY OF NATIONAL OFFICERS

This Congress wishes to remind our National Officers that they are not bit players in some West End farce, but are employees of this Union, there to represent the wishes and interests of that membership.

BARKING BRANCH
London Region

56. GMB DEMOCRACY

Congress fully supports and reaffirms the principle of democracy within the GMB's governance. To this end it condemns the practice within some Regions of excluding members from standing for election to their Regional Council and subsequently the CEC on the grounds that their Section does not have the required number of members within an Area of that Region (1000).

Congress instructs those Regions affected to change their electoral rules and procedures to ensure this practice ceases.

If this practice is allowed to continue, it leaves the excluded member in the position of having to mount a complaint against the GMB ultimately to the Certification Officer, of exclusion from the election process. Something the GMB could ill afford in terms of the morale of its activists. We need to encourage the full participation of members not exclude them.

HEATHERWOOD & WINDSOR PARK H25 BRANCH
Southern Region

57. RESERVED SEATS FOR THE DISABLED (REGIONAL COUNCILS)

The branch calls on Congress to comply with the DDA and ensure reserved seats for Disabled members on Regional Councils. The Branch is concerned that this lack could well result in the GMB being brought to court and the matter should be rectified with haste.

THAMES VALLEY R12 BRANCH
Southern Region

58. CEC ELECTIONS

This Congress believes every qualifying financial member should have the right to stand for election to CEC not just Regional Council Members and be allowed to campaign for their views to GMB membership.

GROUP 4 (ELEVEN) BRANCH
London Region

59. POLICY

Congress agrees the CEC should be a full lay delegates' body. Therefore any paid Official of the GMB who has or has had a Contract of Employment with GMB pension rights will be excluded from the elections to the CEC.

In future, the General Secretary, Deputy General Secretary, and Regional Secretaries will have the right to attend all CEC meetings and the Sub Committees of the CEC in an ex-officio capacity.

MANSFIELD CENTRAL BRANCH
Midland & East Coast Region

60. CEC MEMBERSHIP AND TU DEMOCRACY

Congress agrees that:

In order to achieve an acceptable level of democracy required by a modern trade union in serving its membership, the GMB should not demand that in order to be qualified for election to the CEC, a member must first be elected to their Regional Council.

This motion is asking Congress to instruct the CEC to look into ways that our union can become more democratic. This motion is not asking for a rule change as this year's Congress does not allow that. The motion is asking for the CEC to consider whether the present structure is as democratic as it could be.

PORTSMOUTH WATER 49 P28 BRANCH
Southern Region

61. ELECTIONS

This Congress and the General Secretary and Deputy General Secretary, agree that, for all future election campaigns for General Secretary and Deputy General Secretary, one of the following will apply:

- (i) all candidates will be bound by the union's rules on elections; or
- (ii) members money will be available to all candidates, not just some, for use in their election campaigns.

BARKING AND DAGENHAM LGO BRANCH
London Region

62. MEMBERS MONEY

This Congress agrees that member's money (Union Funds) should not be used under any circumstances by candidates in future elections for General Secretary and Deputy General Secretary.

BARKING BRANCH
London Region

63. ELECTIONS

This Congress agrees that only living members should be allowed to vote in future elections for General Secretary and Deputy General Secretary.

BARKING AND DAGENHAM LGO BRANCH
London Region

64. PUBLICATION

This Congress instructs the General Secretary to ensure publications/media items given by the General Secretary are not detrimental to Branches (the lifeblood of the union) and or the Union.

BARKING AND DAGENHAM LGO BRANCH
London Region

65. MEMBERSHIP

This Congress instructs the General Secretary to

- 1) Ensure there is a full awareness of the lifeblood of the union and the Branches.
- 2) To look positively at growing regions and branch membership to ensure the union is focused and benchmarked on only positive growth areas.

BARKING AND DAGENHAM LGO BRANCH
London Region

66. GUARDIAN ARTICLE

Congress is appalled by the General Secretary's comments in the Guardian Newspaper regarding Branches and the people who attend them. Congress re-affirms its full commitment to Branches. Congress also instructs the General Secretary to talk to the press only on issues of policy agreed by this Union and keep his personal comments and opinions to himself.

170 TRAFFORD PARK BRANCH
Lancashire Region

67. THE WARRILOW REPORT

Congress notes with dismay that in the 4 years that the CEC accepted the recommendations in the Warrilow Report of February 2001 little has been implemented or changed.

Congress therefore instructs the CEC to ensure all the recommendations that were accepted and agreed are enforced with immediate effect and further, that the CEC will:

- A Report at every bi-monthly meeting on the progress being made
- B Compile an annual interim report for June 2006

C Continue with bi-monthly reports on progress and compile a final report for Congress 2007

122 PENDLE AND CRAVEN BRANCH
Lancashire Region

UNION ORGANISATION FINANCES & CONTRIBUTIONS

68. ACTIVISTS EXPENSES

Congress, it has been 9 years since activists expenses were increased in line with inflation. At the time when the union is expecting lay activists to undertake more work than ever before, it is only fair and reasonable that Congress give consideration to substantially increasing expenses. We ask Congress to support this motion.

SOUTHERN HEALTHCARE D11 BRANCH
Southern Region

69. BENEFITS

Congress recommends that the current mileage rate be increased to the current AA or RAC recommended rate.

MANSFIELD CENTRAL BRANCH
Midland & East Coast Region

70. INCREASED BENEFITS

Congress insists on behalf of all GMB activists that mileage rates be increased to at least 40p, loss of earnings be increased to at least £70 per day or shift and subsistence allowances increased by at least 30%. Childcare and carer costs should be recognised and added to the expense form.

In future, no freeze should ever be put on the benefits paid to our activists unless it is in line with a GMB pay freeze, as much of our lay representatives' work is to complement and subsidise the workload of the Officers of the Union. Lay reps and activists are not in it for the money but the Union should not be taking advantage of that.

NOTTS VOX BRANCH
Midland & East Coast Region

71. LAY REPS AND CONVENORS

This Congress asks the CEC to see what support could be put in place to ease the financial burden on these valued members, who often run their own vehicles into the ground on GMB business.

ESSEX PUBLIC SERVICES BRANCH
London Region

72. REVIEW OF MEMBERSHIP FEES

Congress as most unions should be aware (to their peril we might add), manufacturing in the UK is diminishing fast. Thus union membership must be on the decline. We must come to realise that membership has to be sought elsewhere. Now we would not dispute that the minimum wage is of course a good thing, but it has revealed a downside. As more and more manufacturing disappears overseas, the jobs that remain and replace them are paid at the present minimum wage. With this in mind we ask Congress to seriously consider a review of membership fees in respect of affordability of the new target membership. We ask Congress that the GMB lead the way in making the benefits of union membership available to people on the lowest incomes.

(EXAMPLE)

Whilst working in manufacturing on an average £300 per week we would have no concerns about contributing £2.15 per week. But if we are to now work for less than £190 per week (and that is assuming of course we can work 39 hours per week), we have to seriously consider whether the new target membership can afford to contribute the weekly fees of £2.15.

Congress please support this motion.

C15 – GENERAL BRANCH
Birmingham & West Midlands Region

73. REDUCTIONS IN CONTRIBUTIONS

This Congress calls for a £2 per month reduction in contributions. The current rate for members is excessively high, especially for low paid workers. Members also feel that they are not receiving value for money.

THAMES VALLEY BRANCH
London Region

74. UNION CONTRIBUTIONS

Congress agrees that we adopt a three tier banding system for membership contributions, based upon earnings rather than hours worked.

It is felt that this system would be fairer to lower paid workers and is a matter that has long been discussed at Branch meetings.

181 WARRINGTON BRANCH
Lancashire Region

75. FAMILY MEMBERSHIP CONTRIBUTION RATE

Congress calls on the CEC to examine the possibilities of a family membership contribution rate.

HULL PAINT & ENGINEERING BRANCH
Midland & East Coast Region

76. GMB FINANCES

Following the drastic action that the GMB faced in bringing about a balanced budget where staff were made redundant, or allowed to take ER/VR, this Congress demands a full investigation into how the union was placed in such a catastrophic financial situation in the first place.

On the findings of the investigation should there be any charges of misappropriation then who ever is responsible then action must be taken against that individual.

This applies to anyone either working for the union or not, and even those who have retired.

ISLINGTON NUMBER 1 BRANCH
London Region

77. FINANCIAL RESPONSIBILITY

Congress, in line with best practice, all financial budget holders in the GMB should be held responsible for any budgetary or financial failure. This personal responsibility should be a bedrock to the call for transparency presently being undertaken. This should also include the responsibility for the property/investment portfolio and the GMB pension scheme.

THAMES VALLEY R12 BRANCH
Southern Region

78. GMB VR PACKAGE

Congress agrees the recent VR package was well beyond our means and something we could not afford with our present financial situation. Congress now calls for the present VR redundancy package to be withdrawn with immediate effect.

153 STRETFORD BRANCH
Lancashire Region

79. GMB PENSION

This Congress calls for an independent inquiry into the circumstances leading to a deficit in the GMB pension fund. How can we as a union credibly campaign, for example against, on the Local Government Pension Scheme, when our own union's own employees are suffering the same attack as a union we are trying to defend?

BARKING AND DAGENHAM LGO BRANCH
London Region

80. GMB PENSIONS

This Congress resolves to ask the union trustees and General Secretary to find ways to act as they would hope other employers would act, and in holding further consultation with staff over planned changes, and present further options on the union's pensions.

LONDON CENTRAL GENERAL BRANCH
London Region

81. FINANCIAL CRISIS – STAFF PENSIONS – BALLOTS

Congress is appalled to learn staff pensions are to be cut to offset the GMB financial deficit and calls upon the General Secretary, Kevin Curran, for a statement on the allegations of ballot rigging.

GUILDFORD G38 BRANCH
Southern Region

82. UNION'S FINANCES

We call upon Congress to support this motion that the Union's finances should be regionally managed and the split should be adjusted to a 80% / 20% split, the lesser amount be returned nationally from the Regions. There is a great need to have checks and balances in place with a financial strategy and with the Regions having a much larger share of the budget it would enable them to deliver the required services to our members at the front line as they are in the better position to assess their Region's needs and requirements.

MID GLAMORGAN C & T BRANCH
South Western Region

83. NATIONAL ADMINISTRATION UNIT

Congress agrees that the National Administration Unit is not providing the services to Regions and Branches that is required to service the membership efficiently. Congress agrees that the National Administration Unit should be closed forthwith and the financial administration should be returned to the Regions, thus giving them better access to the membership and giving them more scope to service the membership, both financially and database accordingly.

181 WARRINGTON BRANCH
Lancashire Region

UNION ORGANISATION

UNION BENEFITS

84. BENEFITS

Congress recommends that all benefits are increased yearly, in line with the increase in membership contributions.

MANSFIELD CENTRAL BRANCH
Midland & East Coast Region

85. BENEFITS OF MEMBERSHIP

This Congress instructs the CEC to undertake a review of Benefits of Membership, by surveying our members to ascertain what benefits would be of use to them.

BRAINTREE AND BOCKING BRANCH
London Region

86. DEATH BENEFIT

Congress proposes that the death benefit, currently at £130.00 full, be substantially increased.

232 HORWICH BRANCH
Lancashire Region

87. BENEFIT - REVIEW

Congress calls for the Funeral Benefit to be reviewed as we believe it to be an embarrassment to our union when a member has a bereavement in their family. We then insult them by a payment which Congress believes is out of date. Congress believes that the benefit should be reviewed to ensure a payment that is in line with Financial Practices of a modern day funeral. We should not continue to embarrass families with a payment of pennies and not pounds. Congress believes £130 for a Grade 1 member is a meagre sum to start with, let alone cut it even more. Let our funeral finances be dignified and not remain as a 50 year old Grade 2 being given £17 first year up to £58 for ten years. This would not even pay for a wreath.

This benefit needs to be brought into the 21st century and start at £130 not finish.

The 50 year plus needs to be looked at and a great improvement be made to help individuals and their families whilst experiencing the trauma of mourning their loved ones.

GREENWICH AMBULANCE G33 BRANCH
Southern Region

88. UNION BENEFITS – FUNERAL BENEFIT (ARMED FORCES)

This Congress calls upon the CEC to update on what, if anything, has been done in respect of Rule 57 "Members of the H M Armed Forces (Funeral Benefit)" that was debated at the 2003 Congress.

2 BRANCH
Liverpool, North Wales & Irish Region

89. DISCOUNT PURCHASES

Congress believes that where GMB has recognition, it should be the intention, where possible, through negotiation, to secure discounts for GMB members to the mutual advantage of both companies and members.

LEICESTERSHIRE 2000 BRANCH
Midland & East Coast Region

90. ALTERNATIVE FUNDING FOR GMB BENEFITS

Congress calls on our leadership to consult with activists and the wider community to seek out and source alternative funding for projects that would benefit our membership.

One example would be the recent DWP contracts that were offered up for bidding to any organisation that could engage, advise and assist pensioners with regard to Pension Tax Credit. Congress accepts that we stand in solidarity with our fellow members in the Civil Service who face huge job cuts as a result of this change in DWP and Government policy; however we must accept the reality of the situation.

One thing that every Trade Union could have done would be to apply for one of these contracts as an organisation that already engages with many thousands of retired members and pensioners on a weekly basis. We could have employed the same DWP employees that are facing a precipice to carry out this work. Sounds ridiculous, but you can rest assured that there are private firms out there who will be clicking their heels because we dismiss such ideas as ridiculous.

This bidding process is over but it was only one of many, and it was open to Trade Unions. We may disagree with whether it should have ever happened but just ask our retired members who they would sooner go to for advice and support regarding their benefits, their Trade Union or Joe Bloggs Advice Ltd, and we know what the answer would be.

NOTTS VOX BRANCH
Midland & East Coast Region

UNION ORGANISATION

EDUCATION & TRAINING

91. MANDATORY FOR ALL SHOP STEWARDS TO ATTEND HEALTH & SAFETY STAGE 1 IN FIRST YEAR OF OFFICE

Congress agrees that all newly elected Shop Stewards and Safety Representatives must attend a GMB Health & Safety Stage 1 Course, or similar, within their first year of election.

GRIMSBY FOOD & LEISURE BRANCH
Midland & East Coast Region

92. NATIONAL LEARNING FUND STRATEGY

Congress calls on the CEC to pursue the establishment of a National Learning Fund Strategy. Any such strategy must be inclusive of all Regions to embrace their input.

NORTH WEST CUMBRIA GENERAL BRANCH
Northern Region

93. NATIONAL TRAINING AND LEARNING STRATEGY

This Congress wishes to express its disappointment at the failure of the GMB to submit a national bid both to the Capital Fund of the Union Learning Fund (the deadline having been extended to allow the GMB to submit a bid) and the main Union Learning Fund to support a GMB nationally delivered learning and training initiative.

Congress urges the CEC to take immediate steps to ensure the GMB submit a national bid to the Union Learning Fund for Round 9 and notes that the deadline date for submission has been brought forward to October 2005.

NEWCASTLE GENERAL APEX BRANCH
Northern Region

94. GMB EDUCATION

Congress notes that the GMB has no national strategy for the delivery of education and training for our shop stewards, members, officers and staff. A decision was taken to close the National College without any alternative to replace it. It is of the utmost importance that our shop stewards, members, officers and staff are trained to the highest possible standard.

This Congress hereby resolves to implement a national education strategy. In doing so representatives of the stakeholders (ie Regional Education Officers, Regional Health and Safety Officers, Legal Officers) should be consulted as they are the professionals within our Union with most knowledge of what is needed.

VORIDIAN BRANCH
Northern Region

95. TUC ACADEMY

Congress calls on the CEC to oppose the TUC Academy until such times as full consultation takes place throughout the GMB on the implications for us, and its impact on our education programme.

NORTH WEST CUMBRIA GENERAL BRANCH
Northern Region

EMPLOYMENT POLICY

EQUAL OPPORTUNITIES

96. EQUAL PAY

Congress is deeply concerned that the Women and Work Commission has decided to delay the decision on whether to pursue mandatory pay audits for a further year.

For too long employers have been able to hide behind a veil of secrecy with regard to pay, mandatory pay audits now would have led to real progress for women.

Occupational segregation is still a major contributor to the gender pay gap with women being concentrated in the lower paid occupations.

The "Glass Ceiling" and "Sticky Floor Syndromes" currently act as barriers to women's progression as they struggle to advance into higher grade jobs and still predominantly in four of the five lowest paid occupations.

Congress therefore calls on all negotiators to Campaign for the introduction of:

- Mandatory transparent equal pay audits.
- The introduction of set time limits for the implementation of Action Plans following the results of Equal Pay Audits.

