

# **PRELIMINARY AGENDA**



## **ANNUAL CONGRESS 2009 WINTER GARDENS BLACKPOOL**

**SUNDAY 14 JUNE 2009 to WEDNESDAY 17 JUNE 2009**  
**9.30 am - 12.30 pm, 2.00 pm - 5.00 pm**

## **1974 CONGRESS, BLACKPOOL**

### **MOTION 257**

#### *PRE-CONGRESS DELEGATE MEETINGS*

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

**PERIVALE BRANCH**  
*(London Region)*

# **GUIDELINES FOR CONGRESS BUSINESS**

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

## **1. CONGRESS**

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

**Sunday 14 June 2009 to Wednesday 17 June 2009**  
**9.30 am - 12.30 pm, 2.00 pm - 5.00 pm**

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

## **2. STANDING ORDERS COMMITTEE**

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

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

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

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

## **3. GENERAL MOTIONS AND RULE AMENDMENTS**

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

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

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

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

- whether the wording of the Motion is incomprehensible;
- whether at a Rules Revision Congress, a rule amendment Motion would leave a rule deficient;
- whether the Motion conflicts with a previous Congress resolution that it does not expressly seek to overturn.

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

(2) The Committee shall make proposals to Regional delegations on the withdrawal of a Motion in favour of another Motion on the Congress agenda. In determining whether to recommend the withdrawal of a Motion, the Committee shall ensure that the principles and proposals incorporated in that Motion are fully covered by the Motion that will remain on the agenda.

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

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

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

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

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

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

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

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

If it is proposed to composite Motions on which the CEC has adopted different attitudes, the CEC Observers shall consult with the General Secretary. The Standing Orders Committee and the Delegations involved in the proposed compositing shall be informed of the CEC attitude prior to the proposed composite being finalised.

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

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

#### **4. EMERGENCY MOTIONS**

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

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

Emergency Motions can be composited.

#### **5. WITHDRAWAL OF MOTIONS**

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

#### **6. MATTERS OF URGENCY**

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

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

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

#### **7. CENTRAL EXECUTIVE COUNCIL**

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

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

Subject to the provisions of Rule 8, the Central Executive Council members should only speak at Congress where they are representing Central Executive Council policy. Where a Central Executive Council member is asked by his/her Regional delegation to speak to the Regional delegation's

policy, he/she shall only do so provided the delegation's policy is not in contravention with Central Executive Council policy.

## 8. DEBATING PROCEDURE

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

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

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

The Standing Orders Committee shall advise the President what Motions will fall if another motion or a Special Report is carried.

## 9. TIME LIMITS FOR SPEAKERS

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

It may be necessary, in order that the business of Congress is properly completed, that time for speakers be curtailed. The Standing Orders Committee shall recommend revised times for speakers to Congress. If, in the interests of saving Congress time, a Motion that the Central Executive Council is accepting without qualification is formally moved and seconded, there shall be no CEC speaker on the Motion.

## 10. VOTING

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

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

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

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

**Card Vote:** A book of voting cards will be issued to each delegate. Each book will contain numbered cards marked "For", and cards marked "Against". The number on each card is to identify the number of the vote, and cannot be used to identify the individual voting. The

appropriate voting card will be selected and used by the delegate to vote either "For" or "Against". The card must not be marked in any way, but placed in the ballot box provided by the teller.

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

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

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

## **11. VOTING FOR PRESIDENT AND VICE-PRESIDENT**

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

## **12. LITERATURE**

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

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

## **13. PREVIOUS CONGRESS DECISIONS**

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

### **1974 CONGRESS, BLACKPOOL, MOTION 257**

#### *PRE-CONGRESS DELEGATE MEETINGS*

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

PERIVALE BRANCH  
(London Region)

### **1985 CONGRESS, BLACKPOOL, SPECIAL MOTION**

#### *CORE RULE 34*

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

CENTRAL EXECUTIVE COUNCIL

**1993 CONGRESS, PORTSMOUTH, MOTION 144**

*CONGRESS DOCUMENTS*

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

MELTON GENERAL BRANCH  
*(Midland & East Coast Region)*

**1999 CONGRESS, BLACKPOOL, MOTION 9**

*CONGRESS DEMOCRACY*

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

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

NORTH WEST LONDON BRANCH  
*(London Region)*

**2003 CONGRESS, BLACKPOOL, MOTION 11**

*UNION DEMOCRACY*

Congress calls for delegates to have democratic freedom.

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

At last Congress many delegates supported motions but voted against because they were instructed to oppose. New delegates were not aware they could have free votes.

THAMES VALLEY BRANCH  
*(London Region)*

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# UNION ORGANISATION

## CONGRESS

### 1. CONGRESS BUSINESS/PROCEDURE

Congress instructs the presiding chair of congress to ascertain at regular intervals during proceedings that microphones are working properly, and require that

- (1) when there is a malfunction, that the time required to return a microphone to working order is added to a speaker's allotted speaking time.
- (2) when a vote is taken after such a malfunction and the malfunction is not recognised by the chair, that the vote be declared null and void and both the speech the vote be repeated.

NORWICH GENERAL BRANCH  
*London Region*

### 2. RETIRED MEMBERS ACCESS TO CONGRESS

Congress calls for a guaranteed provision for at least two retired members from each Region to attend Congress and that they be elected from the Retired Members Association of all the nine Regions.

AYRSHIRE GENERAL BRANCH  
*GMB Scotland*

### 3. MOTIONS

Congress acknowledges that the current new regime of excluding motions to Congress because they are section specific in alternate years (Congresses with integrated section conferences) leads to a diminution of the understanding within the union as a whole of the issues which are important to its sections.

YORKSHIRE COAL STAFFS BRANCH  
*Yorkshire & North Derbyshire Region*

### 4. POLICIES OF THE GMB TO BE PUBLISHED IN BOOKLET FORM

Congress calls on the CEC to produce, in booklet form, existing GMB policies for Branches.

HULL RETAIL & DISTRIBUTION BRANCH  
*Midland & East Coast Region*

### 5. THE FINANCIAL PRUDENCE OF CONGRESS DECISIONS

Congress is mindful of the need for the GMB to be financially prudent, but still a caring, campaigning, fair and decisive Union. Therefore the decisions of Congress need to be informed and expeditious.

To this end Congress instructs the CEC

- Not to oppose Congress motions, or ask for their referral on the grounds of cost, unless they have quantified this, including an implementation date, for pre Congress delegation meetings consideration
- To place before the next annual Congress any necessary new rule or rule change, as required, implementing the above.

Congress will then be able to decide the merits of motions based on practicalities, as well as justice and the CEC will be able to implement them without undue delay.

HEATHERWOOD & WINDSOR PARK H25 BRANCH  
*Southern Region*

## **UNION ORGANISATION**

### **GENERAL**

#### **6. AMALGAMATION**

That Congress accepts that the possibility of enlarging our Union by amalgamation with other unions so far has proved to be ill advised! However, Congress believes that amalgamation with such Unions as the RMT and the NUM should be considered, under the right circumstances, beneficial to all concerned. Congress therefore instructs the Central Executive Council to initiate talks with the RMT and NUM on the possibility of amalgamation.

GMB PROFESSIONAL DRIVERS BRANCH  
*London Region*

#### **7. WORKING TOGETHER WITH UNISON**

Congress acknowledges and supports our closer working arrangements with UNISON on matters of political or industrial issues affecting GMB members.

Whilst we support such working arrangements in principle, we believe also that, in practice, it is essential that local and regional dialogue between GMB and UNISON takes place in order to ensure closer working arrangements actually develop on the ground.

Congress believes such a dialogue should be initiated within each region of the GMB and its UNISON counterpart.

YORKSHIRE NO. 1 BRANCH  
*Yorkshire & North Derbyshire Region*

#### **8. GEOGRAPHICAL BOUNDARIES OF THE GMB**

This Congress instructs the CEC to address the issues of Regional Boundaries forthwith.

The current situation of boundaries dividing cities, such as in the case in London, is plainly ridiculous. Therefore the CEC must present to Congress 2010 a plan for re-drawing the boundaries, with a view to correcting this situation and making our Union more effective and efficient.

SOLO BRANCH  
*London Region*

#### **9. GMB CARE HOMES**

Congress urges the GMB to establish its own Care Homes for members.

NORFOLK PUBLIC SERVICES BRANCH  
*London Region*

# UNION ORGANISATION

## RECRUITMENT & ORGANISATION

### 10. RECRUITMENT OF BENEFIT CLAIMANTS

Congress asks that the GMB recruit the unemployed, long term incapacity benefit, employment support allowance and disability living allowance claimants, directly into the Union prior to employment with a view to training those willing and able to become Union Reps. This would prepare them for the workplace as per Government policy, increasing the GMB capacity to service its members as per GMB@Work.

NORFOLK PUBLIC SERVICES BRANCH  
*London Region*

### 11. NATIONAL STRATEGY FOR MIGRANT WORKERS

Congress Agrees That:

In the coming years there are going to be increasing amounts of migrant workers entering the UK. Congress asks that the GMB nationwide adopts the migrant worker recruitment and organising strategy that has been successfully piloted by some regions of our union in response to the GMB national strategy laid down in 2006/7.

Congress notes that in some regions migrant worker recruitment and organising strategies have been successful in recruiting a large number of new members and that this strategy is the best way to address a growing need for migrant worker protection in this country. These migrant worker projects have been carried out using minimum resources from GMB funds as they have been financed by way of Government and TUC funding and the Learning Works for All Fund. Migrant workers have been trained to run the projects themselves with assistance and guidance from their regions.

Recruitment of migrant workers has been highly successful. By offering a way into English language courses and numeracy and literacy courses in partnership with local colleges implementing education strategy, and by offering representation in the workplace the Southern Region now has a large Migrant Workers Branch as well as Migrant Workers Forum run by migrant workers.

The GMB has had a long held belief that in order to protect UK workers' terms and conditions we must recruit and organise the migrant workers who are exploited into accepting poor wages and even poorer employment rights in the workplace. Congress asks that the migrant worker recruitment and organising strategy is now implemented in all Regions. The GMB has been the leading trade union when it comes to recruiting, organising and protecting migrant workers. Congress now asks that this successful strategy is carried out and resourced nationally in all Regions of our union.

MIGRANT WORKERS M48 BRANCH  
*Southern Region*

### 12. NATIONAL MIGRANT WORKERS' STRATEGY

As Britain's labour market continues to become more deregulated, leading to ever more exploitation of both indigenous and migrant workers, there is an urgent requirement for the GMB to tackle this increasing exploitation, by re-emphasising its commitment to a national organising strategy, encompassing migrant workers and indigenous workers.

The Southern Region's migrant workers' strategy has successfully sought to recognise and understand the issues surrounding migrant workers, both in the workplace and the wider community and has organised, successfully, with migrant workers in those two areas.

This Congress therefore seeks the adoption, nationally, of the Southern Region's Migrant Workers Recruitment and Organising Strategy, which having been developed with the GMB's National Organising Strategy in mind, is now implemented and resourced into all other regions, so as to create a focused National Migrant Strategy. This will enable the GMB to continue to be the leading trades union in the recruiting, organising and protection of migrant workers.

PLYMOUTH P20 BRANCH  
*Southern Region*

## **UNION ORGANISATION**

## **REPRESENTATION & ACCOUNTABILITY**

### **13. NATIONAL EQUALITY FORUM**

That this GMB Congress notes the work of the National Equality Forum in the last 12 months and believes that we need to continue to build on the work around equality and inclusion in the GMB.

This Congress therefore instructs the Central Executive Committee to;

- 1) Identify a budget for the National Equality Forum with that group and the National Equality Officer. The CEC should consider a levy on all Branches or regions to create such a budget each year.
- 2) Appoint one CEC member to sit on the NEF.
- 3) To recognise the NEF as an effective sub committee of the CEC with reports and recommendation going to the CEC.

This congress further believes that the essential function of the NEF in developing equality action is the eradication of discrimination from the workplace and actively promoting equality both within the union and in the workplace. To this end the NEF is instructed to review with the GMB training officers equality training for reps so that they are better equipped to support in discrimination cases, but more importantly take a pro active approach to promoting equality and tackling institutionalised discrimination in the workplace.

GMB@PCS  
*London Region*

### **14. REVIEW OF SELECTION PROCESS TO NATIONAL EQUALITIES FORUM**

Congress calls for a review of the selection process for the National Equalities Forum.

The way in which candidates were selected does not reflect the GMB strategy for equality through inclusion, as there is no representative for Midland & East Coast Region.

We agree the structure for the National Equalities Forum is the way forward for our Union, but we want to propose these changes to Congress that we feel would make the selection process fair for all our Regions.

Each Region will select one member from their own Regional Equalities Forum, thus guaranteeing each Region representation on the National Forum.

The three remaining seats, under the current structure, to be allocated one each to the three National Section Committees.

An additional seat is created to cover our Retired members. This seat to be selected from our Retired Members Association.

With these changes, we believe that the National Equalities Forum will then be able to deliver equalities through inclusion to all our Regions, and ultimately to all our members.

We ask Congress to support this Motion.

GRANTHAM COMMUNITY BRANCH  
*Midland & East Coast Region*

## **15. YOUTH POSITIONS**

This Congress notes that the GMB nationally and regionally still has much work to do, to rebuild the Young Members' network, despite some progress made in recent years.

We further note that without higher level official input and consultations from young members that this will be to the severe detriment of the Unions future, especially when unions such as Unite are taking their Young Members' involvement very seriously, and may take our members if we are not seen to be making the same efforts.

This Congress therefore strongly recommends that a young member have a seat on the place of the Central Executive Council (CEC) and in every Region on the Regional Council, Regional Committee and the Review of Youth age from 25 – 30 years.

LONDON HOTEL & CATERING BRANCH  
*London Region*

## **16. YOUNG MEMBERS**

Congress instructs that: the GMB should have "A further representative is elected to a seat on each Regional Council reserved for a member of the Regional Young Members' Advisory Committee. Only members of the Regional Young Members' Advisory Committee will be eligible to be nominated for election under this clause." This change should take effect as soon as possible.

SHEFFIELD MCP & LIGHT BRANCH  
*Yorkshire & North Derbyshire Region*

## **17. ENVIRONMENTAL REPRESENTATIVES**

Congress calls on the CEC to look at appointing environmental representatives or make it part of the role of the health and safety representative. This will make the GMB take the lead on environmental matters in the workplace.

BRIGHTSIDE BRANCH  
*Yorkshire & North Derbyshire Region*

## **18. BRANCH STRUCTURE**

Congress

1. With regard to recognised Branch Officers, we urge Congress to include a Branch Environmental Officer within the Branch structure to promote sustainability issues within the workplace, support any Environmental Reps and promote organising through sustainability issues.
2. Regarding any changes to the Rule Book we ask that Congress, in the interests of equity, consistency and legal standing, seeks to support Branches by clearly defining rules/discretionary areas.

W75 WORCESTER COMMUNITY BRANCH  
*Birmingham & West Midlands Region*

## **19. SUPPORT FOR BRANCHES**

This Congress is very concerned as to the lack of support within the North West and Irish Region given to Branches in the transition period, moving from full-time Branch Secretaries to Independent Branches. It calls for an immediate independent enquiry into this situation so lessons can be learned for the future.

ASHTON 8 BRANCH  
*North West and Irish Region*

## **20. GMB ELECTIONS**

Congress calls on the CEC to bring forward rule changes and by laws to allow candidates to produce short statements in support of their candidature in any election within the Union.

ISLINGTON APEX BRANCH  
*London Region*

## **UNION ORGANISATION**

## **FINANCE & CONTRIBUTIONS**

### **21. GMB PENSIONS AND THE GENERAL FUND**

Congress note with alarm the use of General Fund finances to fund staff pensions. This is a breaking of a solemn promise by the past General Secretary, John Edmonds that this would never occur. If this is allowed to continue services to members will not be able to grow and almost certainly services and benefits will shrink.

Congress instructs the CEC to make certain that this practice ceases immediately.

W50 WELLINGTON BRANCH  
*Birmingham & West Midlands Region*

### **22. MEMBERSHIP FEES AND THE CREDIT CRUNCH**

Congress,

As we are all suffering at the moment with a downturn in the economy and rising energy and food costs, we feel that membership fees should not be put up this year.

As these are uncertain times with lots of redundancies, workers don't feel secure in their jobs, and turn to the Union for help. This would encourage more people to join, if fees stayed the same.

SCARBOROUGH & NORTH YORKS COMMUNITY BRANCH  
*Midland & East Coast Region*

### **23. SUBSCRIPTION PRICE FREEZE**

Congress calls on the CEC to freeze the union subscription i.e. no increase for our members on low income for one year only, due to the economic crisis.

BRIGHTSIDE BRANCH  
*Yorkshire & North Derbyshire Region*

### **24. MEMBERSHIP FEES – FAIR DUES FOR ALL**

Congress is concerned that the current application of calculating Union dues impacts upon and is unfair and unjust to low paid, mainly female members.

The current method whereby all part-time members pay the same amount and all full-time members pay the same, needs to be replaced with a more acceptable and egalitarian system.

Congress notes that all other National Unions use block and/or tapering membership dues, based on annual earnings, which is a fairer way of calculating deductions.

Congress expresses its dissatisfaction at the current method employed to calculate Union dues as an outdated model which needs replacing by a more fairer system.

Congress instructs the CEC and Finance Committee to research this issue and to introduce and implement a more fair and equitable method of deducting membership dues, ensuring equality for all our members.

252 BRANCH  
*North West and Irish Region*

### **25. CONTRIBUTIONS IN PUBLIC SERVICES**

Congress instructs the CEC and senior management team to come up with realistic proposals for membership rates within the Public Service Section based on the ability to pay, and competitiveness with other Trade Unions giving the equality of full membership at all rates.

This to be brought in for September 2010 and ratified at 2010 congress.

MIDDLESBROUGH 5 BRANCH  
*Northern Region*

### **26. NEW YOUTH MEMBERSHIP RATE AND PROMOTION**

Congress recognises the difficulties that the GMB has in getting the younger members of the workplace interested in joining a trade union, we are also conscious that these people are, for the most part on low earnings as a result of their age and the discriminatory element of the 'National Minimum Wage Legislation'. Therefore, Congress calls upon the CEC to give consideration to this issue with the purpose of developing and introducing an appropriate 'Young Persons' rate, that reflects the lesser earnings that the law permits employers to pay people 21 years of age and under.

Congress also recognises that we need to be more proactive in recruiting such young members into the trade union movement and nurture and encourage such youngsters in the hope that they retain membership for life. Therefore, Congress calls upon the GMB to produce campaign literature specifically aimed at the youth member, and actively promote the recruitment of such members via the branch activists within the workplace. Furthermore, to give consideration to using recruitment teams to seek out and take advantage of any College or School based open day to promote the importance of trade unionism within 21<sup>st</sup> Century.

R45 RHONDDA CYNON TAFF BRANCH  
*South Western Region*

## **27. GMB FAMILY MEMBERSHIP**

Would the GMB seriously consider the introduction of a GMB Family Membership.

This would encourage recruitment.

NORTH CUMBRIA GENERAL BRANCH  
*Northern Region*

## **28. RETIRED MEMBERS ASSOCIATION CONTRIBUTIONS**

We call upon congress to increase the contribution of branches to the Retired Members Association (RMA) by £5 per year.