EAST AYRSHIRE PUBLIC SERVICES BRANCH
GMB Scotland

97. EQUAL PAY

We ask Congress to continue lobbying for equal pay audits and equalities impact assessments to be undertaken by all employers and not just within the public sector. Even in the public sector who, as part of the three pay award, have been tasked by the NJC to undertake equal pay awards, employers are dragging their heels as many have still not implemented single status job evaluation schemes. We request Congress share good practice across regions where local authorities have undertaken these audits with the GMB input.

By having a JE scheme does not give automatic right of an equal pay structure – why do we still have part-time women workers in the care sector, cleaning, catering and schools still earning less than their male equivalents.

When a restructuring or reduction in services are being undertaken, local authorities should be made to undertake an equalities impact assessment jointly with the trade unions. This would show any inequality that may result from any changes to both services and staffing implications. The Equal Pay Commission, Working Group on Equalities is currently working on this but employers appear less than keen to progress this. Congress we call upon you to support this motion.

BRISTOL PUBLIC SERVICES BRANCH
South Western Region

98. EQUAL PAY

Congress calls upon the CEC to continue to campaign for improvement in the legislation on Equal Pay. We welcome the setting up of the Women's Work Commission to look at Equal Pay and the Pay Gap and Trust that the Government will take on board their findings.

It is over thirty years since the Equal Pay Act gave women the right to equal pay, but many of our sisters are still undervalued and not receiving the same salary as their male colleagues. This is particularly obvious in women graduates who on average will receive a salary 15% lower than their male graduate colleagues. This is unacceptable and must not be tolerated, in the main girls are out-achieving boys as far as A level results are concerned and their expectations as far as salaries are concerned should be comparable to their male colleagues.

We should now demand that this legalisation is amended and no longer should our sisters, daughters and granddaughters be treated as second class employees.

MOTIL PLASTICS BRANCH
South Western Region

99. EQUAL PAY

Congress recognises that despite 30 years of equal pay legislation the gender wage gap in the UK remains.

Congress applauds the success of the GMB's campaign in the public sector and in particular recognises that retrospective compensatory payments and the introduction of new pay and grading structures in both local government and the NHS will have an enormous impact on the gender wage gap.

However, discrimination in the private sector remains widespread and requires urgent action to address. Congress

calls upon the CEC to commission detailed research into the gender pay gap in the private sector and to plan the required legal and financial resources to campaign to eradicate discrimination in the private sector.

SOUTH EAST NORTHUMBERLAND GENERAL BRANCH
Northern Region

100. EQUALITY

This Congress notes that despite several raft of equal pay legislation over the last thirty years the gender pay gap still stands at around thirty per cent, dependant on whose research is examined.

Cuts and privatisation coupled with anti union legislation have driven down the wages and conditions of the lowest paid workers while executive pay has spiralled out of control.

This Congress therefore resolves that the union will redouble its efforts, industrially, legally and politically to end the scandal of a gender pay gap that still exists at the start of the 21st Century.

PROFESSIONAL DRIVERS BRANCH
London Region

101. EQUALITIES, LGB ISSUES

Congress is asked to support the campaign to extend the sexual orientation legislation to goods and services. We consider this only goes some way in addressing the inequalities experienced by the Lesbian, Gay and Bisexual community in relation to work related bullying, harassment and victimisation. It is not acceptable that many experience discrimination relating to the way in which their services are provided or they access them.

We therefore ask Congress to support the extension to the current sexual orientation legislation.

BRISTOL PUBLIC SERVICES BRANCH
South Western Region

102. EMPLOYMENT OF DISABLED PEOPLE

That Congress is shocked that disabled workers are seriously underrepresented in the workplace.

Discrimination against disabled people in the UK labour market is a social, moral and economic indictment of our society which cannot be excused.

Congress recognises that Government has acknowledged that more needs to be done to tackle discrimination and that support and assistance is vital in assisting disabled people to find and sustain employment.

We are therefore calling for Congress to support the following:

- That all our negotiators work to gain the commitment of employers to address the under representation of disabled in their workforce.
- That Disability Audits be made mandatory for all employers.

REMPLOY INTERWORKER BRANCH
GMB Scotland

103. REPRESENTATION IN PUBLIC LIFE

Congress believes that the current and continuing under representation of black people in public life is shameful.

In particular we have deeply held concerns over the failure of all political parties to select a single black candidate for a winnable seat in the Scottish Parliament.

The Conference calls for the CEC to meet with each of the major parties building on the excellent initiative taken in Glasgow at the 2004 European Parliament Elections to raise with them the need for action before the next Elections.

FORFAR BRANCH
GMB Scotland

HEALTH & SAFETY AT WORK

104. CORPORATE MANSLAUGHTER

This Congress calls on the CEC to continue to campaign for a meaningful law on Corporate Manslaughter that will hold directors personally accountable for failing in health and safety policy and operation.

KINGS LYNN INDUSTRIAL BRANCH
London Region

105. CORPORATE MANSLAUGHTER

Congress calls on the CEC to actively campaign on the issue of corporate manslaughter which, to-date, is not on the statute books, as promised by our Government.

HULL PAINT & ENGINEERING BRANCH
Midland & East Coast Region

106. CORPORATE MANSLAUGHTER

Congress condemns the delay by the Labour Government of the introduction of legislation concerning corporate manslaughter, despite a manifesto commitment to do so. Until companies and their executives are held accountable, more people will die.

LEICESTERSHIRE 2000 BRANCH
Midland & East Coast Region

107. HEALTH & SAFETY

Congress, this Union has done more than any other on asbestos awareness and related materials. However, medical statistics show an increase in asbestos related illnesses and deaths. These are expected to increase dramatically over the next decade.

Thompson's Solicitors, along with the Trade Union Movement have, in some areas, set up an "Asbestos Awareness Group". This should have further investigation and participation.

This Congress therefore asks for Regions and National to ensure that our members are protected, and to initiate a group or groups within their area, and instructs Regions to compile a register of persons who have worked with these or have been exposed to any asbestos or related material.

MANSFIELD CENTRAL BRANCH
Midland & East Coast Region

108. PUBLIC HOLIDAY FOR WORKERS' MEMORIAL DAY – 28 APRIL

Congress calls on the present Government to thoughtfully consider that Workers' Memorial Day, 28 April, be recognised as a paid public holiday to remember those who have suffered for the price of production.

HULL PAINT & ENGINEERING BRANCH
Midland & East Coast Region

109. CASINO WORKERS

Congress welcomes the work of GMB Scotland in investigating the occupational health issues faced by casino workers.

Congress notes that among the conclusions of the 2004 survey of workers in Scotland's 12 casinos were:

- 50% of those surveyed complained of recurrent backache, and 35% of neck ache.
- Among croupiers 80% reported musculo skeletal disorders
- There was a rise in the number facing violence and harassment at work.
- Continued problems of sleeplessness, loss of appetite and tiredness due to long hours, shift working and night working.

- There was a serious problem of secondary smoking and poor air quality causing eye and throat irritation for half of those surveyed.

Congress calls for continued resourcing of this sector as a priority for recruitment and organisation.

Congress also calls for health and safety to be a key priority in the GMB's work in this and other areas.

EDINBURGH 2 BRANCH
GMB Scotland

110. HEALTH & SAFETY AT WORK

This Congress demands that Government take Health & Safety issues seriously.

The Government's decision to allow employers to decide if they wish to protect workers from exposure to the effects of passive smoking or not, is a travesty.

The Government's own scientists and advisors have given evidence that passive smoking is a killer.

Government has effectively said it will legislate to protect some workers but others in private clubs, which will include casinos, will be left to suffer.

CASINO BRANCH
London Region

111. PASSIVE SMOKING

This Congress calls for the GMB to lead a national campaign to call for effective measures to protect all workers from the harmful effects of other people's cigarette smoke.

CASINO BRANCH
London Region

112. SMOKING BAN ON ALL VEHICLES

Congress calls for a total ban on smoking in all vehicles.

GUILDFORD G38 BRANCH
Southern Region

113 ACCIDENTS ON THE HIGHWAYS – EMPLOYERS LIABILITIES LAW LORDS DECISION 2000

Congress is outraged to learn of the Law Lords Decision and the perilous position it places our members in, without any protection whatsoever. Congress calls upon the GMB to challenge the Law Lords Decision as a matter of urgency.

GUILDFORD G38 BRANCH
Southern Region

114. AIDS – RESEARCHING THE ORIGIN

Congress is concerned that so little is known or published on the true origin of a virus which currently threatens the lives of 40 million people worldwide! It is surely a nonsense that no-one can state the origin and instead only hypothesize about a virus which, 25 years ago was unheard of and which has therefore, despite modern science and technology, only appeared in our lifetimes.

Congress calls upon the CEC to commission research and to publish the known facts, to encourage the Government to a similar openness, in the hope that by looking for the origin, as has been the case in the past, a cure or preventative can be found.

SCUNTHORPE DISTRICT & APEX BRANCH
Midland & East Coast Region

115. HEALTH & SAFETY COMMITTEE

Congress is called upon to set up a National Health and Safety Committee that can then place its members onto the National Health and Safety Committees of those Companies that this Union has dealings with thus having a National presence at these meetings who has the authority of the National Committee to deal with National problems.

SECURICOR APEX 5 S15 BRANCH
Southern Region

116. MEN'S HEALTH

Congress believes that men's health issues should be given greater priority. In particular awareness programmes targeted at men focusing on more common illnesses and conditions should be set up by local Health Boards and Health Authorities. The GMB should lobby for this across the country and promote greater health awareness amongst GMB members.

GLASGOW CONSTRUCTION BRANCH
GMB Scotland

PENSIONS & RETIREMENT

117. PUBLIC SERVICE PENSION SCHEMES

Congress calls on the GMB to mount a campaign with the TUC and other bodies against the present Labour Government on any moves to remove or reduce the final salary schemes in the NHS and other public sector bodies.

B43 BIRMINGHAM CITY GENERAL BRANCH
Birmingham & West Midlands Region

118. PENSIONS

Congress urges the CEC to organise a vigorous campaign against the change in pension provision for our members within the Local Government Pension Scheme.

8 ASHTON BRANCH
Lancashire Region

119. LOCAL GOVERNMENT PENSIONS

This Congress calls upon the CEC to put pressure on the Public Sector pension schemes to stop the erosion of our members benefits and terms and conditions.

2 BRANCH
Liverpool, North Wales & Irish Region

120. PUBLIC SERVICES - PUBLIC SERVICES PENSIONS

We are dismayed in the lack of consultation and demise of Pensions and Public Sector workers, the threats of privatisation of contracts re Services in the excuse of best value.

We feel that single status agreement is nothing more than a cherry picking exercise for the employers.

Now we face the demise of our pensions.

35 BRANCH
Liverpool, North Wales & Irish Region

121. PENSIONS

This Congress calls upon Government to stop the attack on public sector pensions and enter in constructive negotiations with the trades unions to establish a long term solution to the country's pension crisis.

CAMBRIDGE 2 BRANCH
London Region

122. PUBLIC SECTOR PENSIONS

This Congress instructs the NEC to mount a vigorous campaign to defend public sector pensions from central government and employers attacks. Public sector workers expect improvements in their pension schemes not reductions in their benefits.

ISLINGTON APEX BRANCH
London Region

123. PENSIONS

This Congress demands that the GMB starts a campaign for the union to set up national negotiation rights to negotiate our members Local Government Superannuation pension.

At the moment the unions do not have this right and we only have the right to consultation. Pensions is one of the most important areas of our members employment, and the unions must have a voice in any review or negotiation.

ISLINGTON NUMBER 1 BRANCH
London Region

124. PUBLIC SECTOR PENSIONS

Congress notes that the current proposals to change public sector pension schemes would be detrimental to our members.

Congress calls upon the CEC to campaign to protect the benefits currently provided by final salary public sector pension schemes.

HARTLEPOOL MATSA BRANCH
Northern Region

125. PENSIONS

Congress empowers our National Officers to act on behalf of all Public Sector members in highlighting and acting on this Government's plans for restructuring Public Sector pension schemes.

Our members' Terms and Conditions are already being eroded with the abolition of the 85 year rule in Local Authorities.

The time has come for all Unions to unite and make a stand to show that all Public Sector workers are sick and tired of being classed as easy pickings, having to accept miserly pay deals and allowing the Private Sector to barge in and take the main core of our work.

MANSFIELD CENTRAL BRANCH
Midland & East Coast Region

126. LOCAL GOVERNMENT PENSION SCHEME AND OLD AGE PENSION

Congress instructs the CEC to formulate, develop and put into effective practice a campaign to redress the anticipated negative outcome for PGPS GMB members of the outcome of the GMPS consultation process ending March 31 2005.

The campaign should address:

- Reopening of the consultation process with particular emphasis on the potential changes in 2008 for LGPS
- Protection of the benefits of the existing scheme
- Recognition from the employers that the present scheme represents members' pay and that adverse changes represent a pay cut for our members
- Strong emphasis on the depth of feeling of our LGPS members. A straw poll in Plymouth indicated an extremely strong 4-1 vote in favour of ongoing industrial action in support of maintenance of the present scheme
- No further employer pension holidays
- A comparison exercise with the state-provided pension scheme provisions for our Parliamentary representatives.

Congress further expresses its determination and will campaign for all pensioners and GMB members in particular, to receive a pension that allows them to live with dignity. Which will also remove any need for those of pensionable age to have any cause to depend on any means-tested benefits

PLYMOUTH P20 BRANCH
Southern Region

127. PENSIONS

Congress supports the union's campaign of opposition to government attacks on Public Sector pensions.

We call on the union leadership to organise national strike action in protest at these attacks and urge other unions in a similar situation to join with us to maximise effectiveness.

BARNESLEY GMB BRANCH
Yorkshire & North Derbyshire Region

128. PENSIONS – ADMITTED BODY STATUS

This Congress agrees that a major contribution to the current pensions crisis is the reduction in contributions owing to the exclusion of privatised staff from Local Government and Health Service Pension Funds. Relentless privatisation has seen a year on year reduction in contributors to these funds and the time is fast approaching when they will be paying out more in pensions than they are receiving in contributions.

The GMB must, as a matter of urgency, campaign to make it compulsory that any employee employed on a Local Government or Health Service contract has an absolute right to join the relevant Local Government or Health Service Pension Fund.

HOME COUNTIES GENERAL BRANCH
London Region

129. TUPE & PENSIONS

This Congress instructs the NEC to campaign for the TUPE regulations to encompass pension provision.

ISLINGTON APEX BRANCH
London Region

130. PENSIONS – TUPE

Congress supports the protection of pension entitlements to be TUPE'd along with jobs.

YORKSHIRE COAL STAFFS BRANCH
Yorkshire & North Derbyshire Region

131. SAFEGUARDING OF PENSIONS

PROTECT WORKERS' PENSIONS FROM DISHONEST EMPLOYERS

Congress calls that the following areas should be looked at:-

1. When a "pension holiday" has been taken by a company and the pension fund is later found to be in deficit a fine should be levied on the employer, at least equal to the deficit.
2. When a company deliberately puts itself into liquidation rather than paying the full pension entitlement to its employees the company's assets should be sequestrated.
3. When a foreign owned company fails to fulfil its obligations to UK pension members the total assets of the company held in the UK should be confiscated.
4. Any company directors found to have sanctioned any of the above should be barred from holding a directorship in any UK company for life.

W70 – WILLENHALL BRANCH
Birmingham & West Midlands Region

132. RETIREMENT PENSIONS "STATE & LGPS"

This Congress looks on with dismay at a Labour Government who pays our pensioners a state benefit which is below the poverty line. Who without a private pension would have to be means tested to get State Benefit of any kind? Yet at the same time that same Labour Government is reducing our members in Public Services Pensions, by removing the 85 year rule and increasing the earliest age of retirement from 50 to 55 years of age. This would still be at Managements discretion and would still incur a reduction to our pension.

This Congress instructs the CEC and the General Secretary to lobby Government to obtain a Final Salary Pension Scheme for all workers in this Country.

This can be done jointly with Private Business and the Public Sector being pooled in joint Pension Funds. This could be either by Regions or Constituency based funds overseen by Government. The pension's contributions would need to be mandatory for employers, employees and the State alike. Like the state contribution at present it will be necessary when first coming into employment that it must be mandatory for all to join. Employers would need to keep their funding level at 105% as a minimum requirement.

Some of the funding for this will have come from what would have been the State Pension. More can be obtained by abolishing the tax relief on all those in the 40% income tax bracket, and increase the tax breaks for the lowest earners to assist them to survive those initial years of youth when first coming into such a scheme.

BARKING BRANCH
London Region

133. DEFEND PENSIONS

This Congress notes that pensions are under attack in both the public and private sector. We note the impressive strikes and demonstrations organised in many European countries. We agree to resist attacks and defend occupational schemes by any means necessary. We further call on the Government to introduce compulsory employer contributions and to improve the state pension by restoring the link to earnings with retrospective effect. We agree to campaign for these points by all means including industrial action and in a co-ordinated campaign with other unions. We offer our full support to the National Pensioners Convention.

HOLBORN BRANCH
London Region

134. PENSIONS

This Congress believes that the trade union movement should act in unity and solidarity in the protection of our hard-fought for pension rights and agreements. It calls on the CEC and General Secretary to organise and support co-ordinated actions against private companies, local Government and state bodies where they diminish those rights and renege on those Agreements.

NORWICH GENERAL BRANCH
London Region

135. PENSION SCHEMES

Congress calls upon the Government to take control of the nation's pension crisis. That all company pension schemes which are money purchase schemes and are subject to the wheeling and dealing of the stock market be brought under Government control.

The situation as it is at present will leave future generations without financial support to enjoy a decent standard of living during their retirement.

MILTON KEYNES CITY BRANCH
London Region

136. PENSIONS

Congress recognises that despite the recent falls in stock market investments, occupational pensions remain the best means to reduce poverty in retirement.

Congress therefore calls upon the Government to recognise that the so called stakeholder pension is inadequate

without legislation requiring employers to contribute towards their employees pensions.

STOCKTON 1 BRANCH
Northern Region

137. PENSIONS

Congress urges the General Secretary to lobby government for protective legislation to promote and maintain quality occupational pension schemes. This is to be additional, not as a replacement, to a well funded national government retirement pension scheme. Legislation must safeguard those workers who have paid contributions for many years in company schemes and who have planned for retirement on reasonable expectations. The government must also 'tackle' the abuse of company directors, who plunder schemes with large payments upon retirement, whilst closing schemes for the many who would ultimately, only take more moderate returns.

DOVER FERRIES X23 BRANCH
Southern Region

138. PENSIONS

This Congress calls upon the CEC to campaign and put pressure on employers to encourage their workers to join company pension schemes. With the population living in retirement longer, it is crucial that working people ensure that they are saving towards their retirement which will ultimately provide them with a better quality of life in their retirement. Employers should be encouraged to automatically enrol staff in their pension scheme and non-members should be invited to join on an annual basis. With the future of the state pension uncertain, it is imperative that where companies have pension schemes, that employees are allowed access and encouraged to join.

HENGOED ENGINEERING BRANCH
South Western Region

139. PENSIONS – ONE SCHEME FOR ALL

Congress believes at a time when many companies are scrapping Final Salary Pension Schemes for their workers, company directors often ensure that they are in 'better' schemes than their workforces and pay more into their pension schemes than many of their workers earn in a year.

We propose that the pension contribution (currently 15% of gross income) for company directors should not be more than the lowest wage in their workforce.

One way to ensure this happens would be to have one universal scheme covering the whole company workforce.

YORKSHIRE COAL STAFFS BRANCH
Yorkshire & North Derbyshire Region

140. PENSIONS

Congress welcomes the setting up of the Pension Protection Fund by the Government but argues that £400 million is nowhere near enough.

It therefore calls upon the Government to increase their amount substantially over the next three years.

R35 – ROCESTER JCB BRANCH
Birmingham & West Midlands Region

141. PENSIONS

Congress urges the Government to address the plight of many pensioners by means of increases to pensions in line with average earnings and also increases to allowances enabling many to have more disposable income.

R35 – ROCESTER JCB BRANCH
Birmingham & West Midlands Region

142. PENSIONERS

Congress notes that the treatment of our pensioners means that they are amongst the poorest in Western Europe. We condemn the continuing slide towards means testing and call for the restoration of link between pensions and earnings together with an immediate increase to compensate for the loss in value of the basic state pension since 1979.

Congress also notes that existing concessionary transport schemes are patchy and largely inadequate. Congress therefore calls on the GMB to campaign for the early introduction of the right to free public transport for all elderly people across the United Kingdom.

GLASGOW 50 APEX BRANCH
GMB Scotland

143. PENSIONERS' MANIFESTO

We call upon Congress to support our campaign by asking the government to bring in the following:

- 1 Restore the link with earnings
- 2 Free nationwide travel for all pensioners
- 3 A review on council tax
- 4 Free TV licences for all pensioners
- 5 Removal of all means testing
- 6 Legislation to remove Age Discrimination
- 7 Winter fuel payments in line with inflation
- 8 Retention of Pension Books
- 9 Lowering of retirement age and equality

1 BRANCH
Liverpool, North Wales & Irish Region

144. PENSIONS

This Congress is concerned over the growing pensions crisis, together with the growing disparity between pensions of working people and the pensions and golden handshakes given to those who inhabit the country's boardrooms.

This Congress calls on the Labour movement at all levels to campaign for this government to implement real benefits for working people in their retirement. This objective must be a priority for the third term of office.

Although we believe everything must be reviewed to achieve this, increasing the state retirement age is not an option and should be totally rejected in any future consideration.

Although not exhaustive, the campaign should include:

- Reinstating the link between the basic state pension and earnings
- Making employer contributions to second tier pensions compulsory
- Ensuring security for second tier pensions whether occupation or private based
- Ensuring that providers of pensions are legally tied to minimum final pensions agreed at the times they are sold
- Providing a method of transferring pensions without impact on the original final pension minimum
- Ensuring that providers of pensions are legally tied to minimum final pensions agreed at the times they are forecast

LUTON BRANCH
London Region

145. RESTORE THE LINK

This Congress proposes that the Old Age Pension that is paid to all entitled people be tied to the average pay that is earned by all workers using the Governments figures. We also propose that the Tax situation for senior citizens be lowered. After a lifetime of paying direct and indirect taxes the senior citizens of this country have contributed more than their share? Lower taxes for the older generation will add comfort and dignity to their lives at a time when it is most needed?

Congress for a long time we have listened to Labours promise of being the caring Government. Therefore we now ask that Labour start to act in accordance to its promises and start to deliver?

We would ask the Government to understand and not under-estimate the "Grey Vote"? We would also ask Congress

that our GMB union should support this motion thus adding more weight to this request.

KING'S LYNN NUMBER ONE BRANCH
London Region

146. PENSIONERS MANIFESTO

Congress supports the aims set out in the first Pensioners Manifesto launched in 2004.

Congress calls on all the Trade Union movement to rally to the campaign for a higher state pension in line with average earnings, for free nursing care and free travel across Britain.

For Government legislation to end age discrimination and to defend the right to have a pension at sixty and sixty five.

MILTON KEYNES CITY BRANCH
London Region

147. STATE PENSION – INDEX LINKING

This Congress is appalled at the disgusting treatment of old age pensioners under Tony Blair's Government and states unequivocally that if Index Linked State Retirement Pensions are not restored by 1 January 2008 the GMB will cease all monetary support whatsoever to the Labour Party.

Further, undertakes to campaign with the TUC and Pensioners Groups for all other Unions to support for removal of their financial support for the Labour Party and justice for the pensioners.

PROFESSIONAL DRIVERS BRANCH
London Region

148. DEFENDING PENSIONS AGAINST INFLATION

Congress fully supports the principle of index linking provisions in occupational pension schemes. Such provisions providing annual increases to the retired members of these schemes.

To ensure that future pension value is not eroded the GMB will vigorously defend this principle and also make every effort to include it in all schemes where we have influence.

LEEDS 616 BRANCH
Yorkshire & North Derbyshire Region

149. EXTENDED WORKING PERIOD BEYOND 65 YEARS OF AGE

Congress proposes the motion that whereas under present legislation a male worker retires at 65 and a female worker retires at 60, the right to work beyond these criteria are, if wholly compatible with the wishes of the employer to become a part of the individual worker's rights. The present situation with Government pensions and the eroded value of these means many workers cannot afford to retire and enjoy a comfortable standard of living. Not compulsory, but an alternative for the individual, based on worker/employer needs.

Y26 – DUDLEY 201 BRANCH
Birmingham & West Midlands Region

150. RETIREMENT AGE AND PENSIONS

This Congress believes that retirement age should be a matter of individual choice: people should neither be compelled to retire while they are still willing to and capable of work, nor should they be forced to continue working through financial necessity.

With the 'default retirement age' set at 65, Congress seeks to protect workers with a pensionable age of 60, by seeking agreements with those employers to ensure that they do not incur any financial penalty if they choose to work beyond 60.

NORTH WEST LONDON BRANCH
London Region

151. RETIREMENT AGE

This Congress urges all GMB sponsored MP's to change the existing legislation regarding the retirement age. Many individuals are living a lot longer and are much fitter. Many have expressed a desire to continue working past the present retirement ages of 60 and 65. They feel it is an infringement of their civil rights.

SOUTHEND BRANCH
London Region

152. RETIREMENT & PENSION - MEETING RETIREMENT NEEDS

This Congress calls upon the CEC to put pressure on this Labour Government to review the way our members are expected to self fund themselves when they are old and need to go into nursing, or care homes, using money that they have saved through going without in their working lives in a hope for a better retirement.

2 BRANCH
Liverpool, North Wales & Irish Region

153. WOMEN'S PENSION RIGHTS

This Congress recognises that post WW2 the unacknowledged contribution of child-rearing women to the UK's economy, has resulted in unacceptable levels of poverty and destitution currently suffered by elderly women also that despite work-culture changes, the pension impact of child rearing continues to remain ultimately detrimental to women.

GROUP 4 (ELEVEN) BRANCH
London Region

154. PENSIONS

Congress calls on the Government to review the A.C.T. credit on pension funds because of the state of the industry at present with the view of reversing the 1997 decision that robbed pension funds of up to £5billion.

R35 – ROCESTER JCB BRANCH
Birmingham & West Midlands Region

155. "BUY TO LET" PROPERTY PURCHASES FUNDED THROUGH PENSIONS

This Congress agrees to press the government for the removal of Tax Relief on "Buy to Let" purchases funded through pension schemes effective from April 2006.

More assistance should be given to those families attempting to enter the property market and this scheme can only serve to increase demand and push up prices!

HOUNSLOW BRANCH
London Region

RIGHTS AT WORK

156. EMPLOYMENT RIGHTS – 'Race to the bottom'

Congress requests that the General Secretary, in association with other TUC affiliates, to lobby government to reject the unfettered market capitalism of the US model, which creates billionaires, but also millions of working poor.

The GMB is not convinced by the Labour government pronouncements of a dynamic growth economy and full employment. No account is taken of the many economically inactive in the population and is deeply disturbed by the ever decreasing standards of the jobs that do exist. The British economic miracle, with a flexible workforce creating jobs is a myth. Executives will admit to closing a viable plant in the UK, in preference to a continental site, due to the ease of making UK workers redundant and at much less cost.

The GMB wishes the government to introduce protective legislation, similar to that which exists in France, Holland and Germany. Any company breach of legislation, should result in punitive and dissuasive penalties.

The levels of statutory redundancy must increase substantially with tiered increments reflecting age and service.

Redundancy consultation must be meaningful and in good time, for trade union and worker representatives to genuinely influence outcomes. Again, stringent penalties should exist for any failure.

UK employment should be quality jobs with not only good wages, but also, security, career development, paid holidays reflecting service, sick pay schemes, unsocial premiums and pension provision. The list is clearly not exhaustive.

A productive and efficient workforce should not be one living in permanent economic fear. 'The race to the bottom must end'.

DOVER FERRIES X23 BRANCH
Southern Region

157. WORKERS' RIGHTS

Congress welcomes the Workers' Rights introduced by the Labour Government since 1997, but now calls for further legislation giving unfair dismissal rights from day one of employment, as a priority.

141 PRESTON BRANCH
Lancashire Region

158. EMPLOYMENT RIGHTS

This Congress agrees that the GMB must redouble its efforts to secure full employment rights from day one of any employment.

Employers, and not just the cowboys, are increasingly terminating staff with less than one years service thereby denying them redress at Employment Tribunals, or are resorting to only employing staff on temporary contracts.

It wasn't too long ago when Trade Unions were promised full employment rights from day one.

HOME COUNTIES GENERAL BRANCH
London Region

159. EMPLOYMENT RIGHTS

Congress recognises that all workers should enjoy equal rights and that the current rules that require an employee to have 12 months continuous employment before they can claim unfair dismissal is unacceptable.

Congress calls upon the CEC to campaign to ensure that the Labour Government introduces the necessary legislation to fulfil John Smith's commitment to the TUC that under a Labour Government all workers would have equal rights from day one of their employment.

HARTLEPOOL 4 BRANCH
Northern Region

160. EMPLOYMENT RIGHTS

Congress recognises that the Government should repeal all anti-trade union legislation, and should bring about constructive change by improving the statutory recognition process to facilitate trade unions to negotiate pay and conditions of employment on behalf of our members.

STOCKTON 1 BRANCH
Northern Region

161. ANTI TRADE UNION LAWS

This Congress instructs the General Secretary to campaign and lobby Government to repeal all anti trade union laws that have a detrimental effect on our membership and organisation.

ISLINGTON NUMBER 1 BRANCH
London Region

162. ANTI TRADE UNION LAWS

Congress again calls upon the Government to end all Anti Trade Union Laws introduced by former Tory Governments and to introduce more legislation to provide genuine employment rights for UK workers.

SOUTHAMPTON NO. 1 Z42 BRANCH
Southern Region

163. ANTI-UNION COMPANIES

This Congress calls upon the CEC to campaign and lobby the Government to act against companies using anti-union tactics. It is becoming evident that there are many companies using US style union busting tactics, which include threats to close plants or businesses, use threats to sack trade union representatives and offering inducements to staff to denounce the union, particularly while a union is seeking recognition.

We also call upon the CEC to lobby for amendments to the Employment Relations Act to stop bad employers preventing their workers getting access to the workplace protection they are entitled to.

PONTYGWAITH BRANCH
South Western Region

164. CENTRAL ARBITRATION COMMITTEE

Congress notes with concern the fact that the CAC route to recognition is fraught with problems due to the procedures being weighted in the employer's favour. We only have to look at the example of the ASDA Distribution Centre in Northern Region to see how employers are allowed to intimidate their employees into rejection of recognition.

This Congress therefore calls upon the CEC and General Secretary to use their best endeavours to seek a review of the procedural hurdles the union must go through to secure recognition and also to lobby for legislation to be introduced to prevent employers from brow beating their employees into submission.

Birmingham & West Midlands Regional Committee

165. RECOGNITION AGREEMENTS

Congress calls upon the GMB to use its influence to get the Government to tighten up the procedures on the right to union recognition, as presently they are not being implemented to the true spirit of the agreement.

C80 – DUDLEY BRANCH
Birmingham & West Midlands Region

166. EMPLOYMENT LEGISLATION

Congress is asked to recognise that some employers are using this legislation to dismiss our members who challenge their need to work to the beck and call of their employer. This is not about performance or code of conduct but allows employers to justify dismissal on the grounds of 'irretrievable breakdown in the working relationship' the fact that it is at the manager's instigation that this has taken place appears to be irrelevant. In some instances staff have been suspended then informed there has been an 'irretrievable breakdown' whilst they have to wait up to 18 months to go through the internal process. It is then extremely difficult to prove the working relationship has not broken down when the employee has been suspended for such a long period of time. Some Local Authorities are now trying to implement a specific policy in order to cover themselves. We are therefore calling upon Congress to gather examples of this misuse of legislation and challenge it nationally.

BRISTOL PUBLIC SERVICES BRANCH
South Western Region

167. WORKPLACE DISCIPLINE – DISMISSAL

Congress requests that the General Secretary, in conjunction with the TUC, will lobby a returned Labour government, to review the basic principles of the above and produce a more fair and credible system, reflecting the natural laws of justice in a modern democracy.

Any employee, unfairly dismissed, should have the right of re-instatement with compensation for the 'injury to feeling', trauma and embarrassment etc. or alternatively, the choice of non return and a higher level of compensation. It must be recognised that families make large commitments on the basis of their continuous employment. Furthermore, losing your job, is rated as one of the most damaging and traumatic of possible life events.

The burden of proof, to dismiss, must be approaching that which is required in the criminal justice system. Employment tribunals should be able to judge more than the reasonableness of procedure and should be able to impose and substitute their own unbiased view based on objective and universal standards. There should be no upper limit on the level of compensation for all unfair dismissals and amounts should reflect all relevant factors, for example, loss of earnings, years of service, age, loss of pension potential. This list is not exhaustive.