SUNDERLAND NO 9 ENG BRANCH  
*Northern Region*

# **UNION ORGANISATION**

## **UNION BENEFITS**

## **29. PROBATIONARY MEMBERSHIP**

Congress asks the CEC to consider a probationary period of membership, whereby benefits are accrued from day one, but the right to representation and accompaniment is limited to telephone advice only for a fixed period to be determined by the CEC. The present criteria of not taking on an ongoing issue is unclear and open to abuse.

LEICESTERSHIRE 2000 BRANCH  
*Midland & East Coast Region*

# **UNION ORGANISATION**

## **EDUCATION & TRAINING**

## **30. GMB NATIONAL EDUCATION SERVICE AND STRATEGY**

Congress recognises the right of members to a fully trained, well informed and confident body of workplace representatives. These representatives must be able to respond professionally and effectively to the wide range of needs presented by the membership. In order that there is uniformity of representation and training throughout the GMB, Congress recognises the requirement for a National Education Service to be established within the GMB.

Congress therefore instructs the General Secretary and the CEC to take the necessary steps, within six months of this Congress, to establish a CEC education sub-committee, who will agree a National Education and Training strategy and its implementation and simultaneously appoint a suitably qualified, motivated and experienced National Education Officer, who will be responsible for education and training in all regions.

PLYMOUTH P20 BRANCH  
*Southern Region*

### **31. GMB NATIONAL COLLEGE**

Congress recognises the detrimental effect that the lack of a GMB National College has had on the training of GMB Shop Stewards since the closure of the College at Manchester. It has also become more difficult to obtain day release over periods of one day per week on 10 week courses. The interaction amongst shop stewards from across Great Britain with discussing problems and solutions amongst themselves is often more effective than the time in the classrooms. A majority of employers find that a week release for shop stewards is easier to plan for.

Congress therefore instructs the CEC to put together a proposal for a new GMB National Residential College to place before the 2010 GMB Congress.

W50 WELLINGTON BRANCH  
*Birmingham & West Midlands Region*

## **EMPLOYMENT POLICY**

## **EQUALITY & INCLUSION**

### **32. EQUALITIES**

Congress acknowledges the new Single Equalities Bill will create a Public Sector Duty to promote gender equality, prohibit pregnancy and maternity discrimination in public functions and will also recognise the need for reviews of equalities procedures to be undertaken by Local Authorities. In view of real issues faced by members and these new duties. Congress calls for an exchange and establishment of Best Practice between and within Local Authorities, led by GMB, in order to meet these challenges proactively, to the benefit and protection of members, GMB Reps and the equalities awareness of the Officers of the Local Authorities.

W75 WORCESTER COMMUNITY BRANCH  
*Birmingham & West Midlands Region*

### **33. EQUALITY REPRESENTATIVES**

Congress urges the Central Executive Council to spearhead a joint trade union campaign through the TUC to secure statutory rights for union equality representatives, which mirror the legal rights afforded to union workplace representatives, healthy & safety representatives and union learning representatives. The campaign should include a joint trade union/TUC lobby of the 2009 Labour Party Conference.

Interim progress reports should be provided on a quarterly basis; a full report to be presented to Congress 2010.

SHEFFIELD MCP & LIGHT BRANCH  
*Yorkshire & North Derbyshire Region*

### **34. YOUNG MEMBERS AGE RESTRICTION**

Young member activity such as working at festivals should be open to all members of all ages.

NPOWER BRANCH  
*Northern Region*

### **35. MOTION ON ABORTION RIGHTS**

Congress notes that:

- The rights of all women to access safe, legal abortion is an advance for women and is necessary to achieve a society that values the lives and rights of women
- Before the 1967 Act legalised abortion thousands of women died or were seriously injured due to back street abortions
- The trade union movement has a proud record of defending a woman's right to choose
- Opinion polls show 83 per cent of people support a woman's right to choose.

Congress further notes that:

- The Human Fertilisation and Embryology Bill was used by anti-choice organisations and MPs to seek to restrict the right to abortion
- There are regular attempts to undermine and restrict women's right to abortion
- Attempts to lower the upper time limit for abortion will affect the most vulnerable women and force them to carry on with unwanted pregnancies
- The 1967 Act can be improved to remove unnecessary delays and barriers for women needing to access abortion services.

Congress resolves:

- To affiliate to the Abortion Rights campaign/send a donation to Abortion Rights and send acknowledgement of this motion being carried to the campaign
- To oppose any restrictions on access to abortion services.
- To call on and facilitate our members to lobby their MPs to oppose the restrictive amendments
- To call on and facilitate our members to lobby their MPs to support amendments improving access
- To use national communication methods to circulate information and briefings from Abortion Rights to members
- To support actions called by the Abortion Rights campaign
- To invite speakers from Abortion Rights to address union branch meetings which request them.

LEEDS GENERAL BRANCH  
*Yorkshire & North Derbyshire Region*

## **EMPLOYMENT POLICY**

### **HEALTH & SAFETY AT WORK**

#### **36. HEALTH & SAFETY**

Congress calls on the CEC to lobby the Government to recognise stress complaints, where it is found to be work related as a reportable condition under RIDDOR and is reportable after 3 days.

BRIGHTSIDE BRANCH  
*Yorkshire & North Derbyshire Region*

#### **37. DISPLAY SCREEN REGULATIONS AND CASH REGISTERS**

Congress,

These Regulations need to be amended to include staff who work on computerised tills, as they are not protected under these Regulations.

Why should their office / admin colleagues be protected, and staff on the tills are not and often suffer poor working conditions.

SCARBOROUGH & NORTH YORKS COMMUNITY BRANCH  
*Midland & East Coast Region*

## **EMPLOYMENT POLICY**

### **PENSIONS & RETIREMENT**

#### **38. THE STATE OF THE BRITISH PENSION PROVISION**

Congress calls upon the GMB to highlight to Government the derisory state of the British pension system.

At the time of an economic slump, employers have left thousands of GMB members out of pocket by dumping final salary schemes and encouraging the use of money purchase pensions through so-called independent (but commission paid) Financial Advisors – hardly independent! Millions more are on such low pay, i.e. Minimum Wage, that pensions are out of reach of them.

If Government is incapable of regulatory reform, is it not time to simply give up capitalist corruption and pay our members' money back to them, with interest?

SCUNTHORPE DISTRICT & APEX BRANCH  
*Midland & East Coast Region*

#### **39. FINAL SALARY PENSION SCHEMES**

Congress is well aware of the present tough economic climate the UK and the global economy is experiencing and many companies are now considering, or have already made a decision, to close their final salary pension schemes to current employees and new entrants. Also under consideration is the transfer of employee's pensions to money purchase schemes, which are associated with a higher degree of risk, because of exposure to stock market precariousness, obviously the implementation of this option would take away the protection that final salary schemes offer to our members.

We believe that many companies are using the down turn in the economy as an excuse to close final salary pension schemes and we call on Congress to give maximum support to our members whose pension schemes come under threat and call upon the Government to legislate to give greater protection to all workers' pensions' schemes.

PONTYPRIDD GENERAL BRANCH  
*South Western Region*

#### **40. PENSIONS**

Congress is totally opposed to the closure of final salary pension schemes and calls on the CEC to oppose all such closures so that both existing and new members of such schemes can enjoy dignity in retirement.

ISLINGTON APEX BRANCH  
*London Region*

#### **41. PENSIONS**

Congress asks the Government to introduce legislation to ensure that company directors are in the same pension scheme as their employees.

YORKSHIRE COAL STAFFS BRANCH  
*Yorkshire & North Derbyshire Region*

## **42. STATE PENSION ONLY**

The collapse of the world financial institutions has led to a serious underfunding of private sector pensions. This situation has been further exacerbated through the policy of companies replacing their Occupational Final Salary pension schemes with Money Purchase pension schemes.

Congress calls upon the Government to commence the gradual phasing out of these private sector pension schemes by introducing a National State Pension scheme built upon employers and employees contributions linked to earnings.

Across the European Union and in new member states pressure is being applied to replace their National State Pension schemes with private sector schemes. The Trade Union movement must resist this pressurising and demand that Britain and all EU States have National State Pension schemes linked to earnings.

MILTON KEYNES CITY BRANCH  
*London Region*

## **43. EARNINGS – LINK PENSIONS**

Congress calls on the Labour Government to restore the earnings link to pensions this year.

BLACKBURN 16 BRANCH  
*North West and Irish Region*

## **44. PENSIONS**

Congress to bring pressure to bear by whatever means on the Government into reviewing the date (2012) for re-establishing the link between National Earnings and the Pension State.

SOUTH YORKSHIRE RMA BRANCH  
*Yorkshire & North Derbyshire Region*

## **45. STATE PENSIONS FOR WOMEN**

Congress asks the Government to stop penalising women who become eligible for their state pension before state pension equalises in 2015.

YORKSHIRE COAL STAFFS BRANCH  
*Yorkshire & North Derbyshire Region*

## **46. PENSIONS**

Congress is appalled that the current death rate of pensioners through cold related illnesses is continuing to increase. It believes that the situation is now unacceptable. Therefore, congress instructs the Central Executive Council to lobby the TUC for support for a series of one day General strikes if the commitment for index linked pensions is not introduced by the 30 Oct 2009 (i.e. that the payment of index linked pensions will commence by that date).

Congress further insists that if the call for one day General Strikes is not initiated by the TUC then the GMB will call upon its members to support such action, 25,000 pensioners dying each year, due to Government indifference, is an OBSCENITY this Union will not tolerate!

GMB PROFESSIONAL DRIVERS BRANCH  
*London Region*

## **47. PRIVATE EQUITY RESPONSIBLE INVESTMENT**

Congress,

The possibility of Private Equity companies increasing their exposures in UK Pension Funds could be the next bubble to burst, so let us campaign to get a mandatory right for Member Trustees, together with potential for Union influence over pension fund governance, creating an

opportunity for the GMB to engage in the debates over the issues arising from pension fund investments in Private Equity.