DOVER FERRIES X23 BRANCH
Southern Region

168. CHANGES TO EMPLOYMENT TRIBUNAL LEGISLATION

Congress recognises that the present assessment at Tribunals regarding how a person has been judged to have been unfairly dismissed is fundamentally flawed. Congress calls upon the Government to review the present criteria with a view to changing the legislation to reflect that the claimant(s) are innocent until proven guilty, as in criminal law.

16 BLACKBURN BRANCH
Lancashire Region

169. EMPLOYMENT TRIBUNALS

Congress calls upon the CEC to campaign to ensure that the rules which limit the amount of compensation that can be awarded by an Employment Tribunal are abolished.

CONSETT 2 BRANCH
Northern Region

170. INDUSTRIAL TRIBUNALS

Congress calls on this Government to reverse its position on industrial tribunals which now make it harder to take claims against bad employers.

NORTH KENT ENGINEERING Z39 BRANCH
Southern Region

171. EMPLOYMENT TRIBUNALS

Congress believes recent changes to the law regarding applications to employment tribunals were designed to reduce applications to the employment tribunals by making it more difficult for applicants and the Trade Unions that represent them.

Congress feels this flies in the face of the founding principle of tribunals which were meant to provide ordinary working people with the opportunity to defend their employment rights in the independent arena.

Congress therefore calls for the reversal of this legislation and the introduction of further legislation to simplify the process and to introduce more punitive compensatory damages against employers who often flout the current employment legislation.

SOUTHAMPTON NO. 1 Z42 BRANCH
Southern Region

172. EXPLOITATION OF LABOUR FROM WITHIN THE E.U.

Congress believes that the enlargement of the E.U. has brought about a situation where many unscrupulous employers seek to exploit a potential pool of cheap labour from Eastern Europe. This situation is particularly prevalent in industries where casual or semi-casual labour is used such as Construction and Ship Repair.

Whilst Congress would not seek to prevent these workers from seeking work in the UK, we would seek to protect the terms and conditions of UK Nationals and to ensure that labour from other countries work on the same terms and conditions and therefore call upon the Government to introduce legislation to ensure the Trade Union and Industry Agreements apply to all workers employed in industries or projects regardless of their country of origin.

SOUTHAMPTON NO. 1 Z42 BRANCH
Southern Region

173. MIGRANT WORKERS

Congress calls upon the Government to ratify the I.L.O. 1990 International Convention on the Protection of all migrant workers and members of their families.

SOUTHAMPTON NO. 1 Z42 BRANCH
Southern Region

174. MIGRANT WORKERS

This Congress deplores the trafficking and exploitation of migrant workers in Britain and calls on the CEC to campaign and lobby the Government to ensure that these workers are protected and not exploited whilst working in the UK.

There is evidence that private employers in the UK are using coercive tactics to force migrants to work for low wages and in poor conditions, these coercive techniques include physical and sexual violence to debt bondage and blackmail. Migrant workers are taken on by labour agencies and given employment in sectors such as building work, farming, contract cleaning and residential care, but these agencies take a vast proportion of their wages.

This is an anathema to our Trade Union movement and it must be regulated. We, as a movement, have always fought for human rights and this is a blatant abuse of workers rights, whether they are UK citizens or not, these abuses must be stopped.

PONTYPRIDD & RHONDDA NHS BRANCH
South Western Region

175. GANGMASTER LEGISLATION

Congress calls on the GMB to mount a campaign against the current Labour Government to introduce new legislation stopping the use of Gangmasters in all areas of employment as soon as possible to prevent more loss of life.

B43 BIRMINGHAM CITY GENERAL BRANCH
Birmingham & West Midlands Region

EMPLOYMENT POLICY

176. AGENCY AND TEMPORARY WORKERS

This Congress believes in equal treatment of temporary and agency workers. It calls on the CEC to mount a campaign to bring into UK legislation to ensure equality of terms and conditions to workers employed under this status.

KINGS LYNN INDUSTRIAL BRANCH
London Region

177. AGENCY WORKING

Congress is concerned at the growth in employment agency working, in that there is a barrier to secure employment rights, better health and safety standards, decent rates of pay, and pension entitlements.

Congress further believes that GMB should initiate a campaign in favour of the benefits of direct employment.

LEICESTERSHIRE 2000 BRANCH
Midland & East Coast Region

178. FIXED TERM CONTRACTS

Congress is deeply concerned at the dire effects which fixed term contracts (between contractor and client and not of employment) and the whole ethos of this principle has upon our GMB membership and activists.

Contracted out labour, as the result of privatisation across a broad brush of industry, finds itself hived off to employers, keen to seek fixed quotation contracts with clients, usually and for whom our members originally worked of periods now extending to 20 and even 25 years!

With rising operational costs, this leads to shortfalls in the contractor's finances, already keen to drive down cost, to little in the way of collective bargaining, to the long hours culture and to just about everything that can be said to be wrong with the British workplace today.

Congress therefore calls upon the CEC to draw to the attention of Government, a practice which is seriously disturbing to the very fabric of family life in whole communities and to deliver on its promises of a better work life balance.

SCUNTHORPE DISTRICT & APEX BRANCH
Midland & East Coast Region

179. POSTED WORKERS DIRECTIVE

This Congress congratulates the work done so far by GMB members involved in the campaign for the implementation of posted workers directive but urges more pressure to be put on the Government by the GMB for National Agreements Terms and Conditions to be the minimum standards to be applied to posted workers and not the National Minimum Wage.

SOLO BRANCH
London Region

180. WORKING TIME

Congress calls on the CEC to press the Government to remove the opt out of the working time directive from the regulations. We believe that there should be no requirement for workers to work longer than the 48 hour week.

HARTLEPOOL 3 BRANCH
Northern Region

181. 35 HOUR WEEK

Congress believes that the time is now ripe to start a campaign for a 35 hour week. The C.S.E.U. have the funds for this project.

242 SALFORD NO 1 BRANCH
Lancashire Region

182. STATUTORY HOLIDAYS

Congress agrees that in line with our European partners, the number of statutory holidays should be increased, and should be additional to, and not part of, the working time minimum of twenty days per annum.

ALFRETON NO.1 BRANCH
Midland & East Coast Region

183. EMPLOYEES HOLIDAYS – BANK HOLIDAYS – WEEKENDS

Congress calls for legislation to restrict employers from including Bank Holidays – weekends as part of an employee's holiday entitlement.

GUILDFORD G38 BRANCH
Southern Region

184. FAIRER REDUNDANCY PAY

This Congress agrees to campaign for a measurable increase in Statutory Redundancy Pay for our members aged 50 and over who may be unfortunately enough to be affected by this process.

It is unquestionable that this group of our community experience prejudicial attitudes when seeking alternative employment following redundancy.

HOUNSLOW BRANCH
London Region

185. NIGHT WORKERS

Congress urges the GMB to campaign for enhanced protective legislation for night workers. Government should attempt to limit night work to essential minimums, if for no other reason than health grounds.

Night workers should be guaranteed unsocial hours premiums, extended rest breaks, additional holiday and good social welfare conditions, provided by the employer.

DOVER FERRIES X23 BRANCH
Southern Region

186. NO STRIKE AGREEMENT

This Congress believes in modern society the GMB union should protect workers human rights and resist pressure from employers for no strike agreements.

GROUP 4 (ELEVEN) BRANCH
London Region

187. YOUTH TRAINING

Congress we call on conference to start a campaign to highlight the lack of protection given to young workers on Government Training Schemes.

The training within private companies who use the young workers as cheap labour work long hours and get very little training, this is clearly a cynical exploitation of the system.

BRADFORD GMB BRANCH
Yorkshire & North Derbyshire Region

INDUSTRIAL & ECONOMIC POLICY COMMERCIAL SERVICES

188. CHAUFFEUR INDUSTRY

This Congress should be aware of the appalling safety standards within this industry ie: driver working 24 hours without rest breaks, up to 21 days without days off, often on self employed or franchise contracts that test legality, Congress mandates the General Secretary to use all resources of the union to initiate a Government enquiry into the practices of the industry and to produce legislation to bring it within the bounds of decent work practices.

PROFESSIONAL DRIVERS BRANCH
London Region

189. PRIVATE CARE SECTOR – PAY

Congress recognises that pay in the private care sector is extremely low and in the majority of employers is often the national minimum wage only.

Given the enormous value and responsibilities of the work that private care sector workers perform, Congress calls upon the CEC to initiate a major new campaign to highlight low pay in this sector and to investigate all options to ensure that wage levels are significantly increased.

DARLINGTON 2 BRANCH
Northern Region

190. GUARANTEE PAY

This Congress believes that the GMB union makes efforts to bring about the end of no work no pay clauses in the contracts of security officers, progressive companies within the contract security industry already guarantee a minimum amount of paid hours if they are unable to provide work for individual officers. The GMB should lobby for a change in the law which allows more unscrupulous security companies to include this clause within terms and conditions and in many cases they use this as a sanction for victimising employees who have fallen from favour.

GROUP 4 (ELEVEN) BRANCH
London Region

191. INJURY ON DUTY

This Congress believes that the GMB union should campaign through SIA for every security company to have an adequate injury on duty policy as part of their registration conditions with the SIA and that any payments made through these schemes represents the normal hours that an officer works so as not to penalise the officer through short payment for injuries received through no fault of their own.

GROUP 4 (ELEVEN) BRANCH
London Region

192. SECTION 127

This Congress are requested to debate and call for the repeal of Section 127 of the Home Office Act, which states that all staff employed at Immigration Detention/Reception Centres are precluded from being involved in industrial action.

DETENTION CENTRE BRANCH
London Region

193. SUPPORTING MOTION

This Congress is asked to note the support of Group 4 Court Services membership for the repeal of Section 127 Home Office Act which denies the right to strike to employees in the custodial services. This Congress calls on the Government to honour the ILO Convention of the Right to Withdraw Labour. Congress agrees to support Detention Reception Centre staff to enforce the Right to Strike.

GROUP 4 COURT SERVICES BRANCH
London Region

CFTA**194. COMPOSITE COMPANIES**

This Congress condemns the use of composite companies in the construction industry by various agencies and sub-contractors and demands a campaign by the GMB to compel the inland revenue to outlaw this practice immediately.

SOLO BRANCH
London Region

195. REDUNDANCY CRITERIA FOR THE WORKING RULE AGREEMENT FOR THE CONSTRUCTION INDUSTRY

This Congress notes that the Working Rule Agreement for the Construction Industry makes no reference to what procedures should be followed in the event of a redundancy situation.

This Congress calls on the National Officers to negotiate the inclusion of a Redundancy Section in the Working Rule Agreement in line with the Redundancy Section of NAEI and that the selection criteria contained within should apply to the selection for temporary lay offs.

SOLO BRANCH
London Region

196. REMPLOY

Congress, we are all well aware of the decline in manufacturing in the UK, but most people will be unaware that over the last few years over 800 manufacturing jobs have been lost within the Remploy organisation. This has, of course, affected our most vulnerable members and as you will appreciate these jobs have provided members with disabilities, to work within their local communities, thus giving them opportunity of employment which in turn rewards them with a decent standard of living, providing them the dignity and sense of purpose this employment brings to their lives. We therefore ask the CEC to instruct the National Secretary to co-ordinate a campaign to replace all the manufacturing jobs lost within each Remploy factory, thus supporting the local communities and maintaining the level of employment that our members deserve within the Remploy structure.

GLANRHYD BRANCH
South Western Region

197. REMPLOY

Congress we call on the CEC on behalf of the GMB to lobby the Government, as in the year 2000 Remploy management agreed to hold factory levels at 6000 employees with no strings attached.

5 years have past where the factories have gone from approx 5900 to around 5100; this is a loss of approx 800 jobs.

Remploy management is adamant that it is not going to replace anyone who leaves. Therefore, what future is there for disabled people when Remploy is totally mismanaged. As a union we need to address this now.

BRIGHTSIDE BRANCH
Yorkshire & North Derbyshire Region

ENERGY & UTILITIES

198. COAL INDUSTRY – RE-NATIONALISATION

Congress believes that the British coal mining industry should be re-nationalised in order to prevent any further loss of access to our coal reserves.

YORKSHIRE COAL STAFFS BRANCH
Yorkshire & North Derbyshire Region

199. TRANSPORT AND UTILITIES

Congress agrees that the most safe efficient and effective way to organise our utilities and transport in the best interests of UK citizens is through nationalisation. This will ensure that the profits are invested back in the industries rather than to shareholders who pay indecent salaries to industry heads.

SOUTH SHIELDS 3 BRANCH
Northern Region

200. ENERGY AND UTILITIES - DEMISE OF UK INDUSTRY

We the members of the Energy and Utilities section Liverpool Region call on the Government to halt the drive by major companies moving work abroad in the pursuance of more and more profits at the expense of British Workers.

1 BRANCH
Liverpool, North Wales & Irish Region

201. ENERGY AND UTILITIES – ENERGY POLICY

We the members of the Energy and Utilities section Liverpool Region call on the Government to review its Energy Policy to reassure the public that the private sector is working in the best interest of the community.

1 BRANCH
Liverpool, North Wales & Irish Region

202. ENERGY POLICY

Conference believes the UK should be self sufficient in energy supply and reaffirms its commitment to a balanced energy policy and calls on the UK Government to begin to pursue as a matter of the utmost urgency an Energy Policy based on secure energy made in Britain.

Conference recognises that this policy cannot be realised without a sizeable dependency on nuclear energy provision

SELLAFIELD BRANCH
Northern Region

203. ENERGY POLICY

Congress recognises the proposals to develop wind farms as an integrated part of a responsible energy policy of the future. Wind farms provide a clean safe source of energy with the associated job creation that the building of the farms would create. Congress welcomes proposals for a diverse, sustainable energy policy that includes wind power, and will campaign to ensure that the jobs created from this initiative are directed towards those areas that

have suffered through the decline of manufacturing and pit closures.

HARTLEPOOL 4
Northern Region

204. POWER GENERATION POLICY

Congress believes that as many Magnox Generating Plants reach the end of their life and many coal fired power stations begin to creak with age, that the UK faces a potential power crisis as a result of privatisation and the lack of long term planning and a coherent energy policy.

Congress calls upon this Government to introduce an energy policy which guarantees long term energy supply, demonstrates long term planning and includes proposals for construction of generating plant over an extended period.

SOUTHAMPTON NO. 1 Z42 BRANCH
Southern Region

205. LABOUR'S PLEDGE TO THE NATION AND THIS COUNTRY'S WATER WORKERS

Congress we call upon you to remind this Labour Government of its pledge that when and if it came to power it would return the water industry back into public ownership. The water industry is still waiting for them to carry out that pledge they made so long ago and still remains on file.

N65 - NORTHANTS WATER BRANCH
Birmingham & West Midlands Region

ENGINEERING

206. SHIP RECYCLING

Congress notes the need for state of the art facilities to be made available to decommission and strip vessels at the end of their life, in a secure and safe environment conforming to all current health and safety regulations and best practice.

Congress recognises that this will create well paid, high skilled jobs in areas that are needed and also will remove the unsafe practices currently being used in other parts of the world.

HARTLEPOOL 2 BRANCH
Northern Region

FOOD & LEISURE

207. EARLY DAY MOTION 304 – UNILEVER & BIRDS EYE

This Congress resolves to support EDM 304 that is currently before the House of Commons. This demonstrates concern at the proposal by Birds Eye (Unilever Frozen Foods) to close its Grimsby factory which has operated productively and profitably for 50 years, putting 620 people out of work and rewarding their longstanding partnership with the company with P45s.

Any firm which competes to serve the consumer in new ways with new products and competitive, efficient production prevents its relegation to a long term decline. Will Congress support EDM 304 and call on the parent Unilever Group to intervene to stop a closure which would shame the name of the firm.

LONDON CENTRAL GENERAL BRANCH
London Region

208. THE RIGHT TO RECRUIT IN ASDA STORES FROM DAY ONE

Congress calls for GMB Union who already has recognition to improve their rights for GMB members to recruit within the ASDA stores from day one of employment for new employees.

A15 – ASDA BRANCH
Birmingham & West Midlands Region

209. CHEAP LUNCHES

Congress calls upon the CEC to initiate a publicity campaign to emphasise the impact supermarket price wars has on our members.

Congress believes that there is no such thing as a 'cheap lunch' and recognises that every time a product or service is 'reduced in price' the consequence could be either the Pay/Terms and Conditions of GMB members in this country are reduced in value or a GMB job is lost abroad.

ANWICK & MID Lincs COMMUNITY BRANCH
Midland & East Coast Region

PUBLIC SERVICES

210. PUBLIC SERVICES

That Congress welcomes the levels of investment in our Public Services.