ASHFIELD GENERAL BRANCH  
*Midland & East Coast Region*

#### **48. GMB CAMPAIGN FOR ENVIRONMENTAL INVESTMENTS**

Congress welcomes the Prime Minister's announcement in response to the "credit crunch" to create 100,000 new jobs via public works and public investments in sustainable, technological and environmental industries.

However with the economy facing the worst financial conditions since the depression of the 1930's, this is not enough. Government and trade unions at all levels must use this crisis as an opportunity to re-shape the industrial landscape of Britain.

To this end the CEC pledges that GMB will campaign to –

1. Lobby MPs and local councilors on the investment of Pension Funds to ensure that investments are environmentally and financially sustainable.
2. Inform and educate GMB members on how pensions can be invested to deliver strong financial returns and environmentally sustainable industries.
3. Educate and encourage GMB members and trustees of pension funds to influence investment opportunities proactively and in line with GMB policy.
4. Train GMB representatives on the benefits of responsible investment.

Obviously this will involve a commitment of internal resources but Congress recognizes the importance of dealing with both the changing industrial landscape and the need for sustainable employment across the UK.

CAMBRIDGE 2 BRANCH  
*London Region*

## **EMPLOYMENT POLICY**

## **RIGHTS AT WORK**

#### **49. EMPLOYMENT RIGHTS FROM DAY ONE**

Congress calls on this Labour Government to give employment rights to employees from day one.

Unscrupulous employers are using the one year no protection to dismiss employees at will, knowing full well that even though there is the right of appeal against dismissal, union reps have nowhere to go when the appeal is turned down.

B22 BRANCH  
*North West and Irish Region*

#### **50. TRADE UNION FREEDOM BILL**

Congress notes that UK trade union law remains amongst the most restrictive in Europe and the CEC reiterates its policy of repeal of anti-trade union laws.

Congress believes free and independent trade unions are a force for good in UK society. The role of trade unions in providing protection for working people should be encouraged and with a Labour Government in power, the opportunity to repeal current legislation should be a priority.

It is a disgrace that UK trade unions endure the most punitive legal restrictions in Europe. This Congress calls upon the CEC to keep this issue high on its political agenda.

MID GLAMORGAN C&T BRANCH  
*South Western Region*

## **51. TRADE UNION RECOGNITION LEGISLATION**

Congress believes that the right to belong to a trade union and to have that trade union recognised by your employer, where the majority of workers want their union to negotiate their terms and conditions of employment, is a fundamental human right.

Congress further recognizes that the current statutory recognition provisions are difficult to enforce and contain too many provisions simply designed to frustrate workers rights to have their union recognised.

Congress calls on the Government to review the current legislation; to simplify the process and remove those provisions which are currently exploited by employers to frustrate recognition applications.

NEWCASTLE CITY LA BRANCH  
*Northern Region*

## **52. EUROPEAN CASE LAW**

Congress urges the GMB leadership to lobby in the UK and in Europe to reverse the judgements in recent European Case Law giving a greater emphasis to the free movement of goods and labour and freedom to carry out cross border contracts, in preference to the rights of collective bargaining and the right to protect negotiated Terms and Conditions. The Trade Union movement has been placed in the invidious position of having to withdraw from potential dispute as the test between the two fundamental rights is vague and subjective and the potential for damage is too great in this uncertain environment. European Directive must enshrine the fundamental right to strike and protect collective agreements and negotiated Terms and Conditions.

DOVER FERRIES X23 BRANCH  
*Southern Region*

## **53. BRITISH JOBS**

This branch calls upon congress to support our leadership in their efforts to ensure that UK workers should be given equal opportunity to apply and be considered for employment on UK contracts based on UK located sites.

SUNDERLAND 9 ENG BRANCH  
*Northern Region*

## **54. LEVEL PLAYING FIELD – TERMS AND CONDITIONS**

We call upon the Government to legislate in order that contractors, sub contractors, agency or any other type of worker working for UK employers should enjoy the same terms and conditions of the direct workforce where appropriate or in accordance with the national agreements on the major sites.

SOUTH SHIELDS 2 BRANCH  
*Northern Region*

## **55. THE POWER CONSTRUCTION INDUSTRY**

When this debate took place three years ago the then Prime Minister, Tony Blair, made a promise that if and when a decision was made to build a New Power Station that it would be constructed by workers already employed here, and when completed it would be manned by

workers here, and not sub-contracted to companies overseas. This was endorsed by the present Prime Minister, Gordon Brown, two years ago at Congress.

What is the situation currently at STAYTHORPE? Companies from abroad have been given the contract and are running the plant with employees imported from overseas, meanwhile, people from our own country are not even considered for the work. Therefore why are we training apprentices to obtain these skills required for this type of work, as when the positions do become available, they are awarded to overseas contractors and their own employees.

What is the actual cost of this contract? We pay our own people to stay at home and have no Income Tax and/or National Insurance contributions from them. Then employees from overseas who do not pay Tax or Insurance to this state are employed, which in effect is revenue lost to this country.

Z24 BRANCH  
*North West and Irish Region*

## **56. EXPLOITATION OF EEC WORKERS BY SECURITY COMPANIES**

The GMB Congress 2009 is deeply concerned that some Security companies are continuing to recruit overseas for Security Officers in order to reduce labour costs, thus undermining Terms and Conditions in the UK. The workers from EEC Countries are paid reduced pay rates and are a source of cheap labour and the subject of exploitation by agencies recruiting for some security providers.

We ask that the GMB to work other sister unions to stamp out any unfair practices and work towards achieving a global agreement with G4S.

GMB (LONDON) SECURITY BRANCH  
*London Region*

## **57. EMPLOYMENT PROTECTION**

Congress instructs the GMB leadership to mount a campaign within the European and UK labour movement to encourage governments to regulate the employment market and create far reaching protections for employees at work. In view of the failings of unfettered capitalism, creating the credit crisis and deep recession, as with the bail out to the banks and other industry to boost confidence and underpin the economy, so should workers enjoy the same support. Fear of unemployment is the greatest driving force in deepening the recession and possibly bringing depression, therefore governments must act to make redundancy an expensive option and the last possible choice.

DOVER FERRIES X23 BRANCH  
*Southern Region*

## **58. EMPLOYMENT**

Congress: Notes that an “unprecedented crisis calls for unprecedented action”.

Congress: urge those in power to turn action into reality. This motion puts forward radical thinking for desperate times to halt the unprecedented rise in unemployment.

Congress: is astonished to hear that there are those still working a 60 hour week on overtime whilst others cannot find work.

Congress calls for:

1. Reducing the working week to 30 hours;
2. Increasing the minimum wage to £7 per hour;
3. Introducing job share as a positive move to reducing unemployment at one fell sweep, therefore increasing the skills factor but still maintaining productivity;

4. Government to encourage employers through subsidies and tax cuts to comply with this programme.

Congress: Calls on those in power not to throw the British workforce on the scrap-heap of unemployment but to throw them a lifeline of full employment. We cannot alone rely on employers to take the initiative, this must be taken at government level.

Congress: believes with this forward thinking programme Britain can work its way back to full productivity and a sound economy. We ask why are billions of pounds being squandered on city banks with no returns when it can be invested in the British workforce, who will succeed through hard work and comradeship with one aim: to get us out of the mess that the city banks got us into! It's time for socialist thinking after capitalism has failed.

SOUTHAMPTON CFTA S61 BRANCH  
*Southern Region*

## **59. TIPS**

The GMB Congress 2009 deplores current loopholes in the regulations that allow employers to use tips to make up the National Minimum Wage. We call on the Department for Business, Enterprise and Regulatory Reform to ensure this does not continue and that tips are not counted towards National Minimum Wage. We urge the GMB to lobby Union sponsored MP's if necessary to ensure this unfairness is erased.

LONDON HOTEL & CATERING BRANCH  
*London Region*

## **60. WORKING TIME REGULATIONS AND HOLIDAY PAY**

Congress requests the GMB leadership to lobby government for clear legislation to ensure that the true sum for holiday pay is made at the revised statutory minimum holiday levels. Congress wishes to ensure that the normal working week is fully converted into the pay for the job under the working time regulations. Congress wishes the government to close the loophole that allows companies to pay , for example, basic pay for holiday, when the normal working week includes shift, unsocial hours and premium payments for shift working patterns. The working time regulations must ensure that consolidated wage and shift working pay formulae account for holiday in terms of what is normally worked and any associated premiums built in to salary levels. Current legislation allows payment systems to pay equal amounts weekly/monthly, with no penalty when taking holiday, but built into the annual wage/salary, is holiday pay at lesser amounts than the payment for a normal working week at the base calculation level. Legislation must be revised to prevent this abuse.

DOVER FERRIES X23 BRANCH  
*Southern Region*

## **61. PUBLIC HOLIDAYS**

Congress calls upon the CEC to continue with its pressure on the Government to increase the Statutory Public Holiday entitlement. It is appalling that UK still has one of the lowest amounts of statutory public holiday entitlement than many other EU member States. Increasing this entitlement would give many of our members more quality time with their families and this would offset this against the long working hour's culture we still work within.

MID GLAMORGAN C&T BRANCH  
*South Western Region*

## **62. PUBLIC HOLIDAY - RESPECT OUR ARMED FORCES**

We call upon congress to support a public holiday in respect for our armed forces. Not only the brave service men and women who died for this country.

But for all the men and women who are serving to day to protect this great nation.

Lets show our respect and have a public holiday on the Monday after Remembrance Sunday.

STOCKTON NO 3 BRANCH  
*Northern Region*

### **63. PATERNITY LEAVE**

This Congress instructs the CEC to lobby the Government to increase paternity leave by a further two weeks over a two year period.

R35 – ROCESTER JCB GENERAL BRANCH  
*Birmingham & West Midlands Region*

### **64. TEMPS TO PERMANENT**

Congress

The CEC demand the change in legislation to reduce the maximum length of time an employee can remain on a fixed term contract as a temporary worker from 4 to 2 years.