We especially welcome new recruitment in the NHS and Pre School Education.

However, the GMB remains deeply concerned about the use of PFI/PPP model to fund Public Service infrastructure investments. We want to work with a Labour Government to secure new investment and where necessary Policy revision.

Congress believes that excellent Public Services are essential to a prosperous, sustainable, healthier, and better educated United Kingdom delivered on the basis of co-operation not competition, responsive to the needs of individuals and their communities, properly funded, delivered efficiently by our members, and driven by a commitment to equality and social justice.

We therefore call for:

- A renewed emphasis on access to Public Services.
- A commitment that Public Services remain directly provided by the Public Sector.
- Closing the equality gap.
- Continued investment in our members who deliver Public Services.
- Greater involvement and participation by front line workers who deliver Public Services in developing their design and delivery.
- Fair employment practices and protection of employment standards for all Public Service workers, including access to Learning and Training, Gender Pay Equality, Protection of Pension Benefits.

ABERDEEN 1 BRANCH
GMB Scotland

211. TWO TIER WORKFORCE

This Congress is tired of promises from our Government to put in place legislation to ensure that all Public Service workers are on the minimum terms and conditions of employment as determined by their particular negotiating bodies, regardless whether they are employed by a public body or contractor.

Both the Public Service employers and contractors continue to develop ways of avoiding the Two Tier legislation which this Government introduced in order to provide for a level playing field in the procurement of Public Service contracts.

Congress calls upon Government to shore up these loopholes and that GMB mount a campaign in order to stop this discrimination of Public Sector workers.

HENDON BRANCH
London Region

212. TWO-TIER WORKFORCE

This Congress reiterates the GMB's policy on keeping public services in house and notes the limited success of the two-tier workforce legislation. Congress believes that legislation should be introduced to make client employers joint and severally liable for their contractors' employees on their premises so they cannot escape their obligations towards them. Congress instructs the appropriate GMB representatives to ensure this becomes Labour Party policy.

ISLINGTON APEX BRANCH
London Region

213. TWO TIER WORKFORCE

This Congress instructs the National Officers to campaign further to completely eradicate the two-tier workforce that exists within many areas of employment.

This issue must be put back on the agenda at any meeting between the unions and Government like the meeting in Warwick.

Although there has been significant headway in reducing the two-tier workforce, the Government has allowed loopholes to exist, which are now being exploited by some employers.

It is these loopholes that now need to be filled so as to stop our member doing the same job for less money/benefits.

ISLINGTON NUMBER 1 BRANCH
London Region

214. TWO TIER WORKFORCES

This Congress condemns the continuation of Two Tier Workforces in both the public and private sectors.

SECURICOR 1 BRANCH
London Region

215. FAIR EMPLOYMENT

This Congress calls upon all negotiators to campaign and encourage Local Authorities, when awarding contracts to the private sector that they build in a clause that would provide their staff with decent pay and conditions. The Greater London Authority is introducing a 'living wage' clause into the contracts it awards to the private sector and this should be the aim of all local authorities to ensure that those workers who are transferred from the public to the private sector when public services are contracted out, are employed on terms and conditions which are no less favourable than Local Authority employees would be employed on, which includes salary, benefits, entitlements, hours of work, holiday rights and pension rights. We call on the CEC to mount a campaign to encourage all Local Authorities to follow the GLA's lead.

VALE OF GLAMORGAN BRANCH
South Western Region

216. PPP

Congress encourages all Local Authorities that are to date not affected by PPP to sit up, take note and learn the lessons from them before it is too late.

MOTHERWELL 3 BRANCH
GMB Scotland

217. PUBLIC SERVICES – PROTECT PUBLIC SERVICES

We ask Congress to call upon the present Government to forthwith reverse the decisions of compulsory competitive tendering in local Government and pay compensation to all those workers who lost out financially during any transfers.

5 BRANCH
Liverpool, North Wales & Irish Region

218. PUBLIC SERVICES – PFI IN SCHOOLS

This Congress calls upon this present Labour Government to abolish the current PFI Legislation, and return all current Education Contracts, back to the control of their Local Authority Education Departments.

80 BRANCH
Liverpool, North Wales & Irish Region

219. PFI – PRIVATISATION

Congress recognises that PFI and other Government initiatives, designed to force expensive and inefficient private sector involvement into public sector capital projects is economically wrong and anti democratic.

Congress calls on the Government to stop forcing local authorities into expensive PFI contracts and to allow authorities the freedoms and flexibilities to borrow capital and to determine local needs and priorities.

NORTHUMBERLAND GENERAL BRANCH
Northern Region

220. LOCAL GOVERNMENT FUNDING

This Congress calls upon the CEC to put pressure on this Labour Government to reverse the Government principle that Local Authorities should be purchaser of local services to a provider and that the Government make funds available for this to happen.

2 BRANCH
Liverpool, North Wales & Irish Region

221. LOCAL GOVERNMENT CONTRACTS

This Congress calls upon Government to introduce a system to monitor the quality of service delivery of private contractors who have won Local Government contracts. If a contractor is not meeting the required quality standards then the contract should automatically revert to the "in house" provider.

CAMBRIDGE 2 BRANCH
London Region

222. LOCAL GOVERNMENT LEGISLATION

This Congress demands that following the mass externalisation of many Local Government Services where our members lose out on pay, pensions, and many other terms and conditions, that this Government takes of the handcuffs which stop local authorities borrowing money by changing the law.

Many services are externalised as the law says that local authorities cannot either borrow from banks or other financial services, and they cannot make any profits.

This culture has resulted in many of our members jobs being privatised and the contractor then makes extortionate profits of the backs of our members which goes directly into the pockets of the companies share holders, rather than reducing the council tax, or more investment in services.

ISLINGTON NUMBER 1 BRANCH
London Region

223. SCHOOL WORKFORCE REFORM

Congress notes that in January 2003 the GMB and other school workforce trade unions, together with the Government and employers signed a national agreement on workforce reform in schools. I can understand why the GMB signed the agreement; it was a visionary statement of intent and offered support staff recognition and joint working with teachers.

But what has happened in practice. There were three statutory changes which improved teachers' conditions, which have been/will be implemented between September 2003 and September 2005. The resulting reduction in workload and responsibilities undertaken by teachers has had to be absorbed by support staff.

The Government does not want to see national pay grades for support staff to reflect increased responsibilities and workloads, and prefer to see solutions achieved by local bargaining. But how many local authorities have provided fair and just amendments to support staff grades to reflect changes brought about by the national

agreement. My own authority Sheffield has introduced a new pay and conditions package which shows a pay reduction for one group and virtually no change for the other groups of workers.

Congress calls upon the National Secretary of the Public Services Section to commence negotiations with the Government to remove teaching assistants from the NJC, and for the Government to assume responsibility for teaching assistants pay and conditions on a par with teachers.

SHEFFIELD LOCAL GOVERNMENT STAFF BRANCH
Yorkshire & North Derbyshire Region

224. PAY DIFFERENTIALS – EDUCATION LEARNING STAFF

Congress, vast pay differentials between teaching support staff and teachers are unacceptable. We ask Congress to demand from this Labour Government a narrowing of the pay differentials upwards for those workers who jointly deliver education within our schools.

HULL NO.1 BRANCH
Midland & East Coast Region

225. PUBLIC SERVICES – SCHOOL STAFF

This Congress calls upon the CEC to lobby the government to fund the "Work force remodelling agreement in schools". If this is not funded our members of the school support staff will end up picking up the 24 tasks without pay due to emotional pressure put upon them.

2 BRANCH
Liverpool, North Wales & Irish Region

226. SCHOOL SUPPORT STAFF

This Congress demands that the Government protect school support staff from financial demands put on Head Teachers and allow them to be used in the way that honours the spirit and intent of the Remodelling Agreement, and that National Pay Grades and Job Descriptions are implemented.

ESSEX PUBLIC SERVICES BRANCH
London Region

227. PRIVATISATION OF THE HEALTH SERVICE

Congress, the GMB has long campaigned to end the privatisation of sections of the Health Service. This must continue. The staff who have already been subject to privatisation must not be forgotten. Barnsley Health branch calls upon national negotiators to continue the campaigns to keep public services public and to ensure that any section of staff receive the benefits of Agenda for Change terms and conditions.

BARNSLEY HEALTH BRANCH
Yorkshire & North Derbyshire Region

228. NHS HOSPITAL CLEANLINESS

Congress notes the recent priority given by the Health Secretary to appearing to be tough on hospital cleanliness and reducing MRSA.

Congress calls upon the Health Secretary to demonstrate the seriousness of his concern by reversing 20 years of privatisation and cuts in hospital cleansing services.

DARLINGTON 2 BRANCH
Northern Region

229. PUBLIC SERVICES – NO TO PERCENTAGE PAY DEALS

This Congress instructs the National Secretary for Public Services, that when the next round of pay talks start it must be made clear to both the National Employers, and our fellow Trade Union Partners, that this Union says NO to any PERCENTAGE pay awards. All future pay awards must be across the board, with bottom loading to close the differential.

Why should those on the lower scales continue to pay for the few at the upper echelons of the pay spine? Close the differential and stop discrimination against the lower graded workforce.

BARKING BRANCH
London Region

230. PUBLIC SERVICES – NATIONAL PAY AWARD

This Congress supports a motion that in all future ballots on wages in the public service section, are conducted and counted on a national basis and not by regions for and against. This will ensure a much truer feeling of the whole public service section.

SOUTHEND BRANCH
London Region

231. LOCAL GOVERNMENT CRAFT PAY CLAIMS

Congress calls on our National Officer to take account of our members' concerns when negotiating annual pay claims.

Local Government Craft Workers have been in negotiations since April 2004 culminating in a 3 year pay deal only resulting in an offer 1.65% above the original claims of 7% for one year, making a total of 8.6% over 3 years.

NORTH KENT ENGINEERING Z39 BRANCH
Southern Region

232. NATIONAL SECRETARY, PUBLIC SERVICES SECTION – LONDON – SOUTHERN PROVINCIAL COUNCILS

Congress calls upon our National Secretary to continue to negotiate with the various Local Authority bodies to restart the Provincial Councils.

GUILDFORD G38 BRANCH
Southern Region

233. CONTRACTOR SHOP STEWARDS

Congress calls that a full scale review should take place on how we can involve private sector stewards more in the GMB process, in the public services section.

B43 BIRMINGHAM CITY GENERAL BRANCH
Birmingham & West Midlands Region

234. HOUSING FOR LOCAL AUTHORITY SITE STAFF IN 'TIED' ACCOMMODATION UPON THEIR RETIREMENT

Congress calls that local authorities' need to ensure that members working as Site Staff and living in 'tied' accommodation are adequately re-housed upon their retirement. The re-housing should be both as close to the original accommodation as possible and also of a similar size. There needs to be no limit on the number of offers the local authority makes to the member with regards to re-housing.

Congress calls upon the CEC and the GMB National Officers to seek negotiations with national employers to seek implementation of this.

S30 SOLIHULL LOCAL AUTHORITY BRANCH
Birmingham & West Midlands Region

235. CHILDCARE

Congress welcomes the Governments continued commitment to and investment in Childcare, however this Congress calls on the CEC to press the Government to guarantee:

1. Access to training and career development for childcare workers.
2. Decent pay and conditions.
3. A safe and healthy working environment.
4. Child protection policies and procedures.
5. Equal opportunities and family friendly working arrangements to be implemented across this sector.

SCOTTISH CHILDCARE SERVICES BRANCH
GMB Scotland

236. PUBLIC SERVICES – SOCIAL WORKERS

This Congress calls upon the CEC to lobby this government to fund the registration fee that social workers and social care workers that are required to pay in April 2005.

2 BRANCH
Liverpool, North Wales & Irish Region

MANUFACTURING**237. MANUFACTURING**

Congress deplores the ongoing demise of manufacturing, 110,000 jobs lost in the last 12 months alone.

It therefore calls upon the Government to implement a more pro-active programme to protect manufacturing jobs throughout the UK and Northern Ireland.

R35 – ROCESTER JCB BRANCH
Birmingham & West Midlands Region

238. MANUFACTURING

Congress calls on this Government to develop and implement a manufacturing policy, to secure the future of manufacturing in the UK.

Congress calls on the CEC to campaign for Government contracts to be awarded to UK companies in order to secure the manufacturing base on which the wealth of this country is built.

MIDDLESBROUGH 5 BRANCH
Northern Region

239. MANUFACTURING

Congress recognises that manufacturing output and employment remains central to UK economic success and prosperity.

Congress calls upon the CEC to continue the GMB's campaigns to highlight the importance of maintaining the UK's manufacturing economy and to direct government policy towards supporting manufacturing employment.

SOUTH EAST NORTHUMBERLAND GENERAL BRANCH
Northern Region

240. MANUFACTURING – RELOCATION OVERSEAS

Congress notes with concern the loss of British manufacturing jobs overseas as British and multi national companies move operations abroad to exploit low wage economies.

Congress further recognises that an increasingly global economy means that without international agreements such exploitation will only increase.

Congress therefore calls upon the CEC to join with other trade unions, the international labour movement and others to campaign for fundamental reform of the WTO and other global trade agreements to ensure that minimum wage and social standards are an integral part of any agreements.

SUNDERLAND CATS BRANCH
Northern Region

241. MANUFACTURING CAMPAIGN

Congress believes that, due to the fall in membership because of the loss of major manufacturing companies in the Country, we should start a major campaign with other organisations to try and re-establish ourselves as a major manufacturing producing country instead of just providing a service industry to the Public. If the decline continues at the present rate, we will be open to exploitation on imports from other Countries.

The other downturn on this has been the loss of apprenticeships and skill trades within the Country. As many of

us know when we want some repairs or work done by a Tradesman, it is just impossible to obtain one. So we believe it is time more publicity should be given to try and resolve the position.

243 MANCHESTER NO 1 BRANCH
Lancashire Region

242. MANUFACTURING

Congress views the continuing loss of Manufacturing jobs across the UK with alarm and notes with concern the quality of replacement jobs available in the Economy.

The levels of earning in the new jobs created does little to support the Government's stated aims of the High Performance Workplace.

The introduction of the Information and Consultation of Employees (ICE) Regulations is viewed with concern by Congress.

Congress therefore calls on Government to ensure that employers implement fully the Regulations and challenge those many Organisations for whom a wall of silence has become a way of life in their relations with our members, to ensure that proper information and consultation takes place prior to any important decisions being made.

Congress also call on Government to fully implement the adopted EU Directive on public procurement as a means of developing a positive boost to Manufacturing, ensuring the legal obligation in contracting Authorities to consider social, employment, disability, and environmental issues when awarding public contracts.

Congress acknowledges the vital contribution that the UK Manufacturing base makes to the overall Economy and calls upon the GMB to place the sustainability of a viable and dynamic manufacturing sector as a key priority.

FALKIRK LM ENGINEERING BRANCH
GMB Scotland

243. PUBLIC PROCUREMENT

Congress believes that it is a scandal that billions of tax payers' money is spent each year on supplies procured for the Public Sector which are not produced and manufactured in the UK. Public Procurement involves a whole range of products and we believe that it is vital to ensure job sustainability and protect manufacturing jobs within the UK that contracts are given to companies that are UK based and manufactured within the UK.

Congress therefore calls upon the CEC to urge the Government to make the process of securing public procurement contracts more accessible for British companies who are based and manufacture in the UK, thus giving the tax payer value for money. Many of these contracts are awarded in the majority of cases by those companies who submit the lowest tender and many accomplish this by manufacturing this work off shore to meet these tendering costs.

If contracts are awarded to UK firms who manufacture in the UK, this would provide work for UK citizens who in turn will be supporting the economy by paying taxes and reducing the burden on the state by reducing the need for state benefits that would be paid to those unemployed as a result of manufacturing job losses. We must also look to the future by providing work for our youth and our potential members.

MID GLAMORGAN C&T BRANCH
South Western Region

THE ECONOMY

244. MINIMUM WAGE

Congress, no less than £6.00 minimum wage.

ASDA SOUTH BRANCH
Yorkshire & North Derbyshire Region

245. NATIONAL MINIMUM WAGE

This Congress calls for the national minimum wage (NMW) to be increased to at least £6.00 per hour. Congress also calls for the abolition of the lower age differential in the NMW.

ISLINGTON APEX BRANCH
London Region

246. NATIONAL MINIMUM WAGE

Congress welcomes the increases in the National Minimum Wage implemented in October 2004 to:

- £4.85 per hour for adult workers.
- £4.10 per hour for development rate, and
- a new rate of £3.00 per hour for 16 and 17 year olds.