R35 – ROCESTER JCB GENERAL BRANCH  
*Birmingham & West Midlands Region*

### **65. REDUNDANCY**

This Congress calls upon the GMB to campaign for improvement in the redundancy payments to those who are made redundant. The minimum payment should be increased substantially to reflect the trauma and upset that redundancy causes to employees and their families.

We are further concerned that the price to employers for making employees redundant in the UK is still too low. Redundancy should be a matter of last resort, not an easy way to restructure at minimum cost. We ask the GMB to use it's influence with the Government Department for Enterprise and Work and the TUC to lobby for new or improved legislation to force employers to examine other alternatives to redundancy to ensure that they meet their full obligations to their employees. We are concerned that in the present climate, employers are using the excuse of an 'economic downturn' in order to restructure organisations and cast off the employees, expecting the Government and community to pick up the wider costs.

MANCHESTER CENTRAL D41 BRANCH  
*North West and Irish Region*

### **66. STATUTORY REDUNDANCY PAY**

This congress believes that UK Statutory redundancy pay is both inadequate and discriminatory.

Congress therefore agrees to campaign for the introduction of a new scheme which should provide for the following:

- (a) A significant increase In the level of statutory redundancy pay.
- (b) No discrimination of young workers.
- (c) No discounting of the first 2 years of service.
- (d) No ceiling on a "weeks pay".
- (e) No limit on years of service in any calculation.

DURHAM GENERAL BRANCH  
*Northern Region*

## **67. REDUNDANCY PAYMENTS**

Congress believes that the current statutory Redundancy Payments Scheme is totally inadequate, and calls on the Government to increase the scheme as a matter of urgency on the following basis:

- 1) One weeks pay for each year of service for under 22's.
- 2) Two weeks pay for each year of service between 22-40.
- 3) Three weeks pay for each year of service aged 41 and over.
- 4) Remove the statutory maximum pay and replace with actual weeks pay.
- 5) Remove the statutory maximum service and replace with actual years service.

Congress further calls on all GMB sponsored MP's to support this proposal.

LIVERPOOL NO. 5 BRANCH  
*North West and Irish Region*

## **68. EMPLOYMENT TRIBUNAL AWARDS**

Congress calls on the Labour Government to underwrite any award that a member is awarded at an Employment Tribunal, and to take the appropriate action against the employer to recover the costs and the award.

BLACKBURN 16 BRANCH  
*North West and Irish Region*

## **69. EMPLOYMENT TRIBUNALS**

Congress calls on this Labour Government to increase the amount of awards given to people that win their cases at employment tribunals.

At the moment, the paltry sums that are awarded do not discourage employers from unfairly dismissing employees.

A01 BRANCH  
*North West and Irish Region*

## **70. CAMPAIGN FOR STATUTORY VOLUNTEER'S RIGHTS**

This Congress notes that according to Volunteering England, "22 million adults are involved in formal volunteering each year", and "90 million hours of formal voluntary work takes place each week". Also, Volunteers' Week states that "In 2007 73% of all adults in England and Wales volunteered (formally or informally)."

So many adults in the UK are volunteering their time, skills, and energy to make the country a better place, yet at present they can be 'hired and fired' without any statutory rights.

Congress agrees that the GMB should launch a campaign for volunteers to be afforded some core rights in recognition of their contribution to society.

At present, there are no legal requirements for organisations to provide volunteers with Grievance and Disciplinary Procedures or Terms and Conditions of Volunteering. The current legal standpoint is very much "It's their club, and their rules, they can do what they like" – advice obtained from the GMB/Thompson's Legal Advice Line in July 2008.

These are fundamental rights that all employees, paid or unpaid (volunteers) should be afforded. Furthermore, we believe that this should be particularly the case for volunteers since they are not being rewarded for their time and efforts in the same way as paid employees are.

LOWESTOFT L43 BRANCH  
*London Region*

## **71. TAX ALLOWANCES FOR VOLUNTARY WORK**

Congress believes we should campaign for unpaid voluntary work to be recognised by way of a Tax Allowance in order to encourage more volunteering.

NORFOLK PUBLIC SERVICES BRANCH  
*London Region*

## **72. CONTROLLING THE USE OF SUBVERSIVE SURVEILLANCE IN THE WORK PLACE**

Congress recognises the ever developing technology and subsequent cheaper availability of CCTV monitoring equipment together with satellite tracking technology that is available to employers, and is consequently concerned that such readily available subversive surveillance equipment is becoming more and more prominent in the workplace.

Therefore, Congress calls upon the GMB as a workplace Trade Union to use its expertise in developing a generic workplace policy for the controlled use and guidance on the appropriate operation of such technology in the workplace, in the hope that local representatives of the GMB can make use of and persuade individual employers to adopt.

Congress also calls upon the GMB to produce a leaflet or booklet outlining a simplified version of the law around the use of such surveillance both satellite tracking and CCTV, and how it can be used or dismissed in regard to employment law.

Congress also calls for the GMB to be more proactive in fighting and speaking out against the use of such electronic surveillance equipment, with its aim of putting a stay on the ever increasing obsession that powers in authority have in making ever more use of such CCTV monitoring of everyday surveillance which is a particular scourge of the British citizen.

R45 RHONDDA CYNON TAFF BRANCH  
*South Western Region*

## **73. PROTECTION OF CHILDREN ACT (POCA) AND PROTECTION OF VULNERABLE ADULTS (POVA) INVESTIGATIONS**

This Congress calls for GMB to campaign for a process to be put in place a process to covering both POCA and POVA investigations in line with the ACAS code of practice covering disciplinary processes.

These investigations must be subject to a fair transparent process.

CAMBRIDGE 2 BRANCH  
*London Region*

## **74. EQUAL PAY**

Congress agrees to instruct the CEC and General Secretary to use our political and industrial influence to create an environment that allows the GMB to negotiate as well as litigate on behalf of our members to deliver equal pay.

Our campaign, consistent with our policy to introduce equal pay has stalled in some areas due to anti union tribunal decisions and unscrupulous employers who see the delivery of equal pay as an opportunity to reduce the pay of men rather than increase the pay of women.

Our campaign should be aided by, if necessary, legislation that allows for the delivery of equal pay under the framework of collective negotiation.

NEWCASTLE LA BRANCH  
*Northern Region*

# EMPLOYMENT POLICY

## MIGRANT WORKERS

### 75. UNDOCUMENTED MIGRANT WORKERS

The GMB Congress 2009 believes that the work registration scheme and civil penalty regime introduced on 29th February 2008 has had serious impacts on employment rights of undocumented migrant workers and may have negative repercussions for their equal access to employment in today's job market. The increased duties for employers, in monitoring the immigration status of their workers, has thus far had negative impacts on a wide range of migrant workers, including increased discrimination and exploitation.

The work of the Gangmaster Licensing Authority (GLA) in the agriculture, forestry, horticulture, shellfish gathering and food processing industries focuses on employment inspections with a view to enforcing workplace standards – an approach which we believe may produce more constructive improvements in working conditions than workplace raids by UKBA officials.

We believe that the civil penalty regime enforcement measure implemented by UKBA will not in any way support a resolution to the position of the 500,000 undocumented migrants estimated to be resident in the UK, many of whom are working covertly. The losers are both workers and employers in terms of fines to employers and workers losing jobs.

The merits of a one-off amnesty and/or sustainable regularisation to assist workers with documentation and period of grace should be given strong consideration, but this must be done within the context of wider Government efforts to enforce standards governing working conditions. The GMB Union to make representation to Government for fairer and workable legislations.

LONDON HOTEL & CATERING BRANCH  
*London Region*

## INDUSTRIAL & ECONOMIC POLICY

### COMMERCIAL SERVICES

#### 76. ENERGY POLICY

Congress urges the Government to remember indigenous coal when forming a sustainable energy policy.

YORKSHIRE COAL STAFFS BRANCH  
*Yorkshire & North Derbyshire Region*

#### 77. REGULATORS IN THE SERVICE INDUSTRIES AND ENERGY SECTOR

Congress calls on the Government to review the role of the regulators in the service industries and energy sector.

- 1) Are they working in the public interest
- 2) Their influence in the negotiations and agreements within the industries.

173 BRANCH  
*North West and Irish Region*

## **78. UTILITIES COMPANIES**

This Congress calls for legislation to be put in place, preventing the energy regulators such as OFGAS from interfering in the terms and conditions of employees of the utilities companies.

ASHTON 8 BRANCH  
*North West and Irish Region*

## **79. OFGEM PROPOSALS TO REGULATE THE PENSION RIGHTS IN THE UTILITY INDUSTRIES**

This Congress deplores the current proposal of Ofgem regulatory body to undermine the Pension rights of our membership employed in the Utility Industries in the mistaken belief that it will lower the costs for the consumer.

If necessary the membership to be balloted, to take the strongest action to protect our members pension rights.

CAMBORNE C21 BRANCH  
*Southern Region*

## **80. CAMPAIGN TO REFORM OFGEM**

Congress recognises that OFGEM is a flawed regulator and would ideally like to see it replaced with a properly accountable enforcement authority. Until this happens there is a need to change the manner in which it operates. Energy utility companies should not be able to retrospectively increase customer's bills without giving a minimum notice period of one month, in advance of changes to its charges. No other service provider is allowed to increase the cost of its service without informing customers and Congress calls for the CEC to campaign for this change.

CAMBRIDGE 2 BRANCH  
*London Region*

## **81. ENERGY COMPANIES PROFITS**

Congress calls upon the Government to curb the huge and grotesque profits made by energy companies and cap future price rises.

MANSFIELD CENTRAL BRANCH  
*Midland & East Coast Region*

## **82. GOVERNMENT REGULATION OF UTILITY COMPANIES PROFITS**

Congress we call upon you to lobby government to monitor and act on the vast profits made by all utility companies. Instead of the ridiculously high bills we now pay, which mainly go towards shareholders bonus' profits to share holders, should be limited enabling the price of fuel and water being reduced.