While recognising that the National Minimum Wage has helped the living standards of those most vulnerable within the labour market, significantly more needs to be done.

Congress notes that the introduction and improvements in the National Minimum Wage have not led to mass job losses as predicted by the CBI and the Conservative Party.

Congress therefore calls on the GMB to Campaign for:

- Further increases in the adult rate sufficient enough to secure an adequate living standard without dependence on in-work benefits.
- The adult rate to apply to workers at 18 years old, and
- Significant increases in the 16 and 17 year old rates so as to ensure this vulnerable age group are no longer exploited by those less reputable employers.

ASDA GROUP 2 BRANCH
GMB Scotland

247. MINIMUM WAGE FOR YOUNG PERSONS 14-15 YEARS

Congress calls for a minimum wage for young persons employed at 14 and 15 years old.

GUILDFORD G38 BRANCH
Southern Region

248. INDUSTRIAL DEMOCRACY

Congress re-affirms its support for object 3 of this Union's constitution, in particular the importance of promoting industrial democracy.

Congress believes that the UK economy is fundamentally undemocratic with decisions about production in the hands of a minority.

Congress therefore calls for an agenda not just of economic management but economic change underpinned by greater economic and industrial democracy including support for;

Co-operatives and other forms of employee owned business

Greater industrial democracy and participation in decision making for workers through their union in all workplaces.

Democratic ownership and control of pension and insurance funds.

Greater empowerment of women and other marginalised voices in the new economy.

HAWICK 2 BRANCH
GMB Scotland

249. TAX RELIEF – EMPLOYMENT OF NANNIES

Congress believes the tax relief for employment of nannies of up to £140 per week is insulting to low paid workers in the UK, and the tax relief should be available for anyone who stays at home to care for their children.

YORKSHIRE COAL STAFF BRANCH
Yorkshire & North Derbyshire Region

250. WORKING TAX & FAMILY TAX BENEFITS

Congress calls on our leadership to congratulate this Labour Government for its achievements in improving the living standards of hundreds of thousands of working people in receipt of working tax and child tax credit.

Had the Government tried to sell this idea to middle England as a tax rebate for the low paid, the Tory press would have had a field day. Love him or hate him there can be no doubting the genius of Gordon Brown with regard to maths, myths and the British media.

NOTTS VOX BRANCH
Midland & East Coast Region

251. TOBIN TAX

This Congress calls on the Government to implement as a matter of urgency a currency transaction tax (a Tobin Tax) on all trades of pounds wherever they are traded in the world to generate billions of pounds in revenue for International Development to help pay for the Millennium Development Goals to halve world poverty by 2015.

LONDON STORES GENERAL BRANCH
London Region

252. COMPANY ASSETS

Congress believes it should be illegal for company directors to sell assets to successor companies in which they have an interest at below market value. This would prevent the directors of companies which go bankrupt setting up another company with a different name and transferring asset to those companies.

YORKSHIRE COAL STAFFS BRANCH
Yorkshire & North Derbyshire Region

253. FAT CAT PAYMENTS

This Congress cannot continue to tolerate the lack of control over large payments and bonuses awarded to directors when companies operating within the private and public sectors are poorly performing.

Congress therefore resolves to campaign against any company carrying out such practices.

HOUNSLOW BRANCH
London Region

254. COWBOY EMPLOYERS – INSOLVENCY/LIQUIDATION

This Congress is deeply concerned at the number of companies who deliberately go into liquidation or insolvency and then use this as a means of dismissing a workforce only to begin trading again under a different name shortly thereafter.

This Congress deplores such practice and calls upon this Government to put in place legislation to prevent these cowboy employers denying workers their rights.

HENDON BRANCH
London Region

POLITICAL

LABOUR PARTY

255. A RADICAL LABOUR GOVERNMENT

Congress would welcome the return of a Labour Government for a 3rd historic term.

The GMB will need to use its full campaigning expertise to ensure that the government will remain committed to

implementing those policies that were jointly agreed at the Warwick National Policy Forum in 2004.

If Labour is to build on its achievements since 1997 and reverse disillusion in 'New Labour' then it needs to adopt a radical approach to make progress in resolving problems concerning investment in public services and manufacturing and also to look at protection of pension funds and extending employee rights.

If a majority of the working population can benefit from radical social reform, then it should be possible to achieve a 4th term of office for a future Labour government and so deny office to the right wing Conservative Party for many years to come.

113 MANCHESTER BRANCH
Lancashire Region

256. WARWICK AGREEMENT

This Congress whilst welcoming the "Warwick Agreement" between the Labour Party and the unions, is concerned that members of the Labour Government and cabinet are already seeking to water down the commitments within it. Congress instructs the CEC to ensure that both the spirit and letter of the agreement is pursued by the Labour Party in Government.

ISLINGTON APEX BRANCH
London Region

257. LABOUR PARTY POLICY

This Congress notes with deep concern the continuing pro business drift prevalent among senior individuals in the Labour Party.

Successive so called New Labour Governments have actively encouraged facilitated and promoted a pro privatisation agenda, failed to repeal the most significant parts of the Tories anti union legislation and pursued murderous imperial adventures abroad, slavishly following the dictates of the US government and their corporate military paymasters.

The GMB therefore resolves to launch a political campaign among the membership with a view to encouraging the take up of individual Labour Party membership at the first stage of a campaign to draw the party closer to pro working class policies.

The campaign should be linked to a political education campaign aimed at raising understanding in relation to GMB policies on issues like privatisation, employment law, pensions and foreign policy.

The aim of the campaign would be to encourage both GMB branch affiliations to local Labour Parties with delegates from the GMB being sent to the appropriate meetings, linking up with GMB and other trade union members who are also individual members of the Labour Party with a view to halting the right wing drift and returning the party to true Labour policies that benefit ordinary working people.

PROFESSIONAL DRIVERS BRANCH
London Region

258. LABOUR PARTY

Congress is disillusioned with this Labour Government because they have not carried out the resolutions and mandates from the previous Labour Party Conferences.

Congress instructs the CEC to ensure that the Labour Government honour party policy and ensure Labour Party rules are applied.

MANSFIELD CENTRAL BRANCH
Midland & East Coast Region

259. LABOUR PARTY CONFERENCE

This Congress notes that on the agenda of this years Labour Party Annual Conference there is a rule change proposal from the CWU and ten CLP's. This proposes an improvement to the Party's Partnership in Power

arrangements. Such that every four years, when the Party Conference is considering the final stage policy documents, each affiliated trade union and every CLP will be permitted to submit one amendment to the documents directly to Conference.

These amendments would then be composited and the major ones would be timetabled for debate.

Congress believes this is in the interests of restoring internal Party democracy and that our GMB delegation to this years Labour Party Conference should support the CWU proposal.

LONDON CENTRAL GENERAL BRANCH
London Region

260. LABOUR MP'S

This Congress requests that the CEC contacts all Labour MP's reminding them of where the Labour Party came from. MP's in support of the Trade Union Values to be star rated on a clear transparent list to be published in the union's publications.

BARKING AND DAGENHAM LGO BRANCH
London Region

261. THE LABOUR PARTY AND THE BNP

This Congress believes that the CEC must remind the National Labour Party that the trade unions can deliver eg Village Ward, Dagenham by election, but only where the party nationally and locally remembers where it came from.

BARKING AND DAGENHAM LGO BRANCH
London Region

262. SPONSORED LABOUR MPs AND COUNCILLORS

Congress notes that some GMB sponsored Labour Party MPs and councillors do not through their actions act in accordance with this Union's aims and principles.

This Congress therefore resolves to withdraw sponsorship of those Labour Party MPs and councillors who do not through their actions support the GMB's aims and principles.

VORIDIAN BRANCH
Northern Region

263. SELECTION OF PARLIAMENTARY CANDIDATES

This Congress notes the practice of political parties parachuting their favourite sons and daughters into "safe" constituency seats at the expense of local candidates. Congress agrees that this is an undesirable practice that should cease. Congress instructs the CEC and the GMB representatives on the Labour Party NEC to campaign for changes in the Labour Party rules and constitution to prevent the Labour Party NEC from overriding the wishes of local parties and imposing shortlists and candidates on them.

ISLINGTON APEX BRANCH
London Region

264. POLITICAL – LABOUR PARTY FUNDING

We call upon Congress to withdraw funding from the Labour Party unless it repeals all of the Tory legislation on Industrial Action.

5 BRANCH
Liverpool, North Wales & Irish Region

265. GMB & "NEW LABOUR" PARTY POLITICAL FUNDING

This Congress is totally dismayed by the apathetic, sometimes downright hostile attitude, and total disregard, this New Labour Government has shown towards the Trade Union movement. But mainly the treatment it has shown towards the Public Service Unions and to their members also the Public Sector as a whole.

Congress reminds New Labour that the GMB is no longer prepared to give them, our unconditional support and money. Congress further instructs the CEC and General Secretary, to do everything in their power to

re-establishing the OLD LABOUR principles and the re-introduction of Clause 4.

BARKING BRANCH
London Region

266. LABOUR PARTY FUNDING

This Congress instructs the CEC to continually review the GMB's financial contributions to the Labour Party.

ISLINGTON APEX BRANCH
London Region

267. LABOUR PARTY AFFILIATION

Congress is concerned that present policies of this present Government are designed to hand over more and more of Public Service provision to the private sector. This trend undermines the public services ethos and is detrimental to service users and providers.

In view of the above, Congress instructs the CEC to consult with Branches with a view that the GMB withdraw nationally our affiliation to the (New) Labour Party.

16 BLACKBURN BRANCH
Lancashire Region

268. POLITICAL – LABOUR PARTY

Due to the events surrounding the expulsion of the RMT from labour party affiliation, and the ground breaking decision of the Central Executive Council re labour party funding, it is now more important than ever GMB members have a choice.

Therefore, Congress calls upon the GMB representatives on the labour party N.E.C. to move the following motion at the next meeting of the L.P.N.E.C.

"This Labour Party amends its rules to allow affiliated unions to affiliate to more than one socialist party without putting themselves outside of Labour Party affiliation".

182 BRANCH
Liverpool, North Wales & Irish Region

269. DONATIONS TO PARTIES OTHER THAN LABOUR

Conference notes that:

Union Rule 2 Paragraph 10 states that one of the objects of the union shall be:

"to secure the return of members to Parliament and Public Authorities who will support the policies of the Union and further interests of members through political means, providing the candidates are pledged to collective ownership, under democratic control, of the means of production, distribution and exchange....."

Conference further notes the founding of Respect – the Unity Coalition, an organisation that is pledged to an end to all privatisation and the bringing back into democratic public ownership of the railways and other public services, alongside an education system not dependent on ability to pay and a publicly owned and funded, democratically controlled NHS, free to all users.

Conference therefore resolves that:

1. The Central Executive Council approves Respect – the Uity Coalition as an organisation to which branches may affiliate.
2. The Central Executive Council write to all branches of the union to recommend that they invite candidates to speak at branch meetings who are willing to advance the views and interests of our members on crucial issues such as privatisation, anti-union laws and war, whether they are Labour Party members or from other organisations.

SUSSEX B50 BRANCH
Southern Region

POLITICAL FUND BALLOT

270. POLITICAL FUND BALLOTS

Congress calls on the Government to repeal the law for trade unions on Political Fund Ballots.

R35 – ROCESTER JCB BRANCH
Birmingham & West Midlands Region

271. POLITICAL FUND

Congress notes the resounding 'Yes' vote in the 2004 Ballot on the continuance of the Political Fund. However Congress believes this unnecessarily used up members resources and is a hangover from previous anti-trade union governments. Congress calls on the CEC to keep up the pressure to ensure that this provision is removed from the statute book at the earliest opportunity.

ARBROATH 2 BRANCH
GMB Scotland

272. POLITICAL FUND BALLOT

Congress is pleased to note that our members have once again voted overwhelmingly to retain our Political Fund.

Congress further notes that the cost of balloting our members is an enormous expense that the GMB could well do without.

Congress therefore instructs the CEC to actively campaign within the TUC and Labour Party to get the Government to repeal the law on Political Fund Ballots.

25 BUXTON BRANCH
Lancashire Region

273. POLITICAL FUND

Congress calls upon the Government to repeal the Thatcher Government legislation demanding Trade Unions ballot their members on the issue of holding a political fund.

This legislation was brought about for the sole purpose of restricting the rights of trade unionists to participate in the political process.

Trade Unionists can have the right to withdraw from the political fund if they so wish, but trade unions should not be by law forced at their own expense to hold a ballot on the wishes of a past Tory administration.

MILTON KEYNES CITY BRANCH
London Region

274. POLITICAL FUND BALLOT

Congress welcomes the result of the recent ballot to maintain our Political Fund, but notices, with regret, that after two terms of a Labour Government, this is still a requirement, under Law.

This anti Trade Union legislation, introduced by the Thatcher Government should be abolished without delay.

ALFRETON NO.1 BRANCH
Midland & East Coast Region

DEMOCRACY & CONSTITUTIONAL REFORM

275. DETENTION WITHOUT TRIAL

This Congress condemns the practice of the British Government of holding people in prisons without their being subject to due process of law and without access to full legal representation and support. Congress believes that this violation of human rights feeds the despair and hatred which is at the root of terrorism.

Congress therefore calls on the Government to act on the Law Lords' ruling of December 2004.

NORWICH GENERAL BRANCH
London Region

276. THE ARBITRARY EXTENSION OF EXECUTIVE POWERS TO DATE

This Congress resolves to oppose the seemingly arbitrary extension of executive powers. In particular the powers to allow the arrest and incarceration of foreign and British people within their/a "home" without trial or evidence. We should oppose any move to restrict personal liberties, and reduce the already thin ability for people to defend themselves from arbitrary arrest, imprisonment, or false accusation.

LONDON CENTRAL GENERAL BRANCH
London Region

277. LOCAL DEMOCRACY

Congress recognises that the trend established under the last Tory government of limiting and controlling the role and powers of local government has under the present Labour Government only increased.

Congress calls upon the CEC to campaign for the restoration of the principle of local democracy, of local people, through the ballot box, determining local needs and local priorities.

CONSETT 2 BRANCH
Northern Region

278. HOUSE OF LORDS REFORM

This Congress agrees that until the House of Lords is abolished the appointment of people to the Second Chamber must be made transparent and understandable.

Congress therefore believes that the appointment of persons to the Second Chamber should reflect the percentage vote each political party wins in a General Election.

Minimum thresholds could be set to ensure that only bona fide political groups are able to obtain seats in the Second Chamber.

Congress believes that in allocating seats in the Lords in this way, the Second Chamber will mirror the views of the electorate in a more democratic way than at present.

PLAISTOW BRANCH
London Region

279. BARRISTERS

This Congress is aware of having Barristers within the legal system, but accepting that they are no more than professional liars as demonstrated by Tony Blair, Gordon Brown, Michael Howard and Margaret Thatcher. Congress accepts that this profession must be barred from holding any political office and therefore mandates the General Secretary to campaign and utilise all resources of the union to secure legislation to bar all Barristers from any political office.

PROFESSIONAL DRIVERS BRANCH
London Region

280. PRINCE CHARLES

This Congress wishes to express its disgust at the comments of Prince Charles regarding Health and Safety Legislation and Corporate Manslaughter. This persons obvious contempt for the safety of the workforce of this country defies belief.

Congress agrees to campaign for the establishment of a democratic republic to rule this Country.

PROFESSIONAL DRIVERS BRANCH
London Region

281. ROYAL FAMILY

This Congress agrees that the role of this parasitical shower must cease. Congress believes that it is now the time to instigate a campaign for a democratic republic to replace the Nazi worshipping, freeloading abomination we are currently lumbered with. Congress instructs the General Secretary to use all the facilities of the union to campaign for the introduction of a democratic republic in this country.

PROFESSIONAL DRIVERS BRANCH
London Region

RACISM & FASCISM

282. RACISM & FASCISM

That this Congress is concerned about the electoral successes of the BNP. The threat on growth of racism and fascism is a threat to all that the GMB stand for.

The growth of the neo-Nazi right in Europe shows that the fascist threat must be met head on and not ignored.

Congress accepts that a negative climate created by increasingly restrictive immigration and asylum legislation, a hysterical media campaign, and growth of Islam phobia.

Congress rejects the scapegoating of asylum seekers and welcomed the introduction of Legislation to exclude fascists from Union membership.

We therefore call on Congress to support, promote, and build alliances with the Black Community, and Religious Organisations across the UK to oppose the insidious activities of the far right into the fabric of our society.

DUNDEE 3 BRANCH
GMB Scotland

283. ANTI-RACISM

Congress calls on the Trade Union movement to keep up the campaign against the BNP and other xenophobic and racist parties and candidates.