BRAINTREE AND BOCKING BRANCH  
*London Region*

## **83. UTILITY PROVIDERS OF ENERGY**

Congress

Deplores the action of utility companies who reduce their prices disproportionately to their price increases and therefore instruct the CEC to lobby Government and energy regulators to bring prices down in line with the reduction of oil prices.

R35 – ROCESTER JCB GENERAL BRANCH  
*Birmingham & West Midlands Region*

#### **84. UTILITIES COMPANIES' PRE-PAYMENT TARIFFS**

Congress calls upon the utilities companies to immediately change their charging tariffs, to ensure that those customers on pre-payment meters pay the same, or less, than those on direct debit arrangements. Further, Congress calls for an application of tried and tested technology by the utilities companies, to ensure that no domestic consumer is entirely cut off from their power supply through an inability to pay. Congress calls on the Chancellor to use whatever legislative, fiscal or other powers he has, to ensure that the utility companies comply with this.

Congress notes that the poorest sections of our society are those forced to use pre-paid tariffs which are some 30% higher than direct debit tariffs.

Congress also notes the assistance that the Government has provided for the banks and other financial institutions. To effect the change as outlined, this government will go some way forward in the present dire economic climate, in assisting some of the sufferers of the banks' policies.

PLYMOUTH P20 BRANCH  
*Southern Region*

#### **85. MOTION**

Congress agrees that this Labour Government will bring all UK energy, gas, electricity, nuclear and coal back under state control.

B43 BIRMINGHAM CITY GENERAL BRANCH  
*Birmingham & West Midlands Region*

#### **86. ENERGY PRICES**

We call upon congress to bring back into public ownership rail and utilities (Gas, Water, Electricity).

SOUTH EAST NORTHUMBERLAND GENERAL BRANCH  
*Northern Region*

#### **87. EXEMPTION FROM PARKING RESTRICTIONS FOR CVIT VEHICLES**

Congress is alarmed that notwithstanding the highest number of violent attacks on GMB members in the Cash and Valuables in Transit Industry, Local Authorities continue to be over zealous when it comes to parking enforcement. Local Authorities continue to issue high numbers of parking tickets, in the period July to December 2008, in excess of 62000 tickets were issued to the CVIT industry, notwithstanding guidance being given to them by Government Departments.

CVIT crews need to park as close to their delivery location as is safely possible and help reduce the number of CVIT attacks, protecting both our members and the general public. Exemption from parking restrictions would provide a safer environment. This needs to be achieved by legislation to secure the long term solution throughout the UK.

The current system is putting GMB members' lives at risk.

Congress calls upon the Government to introduce legislation that exempts CVIT vehicles from parking restrictions when cash transfer operations are being conducted.

SECURICOR APEX 5 S15 BRANCH  
*Southern Region*

#### **88. PARKING EXEMPTION FOR CASH IN TRANSIT (BULLION)**

The Greater London Local Authorities and Transport for London (TFL) made £2.4 million in 2008 from Cash in Transit industries. Cash in Transit vehicles provide a vital public service

and street parking as close as possible to deliveries and pick-ups is essential. Drivers often struggle to find a place to stop near to their drop off or collection points and walking long distances greatly increases the likelihood of an attack on our crew members.

Exemption from parking restrictions provides a much safer environment and results in a reduction in attacks.

Under the current rules, Local Authorities can decide whether to exempt bullion vehicles from parking restrictions.

We, London Security Branch, call on the Union to agree that, the time has come for a statutory guidance on the issue, which could help to protect Cash in Transit members up and down the Country.

GMB (LONDON) SECURITY BRANCH  
*London Region*

## **89. ZERO HOURS CONTRACT IN SECURITY**

The expression “Zero Hours” (or Nil Hours) contract is not legally defined in some security industry. It is a day to day name for a contract under which the employer does not guarantee to provide work and pays only for work actually done.

This allows employers to abuse employees by keeping them waiting around for work, and not offering proper training or job security.

We, the London Security Branch, are calling for Congress to campaign towards clarifying, curtailing or banning the use of Zero Hours contract in the security industry.

GMB (LONDON) SECURITY BRANCH  
*London Region*

## **90. PACE INTERVIEWS**

This Congress calls on the CEC to examine the practice being introduced the Local Authorities to interview Hackney Carriage and Private Hire Drivers using a Quasi legal procedure by investigating and interviewing drivers using the Police And Criminal Evidence (PACE) procedures. This involves cautioning and tape recording interviews with drivers at early stages of investigations and before a complaint is proven.

We believe this practice may be a contravention of the individuals Human Rights. We believe the use of PACE outside of the proper legal system, prior to any charge being made against a driver is in itself illegal. We urge the GMB to liaise with Local Authorities to investigate the use of these procedures and to seek advice where appropriate to ensure that the rights of individuals are not infringed.

Further, we call upon the GMB to review its services to members and to provide access to emergency legal support for professional drivers faced with PACE interview procedures or where the livelihood of the driver is threatened by Local Authority procedures.

MANCHESTER CENTRAL D41 BRANCH  
*North West and Irish Region*

# INDUSTRIAL & ECONOMIC POLICY

## MANUFACTURING

### 91. THE DECLINE OF MANUFACTURING INDUSTRY

This Congress is alarmed at the rate of job losses within the manufacturing industry and calls upon the Government to devise a robust policy to halt the decline of manufacturing companies within this very important sector of the British economy.

The UK Government should wake up to the fact that the previous policy of allowing manufacturing industry to “wither on the vine” has proven to be a total failure. The Government must reverse this policy.

Redundancy and short time working created by the near economic meltdown in the financial markets, driven by the irresponsible “money for nothing” bonus culture of the city speculators and their ilk has brought our system to a virtual collapse.

The CEC should continue to campaign for a Government Manufacturing Strategy that would halt and reverse the decline in employment in the Manufacturing Sector.

MOTIL PLASTICS BRANCH  
*South Western Region*

### 92. MANUFACTURING

Congress notes with anger the lack of support given directly to Manufacturing as a whole during the downturn in the economy.

It has taken months since the onset of the credit crunch for the Government to act in response to industry.

Therefore this Congress now calls on the Government to widen the support to Manufacturing to protect jobs.

R35 – ROCESTER JCB GENERAL BRANCH  
*Birmingham & West Midlands Region*

### 93. SUPPORT MANUFACTURING NOT FAILED BANKS

Congress, during the 1980's and early 1990's, the Tories tried to destroy British manufacturing and the towns manufacturing firms were based in.

Many towns however survived and maintained their industrial base. One example of this is Rotherham. However, in the space of 10 days in January 2009 it was announced that Burberry would be closing its factory in the town and Corus announced 718 job losses from its Rotherham plants. These are victims of a recession caused by the banking industry.

Whilst workers in manufacturing are punished by losing their jobs, the banks have been given billions of pounds by the Government. Instead of using this money to give credit to companies, it has been sitting in bank vaults or used to pay massive bonuses to chief executives of the banks – a reward for failing in their jobs.

Whilst the Dutch Government is guaranteeing the wages of Dutch Corus workers, Britain's Labour Government is failing to support the very people who are its core supporters.

Congress calls on the Government to support British manufacturing. We urge the Government to stop subsidising the banks and use the money to help the genuine wealth creators.

PARKGATE BRANCH  
*Yorkshire & North Derbyshire Region*

#### **94. UK MANUFACTURING ECONOMY**

Congress notes that the current terminal decline of the UK Economy clearly demonstrates the madness of building an economic around financial services without a sound industrial base

Congress further recognizes that real wealth depends upon real product made by real workers selling for real pound notes.

Congress calls on the Government to recognize the facts; to accept that our future and the wealth of our nation depends upon a strong and competitive manufacturing sector.

Congress calls on the CEC to plan and implement a campaign to change Government policy and to secure a comprehensive industrial policy designed to rebuild our manufacturing industries.

NORTH TYNE MANUFACTURING BRANCH  
*Northern Region*

#### **95. MANUFACTURING CAMPAIGN**

Congress calls on the CEC to set up a national campaign group 'to save manufacturing jobs' before the word manufacturing becomes a thing of the past.

Where companies such as Remploy, Honda, Burberry, Rover, Kodak, Motorola, SR Gents, Northern Foods, JCB and Christie Tyler to name a few have all gone to the wall.

Manufacturing needs the same or similar help as Northern Rock and many other banks and institutions.

We need to stop employers shipping jobs abroad using the economic crisis as an excuse, when in reality it is because it is easier and cheaper to shed jobs in the UK than anywhere else across Europe.

BRIGHTSIDE BRANCH  
*Yorkshire & North Derbyshire Region*

#### **96. REMPLOY**

Congress calls on the CEC to do everything possible to keep Remploy open. It's been 18 months since 28 factories were closed. Many of our members still have no job and this is people with disabilities.

Where are the jobs in open employment that a Labour Government said there would be in open employment. The factories that are left remain as manufacturing units.

To pressure the Government to re-open as many units as possible such as Remploy, York where we need to continue to have a manufacturing unit, but it not only applies to York.

The award of public procurement contracts would allow this to happen, and this was the Labour Government's promise that they have failed to keep.

Very few management personnel have been removed and the top heavy senior management structure is crushing the company which will impact on our members.

This has been a very hard 3 years for all our members who have been treated with disrespect by the Government and the management.

Many of our members, activists and officials put up an excellent fight and campaign. We call on this Congress for a message of thanks, as some of these people will have departed Remploy and our organisation.

The factories were closed by a Labour Government and a fat cat greedy employer, we can't ever forget what these people have done and let this Labour Government know we are not going away.

BRIGHTSIDE BRANCH  
*Yorkshire & North Derbyshire Region*

## **97. REMPLOY FACTORIES**

Congress calls upon the Labour Government to support Remploy Factories that are still open, to be used to provide additional training facilities to assist able and disabled people back into employment.

BLACKBURN 16 BRANCH  
*North West and Irish Region*

## **98. RETAIN BRITAIN'S JOBS IN BRITAIN**

Congress we call upon you to lobby government to change their attitude with regard to more and more British jobs going abroad. This government doesn't seem interested at all in encouraging any sort of manufacturing business to stay in this country. It is time the government started providing enticements and subsidies to encourage business to not only stay in this country, but to invest and expand and to build up a manufacturing sector as this country was once so proud of, as a world leader.

BRAINTREE AND BOCKING BRANCH  
*London Region*

## **99. MANUFACTURING OF WINDFARMS**

Congress recognises the value of offshore windfarms in making a positive contribution in reducing carbon emissions and is mindful of the potential for manufacturing in providing quality added value employment in those former UK shipbuilding areas.

NORTH TYNE MANUFACTURING BRANCH  
*Northern Region*

## **100. SCOTCH WHISKY – SAFEGUARDING OUR FUTURE**

Congress, The Scotch Whisky Industry depends on the "bottling" of Scotch Whisky in Scotland. Jobs will be decimated should this vital part of the Scotch Whisky process disappear.

What has been tradition for hundreds of years will be lost if companies use cheap labour worldwide to bottle Scotch for them.

We ask all concerned, ie, the Scottish Government, the UK Government and all Trade Unions to start safeguarding the Scotch Whisky Industry and prevent our future from being taken away from us.

"We need this protection".

DUMBARTON 2 BRANCH  
*GMB Scotland*

## **101. MANUFACTURING**

Congress calls upon the Government to ensure that all defence contracts and projects are manufactured and constructed within the UK including logistical supplies and support.

SUNDERLAND NO 9 ENG BRANCH  
*Northern Region*

## **102. CRAFT APPRENTICESHIPS**

This Congress urges the CEC to engage with the relevant government departments and employers associations to vigorously seek the re-introductions of properly funded craft apprenticeship schemes.

Over the years we have witnessed the erosion of the traditional apprenticeships leading to skill shortages in many of the industries we represent. These apprenticeships have been replaced by short term basic training programmes with very little health and safety appreciation.

We believe there is no substitute for a properly structured apprenticeship combining supervised practical and academic training. This would benefit employers by reducing skill shortages, and give a generation of school leavers the opportunity to acquire life long skills.

F72 BRANCH  
*North West and Irish Region*

## **103. TECHNICAL CRAFT AND GREEN MEMBERSHIP CARDS**

Congress views with alarm the cessation by the GMB of the Technical Craft register and also the accompanying green membership cards. The membership register was only completed after the apprenticeship credentials and pass records were checked physically in order that the scheme was not corrupted.

Green membership cards were accepted by all major civil engineering employers as proof of qualifications without having to show credentials. The benefit to members was that they could leave these in a safe place but obtain work of a highly skilled nature by showing their green membership card.

Congress therefore instructs the CEC to implementation of restarting of the register and green cards without delay in all regions of the GMB.

W50 WELLINGTON BRANCH  
*Birmingham & West Midlands Region*

# **INDUSTRIAL & ECONOMIC POLICY**

## **PUBLIC SERVICES**

### **104. INVEST IN LOCAL AUTHORITIES**

Congress we call upon you to lobby government to stop capping local authorities and start investing money into them we are told that there is no extra money available but we are expected to carry on providing services for less and less. But it now seems there is a bottomless pit available for the banks. Local authorities are governed by democratically elected councilors, were as the banks have no one democratically appointed to voice the opinions of the taxpayers, of whom this money comes from.

BRAINTREE AND BOCKING BRANCH  
*London Region*

## **105. PUBLIC SECTOR FINANCE**

We call upon congress to ask the GMB to call on the Government to increase the funding available to Local Government from Central Government Funds, and reduce the pressure on them to make continual savings, as local services are suffering an increasing detriment every year. This is likely to lead to an irreversible lowering of the quality of services if continued and has already put a great deal of stress on GMB members who are bearing the brunt of year on year savings.

The pressure on Local Government to make year on year savings at the level set by the present Government is not sustainable. Although efficiencies are possible, and even necessary in some cases, a continued reduction in funding at this level will result in the collapse of many public services. As the banks are being bailed out with £50+ billion local councils are struggling to make ends meet. This is leading to many Local Authorities looking to the private sector to help increase their funding. This does not make sense, why is the Government helping out the financial sector and leaving the public sector to languish and seek help from those who may well be banging on the chancellor's door for a bailout as the economic turmoil deepens.

As the initiative to bring us out of the current crisis is to increase spending, we believe this should be directed at the Public Sector as well as the Private Sector. We believe that the Prime Minister should help to support essential Public Services, who are making increasing cuts, over and above those from the Private Sector who may have either borrowed or lent beyond their means. As the bank are now being almost nationalised it is madness that a continual reduction in grants to the public sector is driving them to seek private finance to support essential services.

HENDON BRANCH  
*London Region*

## **106. ECONOMIC CLIMATE IMPACT ON PUBLIC SERVICES**

With the increase in outsourcing of public services and the potential mass job losses many local council's appear to have overlooked the additional amount of people needing to use public services when faced with difficulties over their finances and housing status. The jobs being shed are across the council's without any apparent thought for future need.

For example someone losing their job may need information on benefits from the council's money welfare team and/or may face eviction therefore may need advice on homelessness and social housing. This may impact upon the whole family and the children may need support at school with access to free school meals and/or counselling. Depending upon the personalities involved it may lead to one partner seeking advice from a domestic abuse counsellor or even in extreme cases seeking refuge.

This is not hypothetical but confirmed through evidence and statistics in previous time of economic difficulties. The impact upon the individual and families can be devastating and the local council will be part of the process in enabling people to find a balance or responding immediately.

The concern we have is that by dismantling many of our local services we will not be prepared to respond as and when required. Our members in local government are being expected to take on more work because of less staff and unable to cope. Who may well find themselves being the subject of punitive sickness absence sanctions and ultimately out of work.

We have to have the investment in local government services now in order to support and provide the services needed during this very difficult period.

The Government need to be investing in 'real terms' in local government services and not just 'sound bite' for public. Giving money to private organisation that have grown fat on money which should have gone to direct public services to support our members in delivery good quality services. But reality is the money has been creamed off at the top.

We ask congress to support this motion.

BRISTOL PUBLIC SERVICES BRANCH  
*South Western Region*

## **107. LOCAL GOVERNMENT TRANSFORMATION**

Local Councils are being targeted by the latest central government initiative called 'transformation'. However, it is packaged it results in one thing – budget cuts resulting in our members losing their jobs. For example in Bristol City Council they have announced some 350 potential job losses – this is on top of outsourcing of services and employees having to leave their chosen area of work and get redeployed into jobs either on lower pay or placed in jobs outside of their chosen area of work.

This Government initiative promotes local councils to 'pool' their resources in setting up 'partnering arrangements' with outside organisation – window dressing for selling off our members to the private sector.

Recent evidence of this occurred in what Bristol called 'Excellence for All' in the education division of the Children and Young People Services Department. The intention was to parcel up 18 education services and put them into the private sector to manage. The rationale for this was because the school wanted to have 'one point of contact' and the Education Services needed leadership. First the schools had one point of contact – the Council and CYPS and secondly the GMB successfully publicly challenged the fact if lack leadership was an issue change the management and leave the 500 or so staff with the council. Thankfully Bristol is now looking for a new Head of CYPS and is now engaging with staff to identify ways to improve the service within the Council.

The threat to local government workers through the transformation initiative is very real and very high.

We therefore ask congress to support the opposition of this mass wholesale of job losses.

BRISTOL PUBLIC SERVICES BRANCH  
*South Western Region*

## **108. LOCAL GOVERNMENT REORGANISATION**

Congress agrees to support a campaign to reinvest savings identified from Local Government reorganisation.

During the bids submitted by Durham and Northumberland Councils' in Northern Region, both projected savings, when combined, amounting to £50 million arising from the creation of two single unitary councils.

We say that money, coupled with a portion of the 3 million pounds in extra efficiencies savings, should be re-invested in those Unitaries to enable a smooth transition, and to deliver the improvement in services they were designed to achieve.

DURHAM COUNTY LA BRANCH  
*Northern Region*

## **109. PFI**

Congress recognizes that the GMB has consistently campaigned against the Government's use of the Public Finance Initiative (PFI) to finance Public Works and Public Investment Programs.

Our opposition has been based upon our convictions that PFI is not effective or efficient; that it delivers poor quality and is by far the most expensive option.

Congress further recognizes that as the UK stands on the abyss of economic destruction, due to the reckless speculation of Banks and Investment Institutions, the time has come for the Government to abandon its misguided faith in "The City" to deliver a pizza, without a £billion bonus, let alone best value public investment.

Given that the urgent need to stimulate the UK economy and the evident fact that that will not be financed by private capital, Congress calls on the Government to come clear; to declare that the PFI era is no more and that the UK's economic recovery will only be delivered by public works and public investment.

NEWCASTLE CITY LA BRANCH  
*Northern Region*

## **110. NATIONAL CONTRACTORS FORUM**

Congress notes with concern that despite last years Public Services Conference passing a motion which called for the establishment of a National Contractors Forum for union representatives of members working for private contractors, working on Public Sector contracts. Nothing has been done to implement this motion.

Congress instructs the National Secretary for Public Services to implement this policy without delay.

LIVERPOOL NO. 5 BRANCH  
*North West and Irish Region*

## **111. PUBLIC SECTOR APPRENTICESHIPS**

We call on congress to support the government's initiative in creating apprenticeship places. The public sector accounts for some 20 per cent of the national workforce, but employs less than 10 per cent of all apprentices. Many more public sector organizations could be taking advantage of the benefits that apprenticeships bring, as a way of unlocking talent within their local communities and ensuring that they have a workforce equipped with the skills it needs for today and tomorrow.