We welcome the continuing work of the "Show Racism the Red Card" campaign and encourage all branches to embrace this initiative as a means of raising awareness and combating racism in the workplace.

Conference calls on all Regions to make efforts to ensure a big turnout at the 2004 St Andrews Day March & Rally.

DUNDEE 1 BRANCH
GMB Scotland

284. BRANCHES AND THE BNP

This Congress believes, contrary to the view expressed by some, that Branches are the lifeblood of the union. Congress further believes that the branch structure, coupled with well-developed political links, is the key to beating the BNP in elections.

BARKING AND DAGENHAM LGO BRANCH
London Region

EUROPEAN CONSTITUTION

285. THE UK REFERENDUM ON THE EU CONSTITUTION

Congress notes that the "social" policy of the EU has been established from the very beginning of what has become the EU and incorporates completely trade union aims of full employment, workers and trade union rights, health and safety, training, maternity rights, integration of disadvantaged groups etc.

Therefore, Congress believes that the EU Constitutional Treaty will commit Member States to pursuing a social market economy, underpin the goal of full employment, promote social dialogues between employers and trade

unions, enshrines a range of social, civic and political rights and entrench the key values of the European Social Model, which will ensure that European economic development goes hand in hand with employment and social rights.

Congress regrets that some Member States attempted to dilute the legal force of the Charter of Fundamental Rights, contained in the Constitution, but is satisfied that the Charter will apply to the full field of EU law and thus restrain Member States from abandoning the course toward a sound social market economy.

Congress welcomes the move to enhance the democratic accountability of the European Union and increase its efficiency in light of the recent enlargement to 25 Member States.

Congress calls on the GMB Executive to inform and educate members of the merits of the Constitution and publicly support the campaign in favour of the Constitution in a UK Referendum

BRUSSELS B59 BRANCH
Southern Region

286. EUROPEAN CONSTITUTION

Congress urges the General Secretary, in association with our social partners, to campaign in support of a YES vote, to ratify the proposed European Constitution. However, this must only be the case, if the constitution, as adopted by the UK, provides for a genuinely harmonised Europe in terms of quality employment rights, based on the original principles of the European Social model.

The GMB will not support any constitution that erodes the fundamentals of a social Europe. The proliferation of the ideas of 'Reaganomics', Thatcherism and the free market doctrine of the Bush administration must not be allowed to prosper in a harmonised Europe. A pre-requisite of any constitution, in relation to workers and employment, must be a fundamental right to withdraw labour, without a cumbersome and procedurally beaurocratic process.

DOVER FERRIES X23 BRANCH
Southern Region

287. EUROPE

Congress opposes the draft constitution of the European Union which if ratified poses real danger to workers' rights and public services.

We see the European Union as an attempt by European big business to extend its profitability where public services, pensions, labour and environment regulations are all at risk of erosion.

We now agree to urge our members to vote NO in any future referendum, not as 'Little Englanders' but by exposing the dangers to workers' rights and conditions.

BARNSLEY GMB BRANCH
Yorkshire & North Derbyshire Region

288. EUROPEAN REFERENDUM

This Congress insist that should this Government move to joining the European community by means of a referendum or by any other process, that the GMB will only recommend to their members what action to take providing that employees in this country receive the same or improved benefits as those in Europe.

If the Government cannot achieve this for employees in this country, then the GMB should not spend any of our members' money, or give speeches in promoting us joining the European community.

ISLINGTON NUMBER 1 BRANCH
London Region

SOCIAL POLICY

CRIMINAL JUSTICE

289. DATE RAPE

Congress is concerned with the alarming increase in date rape, men as well as women. This Congress calls on the government to have specially trained officers to deal with this shocking and cowardly crime.

177 TYLDESLEY BRANCH
Lancashire Region

290. CHANGE IN THE LAW – STRONGER SENTENCES FOR YOUNG THUGS

Congress calls for stronger sentences to be imposed by the judiciary on young criminals and thugs.

GUILDFORD G38 BRANCH
Southern Region

291. DISRUPTIVE YOUNGSTERS – STRICTER DISCIPLINE

Congress calls for stricter punishment such as the use of boarding schools.

GUILDFORD G38 BRANCH
Southern Region

292. BUILDING A SAFER SOCIETY

This Congress condemns the cowardly and despicable acts of violence against members of our retired communities. Anti social behaviour and violence in our society is a scourge. The beating up, raping and robbing of the elderly in their own homes or, when going about their own business must be tackled.

Therefore this Congress demands that mandatory minimum ten year sentences are handed out to anyone convicted of violence against our Senior Citizens.

Congress further agrees that it is time for the woolly minded politicians to stand up for the victims of violence rather than spend time apologising for the actions of the low life perpetrators.

This Congress instructs the General Secretary to write to all MP's advising them of GMB policy and seeking cross party support in order to protect the vulnerable members of our society.

HOUNSLOW BRANCH
London Region

EDUCATION

293. EDUCATION

Congress calls on the Government to allow Trade Unions access to secondary schools and universities enabling them to raise awareness of the work they do in their wider community.

R35 – ROCESTER JCB BRANCH
Birmingham & West Midlands Region

294. FOUNDATION SCHOOLS

Congress calls to adopt the following principle –

The GMB Trade Union will not accept the introduction of Foundation Schools in any circumstances.

We believe that Foundation Schools are a direct attack upon the Trade Union Movement and will effectively wipe out the collective bargaining rights of members employed within them.

S30 SOLIHULL LOCAL AUTHORITY BRANCH
Birmingham & West Midlands Region

295. EDUCATION

This Congress calls upon the Government to review the "Standards Act". In particular all schools should be required to comply with the respective policies and local agreements of their authority.

CAMBRIDGE 2 BRANCH
London Region

296. SOCIAL EDUCATION

Conference instructs the CEC to lobby government for the introduction of social studies into all levels of school education.

The aim is to address the increased incidents of bullying, harassment and racism in schools, workplaces and within the community.

We must reinforce the ethos of respect and tolerance and highlight the effects that such behaviour has on individuals and the human costs to all concerned.

X07 BRANCH
Liverpool, North Wales & Irish Region

297. VOCATIONAL TRAINING

Congress recognises that future economic success depends upon ensuring that the UK workforce has the skills to compete in an increasingly global economy.

Congress calls upon the Government to prioritise all aspects of education funding, not solely higher education funding and to address the urgent need to invest in vocational training and skills training.

NORTHUMBERLAND GENERAL BRANCH
Northern Region

GENERAL**298. ANALOGUE AND DIGITAL TELEVISION**

Congress calls for retired members, pensioners and low paid workers beware – your right to watch television is under threat.

This Congress calls upon the Government to fund the cost of the changeover from analogue to digital TV for those in society who cannot afford it.

Y24 – COVENTRY 552 BRANCH
Birmingham & West Midlands Region

299. ANIMAL EXPERIMENTAL SCIENCE

Congress protests with all its might against the new building that is being built in Oxford for animal experimental science.

242 SALFORD NO 1 BRANCH
Lancashire Region

300. ASYLUM SEEKERS

Congress notes the appalling suggestion that quotas should be implemented on the numbers of asylum seekers able to claim asylum in the UK. Congress recognises that asylum seekers should be welcomed and supported through the ordeal of having to flee their homeland often in fear of their lives.

MIDDLESBROUGH 5 BRANCH
Northern Region

301. IDENTITY CARDS NOT IN MY NAME

This congress insists the General Secretary informs Government of the disappointment of GMB Members on the introduction of identity cards in Britain. The GMB believes that the introduction of identity cards is a serious

threat to civil liberties and our fear is that this will open the door for other civil liberties to be compromised if we accept the introduction of Identity cards.

There is also the issue of each person having to pay for their own card even though they may not want one.

Congress therefore instructs the General Secretary to start a campaign and insist that issuing of identity cards should stop immediately, and any that have already been issued are destroyed, and money reimbursed.

ISLINGTON NUMBER 1 BRANCH
London Region

302. OPPOSE ID CARDS

This Congress opposes Government plans to introduce compulsory ID Cards. We do not believe they will increase security, but rather that the evidence shows they offer a false sense of security. Furthermore, we do believe they will be used in a discriminatory manner to further stigmatise minority communities.

HOLBORN BRANCH
London Region

303. LONDON MARATHON – SOUTH COAST MARATHON – HALF PROFESSIONAL RUNNERS - EXPENSES SPONSORSHIP

Congress calls for an inquiry as to how much charitable money goes towards the professional runners expenses and to the number of runners refused entry should they be unable to meet the organisers stated figure of sponsorship.

GUILDFORD G38 BRANCH
Southern Region

304. MISUSE OF PUBLIC FUNDS

This Congress notes with deep concern the ridiculous expenditure of public funds of Prince Andrew on hiring aircraft and helicopters last year of £325,000 including £3000 for a 50 mile trip for a lunch in Oxford as against £97 for the Rail Fare.

This Congress calls upon the Government to take immediate action to recover the monies and prevent any further occurrences.

PROFESSIONAL DRIVERS BRANCH
London Region

HOUSING

305. PUBLIC SECTOR HOUSING

That this Congress believes that Public Sector Housing is in deep crisis and that the current interventions by Government are insufficient to meet

"Tenants desire for affordable, high quality, social housing to meet the needs of those on lower income."

Congress therefore calls on the GMB to demand, that a Labour Government makes capital investment available so as to ensure the long-term future of Public Housing as a social priority.

GLASGOW 37 BRANCH
GMB Scotland

306. PUBLIC SERVICES – HOUSING STOCK TRANSFERS

This Congress calls upon the CEC to lobby the government on ensuring a level playing field for local authorities when they are looking at problems over housing stock transfers so that transfers and PFI are not the only option.

2 BRANCH
Liverpool, North Wales & Irish Region

307. COUNCIL HOUSING

This Congress calls on the CEC to continue to campaign for a level playing field for local authorities in the provision of social housing and an end to hiving off of council stock.

KINGS LYNN INDUSTRIAL BRANCH
London Region

308. LABOUR & HOUSING

This Congress resolves to oppose the extension of the plan to sell off publicly owned property, originally begun by a Conservative Government. With Labour's proposal to extend this into allowing Housing Association tenants the right to buy. The aim of social housing was to provide a social safety to remove people from absolute poverty and homelessness to a first step on the property ladder. We also urge the Labour party to implement Party conference decisions i.e. the passing of the NPF position on the introduction of the "fourth option" allowing local Councils once again to be decent affordable public housing.

LONDON CENTRAL GENERAL BRANCH
London Region

309. SOCIAL HOUSING

Congress recognises that local authorities have made a major contribution to the provision of high quality affordable social housing.

Congress calls upon the Government to halt its current policy of forcing local authorities out of housing and to provide the necessary funding directly to local councils to ensure a future for high quality, affordable council housing.

DARLINGTON 2 BRANCH
Northern Region

310. HOUSING

Congress must address the issue of affordable housing. In 95% of the country, first time buyers are now priced out of the market, with few homes to rent in the social housing sector.

In January, John Prescott announced the Government's response which was totally inadequate.

We are still waiting for our union's response to the 8 motions submitted to the 2003 Congress to set out our position.

Our priority must be to build houses for need and not for greed.

NORTH KENT ENGINEERING Z39 BRANCH
Southern Region

311. HOUSING

Congress recognises the contribution of the GMB in the fight to stop the privatisation of Council Housing and the support that the union has given to groups formed to oppose stock transfers.

We now call on Congress 2005 to demand our Labour Government allows a fourth option for Council Housing – direct investment as an alternative to the Government's three options of transfer, PFI's and ALMO's.

We note the success of the national organisation 'Defend Council Housing' and the financial backing the GMB has generously given to this alliance of trade unionists and tenants.

We now call on Congress to agree that the GMB should formally affiliate to 'Defend Council Housing' and play a more active role within that organisation.

BARNSLEY GMB BRANCH
Yorkshire & North Derbyshire Region

NATIONAL HEALTH SERVICE

312. NHS CONSULTANTS

This Congress believes that the current practices of NHS Consultants in all sections of the NHS of moonlighting to the private sector whilst being paid by the NHS must stop, and therefore mandates the General Secretary to utilise all the facilities of the union to bring these practices to an end.

PROFESSIONAL DRIVERS BRANCH
London Region

TRANSPORT

313. OVERCROWDING ON RAILWAYS

Congress is disturbed to learn of the frequent overcrowding which is experienced by the travelling public on our railways.

Passengers often cannot find a seat on a train therefore forcing them to stand for part or the whole of their journey.

Congress agrees that this appalling situation is unacceptable and is in need of urgent attention and calls on the CEC to:-

1. Draw the plight of the travelling public to the attention of the Government.
2. Write to all GMB sponsored MPs seeking their support to put pressure on the Government to actively get this situation reversed.

103 MATLOCK BRANCH
Lancashire Region

314. PUBLIC OWNERSHIP OF THE RAILWAYS

This Congress congratulates the GMB delegation at the 2004 Labour Party Conference for supporting the successful TSSA minority position calling for the taking of the railway network back into public ownership.

It expects the GMB to take every possible opportunity to ensure that Labour Party policy is not ignored and that it is included in future Labour Party election manifestos.

NORTH WEST LONDON BRANCH
London Region

315. TRANSPORT

Congress recognises that transport policy in the UK remains under funded and uncoordinated.

Whilst the Government would prefer the public to use more public transport and reduce the use of private cars, in many communities public transport is either too expensive or non existent.

Congress calls upon the Government to introduce a Transport Bill to regulate public transport services and to provide funding to local authorities to ensure the provision of clean, modern, safe and affordable public transport.

HARTLEPOOL 2 BRANCH
Northern Region

316. AIRPORT EXPANSION

This Congress resolves to oppose the further development of Britain's airports. The expansion of Britain's airports will bring a huge increase in air traffic and pollution – and further misery to the people who already live in their shadow, or will in future. The expansions proposed throughout the country pose a serious threat of damaging the right to family and community life, enshrined in European Human Rights legislation.

LONDON CENTRAL GENERAL BRANCH
London Region

WELFARE RIGHTS & SERVICES

317. SOCIAL SERVICE CARE HOMES

Congress calls on the GMB to oppose the current Labour Government on the sale and transfer of residential care homes from the public to private sector on the grounds of cost.

B43 BIRMINGHAM CITY GENERAL BRANCH
Birmingham & West Midlands Region

318. CARE FOR THE ELDERLY

Congress notes that the current inspection regime of residential homes for the elderly is too bureaucratic and lacks teeth. Congress recognises that decent pay and much better training for staff are a pre-requisite for securing an improved care regime. Conference notes with concern the closure of local authority homes and their replacement with homes in the private sector. Furthermore it is vital that all those of pensionable age should receive free and regular access to the health service including regular checks covering dental health, vision, hearing, chiropody, diabetes, prostate and breast cancer screening. Conference believes that the Carers Allowance should be paid in addition to any state pension individuals may receive in recognition of the valuable work they do in caring for many vulnerable members of our society.

GLASGOW NURSES APEX BRANCH
GMB Scotland

319. SECURITY OF TENURE

Congress, this Conference calls upon the GMB to seek the support of the wider Trade Union movement to campaign for the Labour Government to implement legislation that will provide Security of Tenure for all elderly people in receipt of residential nursing accommodation on the same basis as those people who reside in council property.

GOOLE BRANCH
Midland & East Coast Region

320. SECURITY OF TENURE – RESIDENTIAL HOMES

Congress is concerned by the fact that with the escalating loss of beds due to home closures within the private care sector, residents are evicted with just six weeks notice. This is allowed to happen because unlike other people who rent their homes, this category of people are not covered by the Rents Act.

Recently, a legal challenge on behalf of such residents under the Human Rights Act was lost in the High Court.

In view of this, Congress believes that the treaty of Amsterdam, which supposedly outlaws discrimination, should be implemented immediately, and the wording must be challenged and Article 13 amended to incorporate all our citizens. Therefore, Congress calls upon the CEC to action this at every political level it has available to it.

LEICESTER HOMECARE & GENERAL BRANCH
Midland & East Coast Region

321. COMMUNITY CARE AND PENSION BILL

Congress, this Conference calls upon the GMB to seek the support of the wider Trade Union movement to campaign for the Labour Government to implement a Community Care and Pension Bill providing free personal care to the elderly by the end of 2007 at the latest.

GOOLE BRANCH
Midland & East Coast Region

322. CARERS ALLOWANCE

This Congress demands that the Government review Carers Allowance and start to value the contribution Carers make.

The review must:

- i) End age discrimination, why when you reach the age of 65 should you lose Carers Allowance.

- ii) Those in receipt of Carers Allowance should receive Cold Weather Payments.
- iii) Women who give up work to Care must be treated fairly.
- iv) Carers Allowance is only £44.35p a week. Even if the Carer only did 37 hours a week this is £1.20p an hour, a quarter of the minimum wage. The rate must be increased.

ESSEX PUBLIC SERVICES BRANCH
London Region

323. CARE ALLOWANCE – PAYMENT TO CARERS

Congress calls for an approach to the Minister of Works and Pensions as it is outraged at the decision to restrict carers to earnings of £79.00 a week to obtain £44.00 a week Carers Allowance.

GUILDFORD G38 BRANCH
Southern Region

324. CHILD SUPPORT AGENCY

This Congress demands that the Government be lobbied by the GMB to change the way the CSA works and put the child first not the Chancellors pocket.

ESSEX PUBLIC SERVICES BRANCH
London Region

325. INCAPACITY BENEFIT

Congress finds it incredible that the current Labour administration has introduced changes to the regulations that require those who are employed but off work on certified sickness to undertake a personal assessment (the all work test) in order to continue to receive Incapacity Benefit and calls upon the Government to reverse this situation to allow those who find themselves off work on long term sick to continue to receive benefit.

SOUTHAMPTON NO. 1 Z42 BRANCH
Southern Region

326. SICK PAY

This Congress agrees that in the recent past we have seen employers attacks upon company pension schemes. It now appears that they are moving their attention towards sick pay. We have seen employers cut sick pay for the first few days of absence, intimidate and bully workers not to go off sick by way of constant interviews and home visits. Now we see discussions taking place which may result in the issuing of sick notes to be decided by Company doctors and occupational health professionals. Congress therefore requests where company sick pay schemes pay full wages these should be defended and every effort should be made to extend full sick pay across the section.

BASILDON BRANCH
London Region

327. INCREASE STATUTORY PATERNITY PAY

This Congress agrees to campaign for an increase in Statutory Paternity Pay to a minimum of £270 per week or 90% of earnings if they are less than this.

Whilst the introduction of the Legislation was a welcomed improvement, steps now need to be taken to further improve these rights. Currently, many qualifying fathers are unable to take paternity leave as this would lead to a substantial reduction in earnings over the period of leave.

SECURICOR 1 BRANCH
London Region

328. NHS DENTAL PROVISION – RURAL AREAS

This Congress calls on the Central Executive Council to apply the necessary pressure to Central Government, Local Government and Assemblies to encourage NHS Dentists to locate rural areas of Britain.

COUNTY OF POWYS BRANCH
South Western Region

329. APPEALS PANELS

Congress believes that Appeal Panels like DHSS, Criminal Injuries, Incapacity etc and Magistrates Courts are not made up out of a cross-section of members of the Public. Congress asks the Government to put this right.

177 TYLDESLEY BRANCH
Lancashire Region

INTERNATIONAL**330. COCA-COLA BOYCOTT**

Congress supports the call by the Colombian Trade Union movement for a boycott of Coca-Cola and their products, initiated by Sinaltrainal, the Colombian Food and Drink Workers Union and endorsed by the CUT, the Colombian Trade Union Congress and supported by the World Social Forum.

Also this Congress notes with concern that eight Sinaltrainal Union leaders working for Coca-Cola bottling plants in Colombia have been murdered by paramilitary death squads since 1990, and that Sinaltrainal members have also faced death threats, arrest, torture, kidnapping and the raiding of Union offices and the homes of members to force them to renounce their right to association, resulting in a fifty per cent reduction in Union membership.

This Congress also notes the ongoing court case, filed in Miami, USA by the US Steelworkers Union and the International Labour Rights Fund on behalf of Sinaltrainal under the Alien Tort Act, in which the Coca-Cola bottling plants management are accused of contracting with, or otherwise directing paramilitary security forces that have utilised extreme violence and murdered, tortured, unlawfully detained or otherwise silenced trade union leaders. This Congress hereby resolves to hold Coca-Cola to account for the social harms it is responsible for, and that the human rights violations are so serious that we support a boycott of all Coca-Cola products until the corporation agrees to negotiate with Sinaltrainal and other unions organised within its plants, in front of international witnesses, measures for compensation and justice, and to protect the lives of its workers.

VORIDIAN BRANCH
Northern Region

331. LABOUR STANDARDS IN THE LATIN AMERICAN BANANA INDUSTRY

This Congress is seriously concerned about the impact on labour standards of the "Race to the Bottom" currently being pursued in the banana industry and calls on the GMB and our affiliated bodies to continue to support the banana workers' unions of Latin America.

Companies chasing ever cheaper supplies of bananas are lowering wage levels, reducing working conditions and threatening independent trade union organisation throughout Latin America. The major British supermarkets have an increasingly powerful role in the international banana supply chain and through membership of the Ethical Trading Initiative (ETI) have signed a Base Code of Conduct accepting responsibility for upholding certain minimum labour standards. These include the freedom to organise independent trade unions, the right to collective bargaining (as recognised in International Labour Organisation standards) and the right to earn a living wage. However two recent trade union delegations to Costa Rica, which supplies one in four bananas sold in Britain, found systematic trade union repression and a failure to pay a living wage on many banana plantations.

To this end, Congress recommends that the GMB

- a) send a message of solidarity to the Latin American Coordination of Banana Worker's Unions (COLSIBA) in support of the struggle to organise in Costa Rica and throughout the Latin American banana producing regions.
- b) lobby the Government, welcoming their recognition that the enforcement of labour standards is essential to international efforts to reduce poverty, but expressing serious concern about the violation of workers' rights in the Latin American banana industry.
- c) work with Banana Link to encourage British supermarkets to ensure that labour standards, as detailed in the ETI Base Code of Conduct, are respected all along the international banana supply chain.

LONDON REGIONAL COMMITTEE
London Region

332. SOLIDARITY WITH THE I.F.T.U.

Congress salutes the courageous struggle of the Iraq Federation of Trade Unions who are rebuilding trade unionism in Iraq against a bitter legacy of dictatorship and war.

The IFTU are continuing to oppose both long-term military occupation and also to safeguard their country's economic sovereignty from US privatisation.

Despite this, trade union activists and leaders have suffered murderous assaults and executions at the hands of hard line activists, so called 'insurgents'.

The GMB must continue to publicise the struggle of the IFTU to establish democratic rights and pledge that Iraq's trade unionists get full practical support and solidarity from all sections of the Labour Movement in Britain.

113 MANCHESTER BRANCH
Lancashire Region

333. INTERNATIONAL SOLIDARITY IN IRAQ

This Congress agrees that child and sweatshop labour is a scandal and although virtually eradicated in this country through a century of union struggle it is still a blight on our international movement.

Some of the high street's most famous names, including Nike, Gap, Adidas and Reebok, have been exposed by the newspapers, and TV programmes such as Panorama, as sweatshop employers.

Children as young as 11 have been found working in scandalous conditions in factories commissioned by these companies to produce their goods.

A single top or pair of trainers can cost more to buy in the UK than the worker who produced them receives in a month. The average wage for a Nike worker in Vietnam is under £30 a month.

Forced overtime, sexual abuse, poor health and safety conditions and violence and harassment, especially against trade unionists, have been uncovered by reporters and trade union and government investigators.

The No Sweat organisation campaigns in the UK, with other campaigning groups such as Labour Behind the Label and trade unions including the GMB, to end child and sweatshop labour and for workers' rights at home and abroad.

Workers in sweatshops must be free to organise their own, independent trade unions. Codes of conduct and "multi-stakeholder initiatives" mean nothing unless the workers themselves can enforce standards such as a limit to the working week, no forced overtime, decent health and safety.

Furthermore this Congress notes that:

In Iraq, despite the twin pressures from the occupying forces and the often reactionary, religious, so called "resistance", workers are organising trade unions and other independent, secular struggle organisations.

Prominent among these are the Federation of Workers Councils & Unions of Iraq, the Iraqi Federation of Trade Unions, the Union of the Unemployed in Iraq and the Organisation of Women's Freedom in Iraq.

These developing unions—of workers, women and the unemployed—are the best hope for a secular, democratic and socialist Iraq, free of both imperialist aggression and religious reaction, and deserve the full support of the GMB and the Trade Union Movement.

This Congress agrees to:

Campaign against sweatshop labour and exploitation, in solidarity with our sisters and brothers all over the world and publicise the work of No Sweat and others campaigning against child and sweated labour.

To affiliate "No Sweat".

To make sure that our purchases and investments are "sweat-free" and "union-made".

To campaign to force employers to buy their work wear and supplies "sweat-free" and "union-made".

To restate our opposition to the war on Iraq and to the continued occupation, whilst condemning outright atrocities committed against workers in Iraq by religious armed forces.

And to make a donation of £1000 to the Iraqi trade union movement, to be split equally between the IFTU and the FWCUI.

LONDON HOTELS & CATERING BRANCH
London Region

334. WITHDRAW TROOPS FROM IRAQ

This Congress congratulates the TUC conference on unanimously adopting a resolution calling for an early withdrawal of US and British troops from Iraq.

We note that this resolution is in line with opinion polls showing that most people in this country want an early date set for the withdrawal of troops from Iraq.

We call upon the GMB to exert maximum pressure on the TUC to implement the policy of calling on the Government for withdrawal.

We re affirm our support for the national organisation Stop the War Coalition and resolve to promote and support activities called by them and give them financial support.

We mandate the GMB to pay the £5000, agreed at Congress 2003, to the Stop the War Coalition and a further £2000.

HOLBORN BRANCH
London Region

335. IRAQ

This Congress condemns the decision of the Government to commit British armed service personnel to the illegal invasion and occupation of Iraq.

This Congress notes that the justification for this action given by the New Labour leadership was that the Iraqi regime possessed weapons of mass destruction that posed an imminent threat to Britain. This assertion has proved entirely false.

This Congress further notes that shameful loss of life of tens of thousands of innocent Iraqi civilians over one and half thousand US military personnel and dozens of British armed services personnel.

As chaos continues to reign in Iraq and conscious of the dangers of that country's potential descent into civil war congress never the less notes that there can be no end to the horrors in Iraq until the armed forces of the occupation have left.

This Congress therefore resolves to:

1. Use what influence and power the union has in the Labour Party to apply pressure for the phased withdrawal of the troops at the earliest practicable opportunity.
2. Campaign within the Labour Party for the removal of MP's who supported and voted for the invasion and for their replacement with new prospective parliamentary candidates more attuned to real Labour policies and relation to foreign policy, war and mass murder.

PROFESSIONAL DRIVERS BRANCH
London Region

336. MOTION ON THE WAR

Conference congratulates the 2004 TUC Conference on unanimously adopting a resolution calling for an early withdrawal of US and British Troops from Iraq.

Conference notes that

1. This resolution is in line with a recent opinion poll showing that 71% of the people of this country want an early date set for the withdrawal of troops from Iraq.

Conference resolves that:

1. The GMB shall reaffirm its support for the national Stop the War Coalition.
2. The GMB shall promote and support activities called by the national Stop the War Coalition.
3. The GMB shall provide the national Stop the War Coalition with financial support.

SUSSEX B50 BRANCH
Southern Region

337. TROOPS OUT OF IRAQ

Congress congratulates the TUC conference on unanimously adopting a resolution calling for an early withdrawal of US and British troops from Iraq.

We note that this resolution is in line with a recent opinion poll showing that 71% of the people of this country want an early date set for the withdrawal of troops from Iraq.

We reaffirm our support for the national organisation 'Stop the War Coalition.'

We resolve to promote and support their activities.

We also agree to give them financial support.

BARNSELY GMB BRANCH
Yorkshire & North Derbyshire Region

338. FUTURE NON SUPPORT FOR US

This Congress impresses upon this Labour Government that the nation no longer supports any incursions by the US into any further countries (ie Iran or North Korea) under the guise of trumped up evidence. The war in Iraq has cost British lives and this nation will no longer tolerate further support for the US in any future action they decide to take unilaterally.

SOUTHEND BRANCH
London Region

339. G8 SUMMIT, GLENEAGLES.

Congress notes that July 2005 will see the arrival of the group of G8 leading industrial Nations for a meeting at Gleneagles in Scotland.

Congress following on from the devastating effects and human tragedy seen by the world of the Tsunami in South East Asia it is clear that the G8 Nations have a Global responsibility to consider world poverty, the debt of developing countries, health, climate change, and conflict avoidance.

Congress therefore calls on the GMB to work with Trade Unions from the G8 countries to ensure that tackling poverty, disease, and education becomes a priority issue of GMB lobbying.

STIRLING 1 BRANCH
GMB Scotland

340. INTERNATIONAL

Congress urges Government during 2005 to campaign to introduce a just trade system and cancel unpayable debts while assuming the E.U. Presidency and hosting the G8 Summit.

R35 – ROCESTER JCB BRANCH
Birmingham & West Midlands Region

341. MAKE POVERTY HISTORY

Congress notes that Oxfam and other NGO's are promoting a drive to Make Poverty History (though changes to trade rules, debt cancellation, more aid). Changes to trade rules and debt cancellation are not, by themselves, adequate policies to tackle 'Third World' poverty. We need to support democratic movements, and above all the trade union movement, in developing countries. British government policy includes pressure for the privatisation of public services and 'liberalisation of markets' which includes a race to find cheaper and cheaper labour sources.

This Congress further notes that, for example, when the municipal water system was privatised in Manila families saw their water rates rise by over 300% in six years (War on Want). Meanwhile parasitic consultancy firms such as PriceWaterhouseCoopers and KPMG have made vast amounts from directing the privatisation of water, rail, electricity and postal services in developing countries.

Congress notes that the G8 is a club of the major industrialised, capital nations, whose summits deal with macroeconomic management, international trade and relations with developing countries from the standpoint of these states. That world trade is estimated to be worth \$10 million a minute – the world's 49 least developed countries account for only 0.4% of this (Christian Aid). That the cost of eradicating poverty would be 1% of global income (UNDP).

The next G8 summit will take place at Gleneagles in Scotland on July 6-8; and that a major demonstration against G8 policies will be taking place in Edinburgh.

This Congress resolves to engage with NGO's to promote an agenda which includes opposition to the drive to privatise basic public services; support for democracy campaigns; support for free trade unions and the right to a living wage.

This Congress notes that the campaign against the G8 is the first opportunity to press the campaign to 'Make Poverty History' and therefore the GMB resolves to support the demo.

LEEDS GENERAL BRANCH
Yorkshire & North Derbyshire Region

342. INTERNATIONAL GLOBALISATION

Congress recognises that global capitalism is not the saviour of global poverty.

Congress believes that global capitalism enslaves global poverty. It is the poor in developing countries who pay a deadly price for the excesses of the west.

Conference expects the GMB to play a leading part in spreading the message of International Socialism through global solidarity and the International Confederation of Free Trade Unions.

It is incumbent on us to give true freedom and democracy to the poor nations of the world. Through international socialism it will bring about democratically elected governments and in turn replace the many dictators the people of the third world have to suffer. It is time for the workers of the west to pay back what has been taken from the workers of the poor nations.

Conference urges the GMB to speak up. Stop global capitalism pitting worker against worker. We must set aside our differences. The GMB should promote the benefits of international co-operation and stop the cut-throat competition.

Conference want to see once again "the workers of the world to unite".

Conference wants the peoples of the world to know that American imperialism is not the only show in town!

SOUTHAMPTON S61 (CFTA) BRANCH
Southern Region

343. MIDDLE EAST

This Congress calls on the British Government to support international pressure on the Israeli Government to demolish its illegal "separation wall". Specifically, we call on the British Government to support such UN and EU measures designed to encourage the Israeli Government to do so. Congress believes that a meaningful and lasting political solution to the Israeli/Palestinian conflict will not be found whilst Palestinian territory is under occupation.

NORWICH GENERAL BRANCH
London Region

344. PRIVATISATION IN DEVELOPING COUNTRIES

Congress agrees that Privatisation of public services has led to increased poverty in many developing countries and there is increasing evidence of damage caused by such privatisation.

However, developing country governments are left with little choice; they are trapped between the wishes of their electorate on one side, and the threat of withdrawn loans, debt relief and aid on the other. Therefore the GMB demand that DFID removes privatisation as a condition of its development assistance.

LONDON STORES GENERAL BRANCH
London Region

345. STAR WARS

Congress is opposed to George W Bush's Ballistic Missile Defence (Star Wars) programme.

We oppose in particular the Government's decision to allow the use of RAF Fylingdales and RAF Menwith Hill as part of the programme.

The programme is draining capital out of the British economy as UK defence companies acquire US based companies rather than invest in defence diversification here.

Congress therefore supports the campaign led by CND and the American Peace movement to stop the programme.

PERTH 1 BRANCH
GMB Scotland