There are economic and social reasons for the public sector to employ apprentices and we ask congress to lobby the government to ensure that our public sector employers take up this responsibility and secure future employment and skills for our young adults of the future.

INNOVIA BRANCH  
*Northern Region*

## **112. PUBLIC SECTOR PAY AWARDS**

Congress calls for a uniformity of approach from all recognised Trade Unions involved in the pay negotiations for Public Services within Councils when balloting members. It also calls for the National Officer to negotiate with all Trade Unions across the whole of Public Sector workers to unite in any necessary action to ensure a decent living wage for members.

85 BRANCH  
*North West and Irish Region*

### **113. LOW PAY**

Congress calls for a continued public campaign to highlight the extent of low pay for workers in the public sector.

We call for the main aim of our negotiations for future pay claims to have low pay at the centre of our strategy and this to be made clear to the Employers.

We also call for the GMB negotiators not to recommend to our members any pay deal with Employers unless there is a major element to address low pay in any future pay awards.

NORTH LANARKSHIRE PUBLIC SERVICES BRANCH  
*GMB Scotland*

### **114. GREEN BOOK**

Congress calls on the CEC of the Union and the National Negotiators to resist any attempts by the Employers Side to move away from the National Agreement on Pay and Conditions of service.

ASHFIELD GENERAL BRANCH  
*Midland & East Coast Region*

### **115. SCHOOL SUPPORT STAFF**

We call upon Congress to continue to highlight the inequality of this group of workers who are predominately low paid, part time women workers.

They continue to be employed on temporary or fixed term contracts – those employed on a permanent basis still face the annual attack on their hours due to school budget constraints. Many Teaching Assistants who have special needs skills continue to be employed via the funding for a specific child and when that child changes school face either reduction in hours or termination of employment.

We even have one example in the South Western Region where a school which has overspent is now proposing to cut the Teaching Assistant's hours **and** down grade them through the job evaluation process!

Hopefully once the national joint committee for school support staff is in place these specific issues can be addressed. Until then we call upon Congress to continue to highlight the inequality of these workers.

Congress we ask you to support this motion.

BRISTOL PUBLIC SERVICES BRANCH  
*South Western Region*

### **116. SCHOOL SUPPORT STAFF**

This Congress has concerns that school support staff are fulfilling the role of the class room teachers, i.e. Higher Learning Teaching Assistants (HLTA), in one case an HLTA on a 37 hour working week, 90% of a week with no teacher support at all.

Also HLTA's are planning classes without teacher input.

HLTA's are teaching pupils for a qualification in GCSE, that they themselves have not got GCSE's.

HLTA's are taking classes with LSA's (Learning Support Assistant) and no teacher support.

Teachers are leaving school employment only then to be replaced by an HLTA with no attempt at replacing the teacher or using supply teachers.

The Workforce Agreement Monitoring (WAMG) has in force guidelines, but we feel that there are grey areas that need urgent attention, locally and national i.e. what is a group of pupils, and what is a class. One Head teacher insists that a group is up to 28 pupils.

Also we would like to see listed the amount of hours laid down on how many hours per week support staff are to cover a class without teacher support.

To conclude, we feel that support staff are being abused purely for savings on School budgets and the knock on effects are the pupil's education and indeed the support staff fulfilling roles that they are not trained or paid for.

SOUTHEND ON SEA BRANCH  
*London Region*

### **117. FURTHER EDUCATION PAY**

Conference recognizes the importance of the "Pay Up" campaign in Further Education. For many years Further Education colleges have paid 'lip service' to National negotiations and in many instances have not given their staff the pay awards fought for by our National Officers. Conference fully supports the joint union initiative "Pay Up", which is aimed at pressurizing Colleges to award the full Association of Colleges the negotiated settlements.

L.B. LEWISHAM L17 BRANCH  
*Southern Region*

### **118. NHS PAY DEAL**

This conference condemns the Governments 3 year pay deal in the NHS and calls upon the Government to invoke the reopening clause for the pay award for years two and three.

We call upon the CEC to commit to running an ongoing reopening campaign run by the union nationally which will be the vehicle aimed at delivering improvements in the terms and conditions of our members.

TYNE & WEAR HEALTH BRANCH  
*Northern Region*

### **119. IMPLEMENTATION OF AGENDA FOR CHANGE WITHIN THE SCOTTISH AMBULANCE SERVICE**

Congress, since the inception of "Agenda for Change" by the Scottish Ambulance Service, in 2006, our Scottish Ambulance Staff members have experienced a significant financial loss.

Prior to AFC qualified Ambulance Technicians in Scotland received a basic, pensionable salary of £22000+. Following the process of "Banding" their basic pensionable salary was reduced by over £3000. Some 3 years down the line our ambulance technician staffs are still at a basic salary below the level of 2006.

Our ambulance technician staff were fulfilling the role of a Band 5 ambulance practitioner in 2006 and yet through the "banding" process were redirected to a band 4. The role of the Scottish Ambulance Technician did not change overnight – their pay did. Currently the staff are fulfilling the duties of a band 5 but without the benefit of band 5 pay.

National profiles clearly state the role and requirements for band 4 and band 5 ambulance technicians/practitioners. These profiles were nationally agreed with the recognised trade unions, GMB included.

Despite an appeals process, which was "in-house" within the Scottish Ambulance Service, our members have been unsuccessful in every attempt to highlight and redress the banding.

Congress, the members from the Scottish Ambulance Service require your support to carry forward this issue and to seek an immediate overview of the banding process and outcome for Scottish Ambulance Technicians.

SCOTTISH AMBULANCE BRANCH  
*GMB Scotland*

## **120. EQUAL PAY IN THE SCOTTISH AMBULANCE SERVICE**

Congress, our Paramedic and Technician members within the Ambulance Service are suffering financially as a direct result of Agenda for Change. Unlike other roles within the Health Service encompassed under the umbrella of Agenda for Change, our paramedic and technician members do not receive “equal pay for work of equal value” criteria and do not benefit from “a fair system of pay”. (AFC Handbook, Version 2 August 2007, updated February 2008, Part 1; Principles and Partnerships, page 8/9).

Prior to AFC our paramedics and technicians once fully qualified received the full rate of pay as their counterparts in the same role. Today our technicians upon qualifying, receive up to £4000 less in their basic salary than their counterparts in the same role. Paramedics upon full qualification, now receive almost £5000 less in their basic salary than their counterparts.

This disparity in pay is a direct result of AFC focus on career progression within the NHS rather than the structure of roles within the Ambulance Service. A qualified technician or paramedic has no more skills to learn, no further experience to gain before working autonomously in their defined role.

Qualified technicians and paramedics are now required to work for a period of 6 years before attaining the same basic rate of pay as their counterparts. A technician or paramedic who qualifies the day before the changeover to AFC would have benefited immediately from the full rate of pay. A technician or paramedic who qualified the following day would receive a basic salary of over £4000 less. The role of technician/paramedic has not changed. The requirements for qualification have not changed. Only the basic salary has changed for those unfortunate enough to have qualified following the AFC changeover date.

This disparity in pay does not reflect the principles of AFC for equal pay for work of equal value and does not provide our members who are working in these roles with a fair system of pay. Our members seek the support of Congress to review this issue and seek an immediate cessation of this blatant disregard of the principles of AFC.

SCOTTISH AMBULANCE BRANCH  
*GMB Scotland*

## **121. PUBLIC SECTOR PENSIONS**

Congress is appalled by comments made attacking public sector pensions from the bosses' organisation the CBI and the Tory Party.

We pledge to work with other public sector trade unions to defend our pensions and will call on members to support strike action if any government attempts to erode or cut public sector pension provision.

BARNESLEY GMB BRANCH  
*Yorkshire & North Derbyshire Region*

## **122. LOCAL GOVERNMENT PENSION SCHEME**

Congress welcomes the recent changes to provisions within the LGPS covering ill health.

However, our pensions department at National Office have uncovered the scandal that some employers, rather than utilise the flexibility created by the three Tier III Health Retirement provisions have reverted back to type and continue to sack workers who are ill.

In the Northern Region one Authority alone sacked 40 workers in six months on grounds of capability.

Congress instructs our Public Services officers and our pensions department to continue to scrutinise and pressurise employers to become accountable for their actions. This should where appropriate include litigation to prevent wholesale sackings of workers too ill to work when there is greater flexibility available in the LGPS to enable access to pension benefits.

SUNDERLAND LA BRANCH  
*Northern Region*

### **123. LOCAL AUTHORITY CARE HOMES**

In the current economic climate a number of private care homes across the South Western Region are facing closure. With many local authorities in the process of closing their residential care homes how will this impact upon our elderly population?

We already know in the UK we have and will have in the future a growing aging population. The Government proposal is that we should all stay in our own homes. Sounds good in theory but what about in practice? Many home care services are provided by the private sector who need to make a profit rather than a not for profit services provided by local authorities.

One council in the South Western Region has put forward it's 'Futures' plan over the next four years whereby many of their elderly person's homes will close and a third will be refurbished from the money generated from the sale of the other homes. The intention is that many of the older people will be placed in private sector residential care provision. Taking away their choice of local authority home v private sector home.

Obviously there is a problem with land prices plummeting and whether or not they will have the required resources to carry this through. In the meantime some 500 residential care workers are in a state of limbo not knowing what will happen about their 'future'. This is even worse (if it can be) as it is a Labour Council who is hell bent on taking away local authority residential care provision!

We therefore call upon Congress to continue to support the campaign to keep residential care services in house.

BRISTOL PUBLIC SERVICES BRANCH  
*South Western Region*

### **124. PRIVATE SECTOR CARE HOMES**

This Congress recognises the invaluable commitment of private sector care workers, especially in Southern Cross Care Homes. A fair days pay for a fair days work is not an unreasonable request.

Traditionally, the private sector health care workers are low paid. The pay doesn't reflect their professionalism in dealing with residents, nor the hard work they put in.

Congress calls on our National Officer to bring about better terms and conditions for our members, so they feel appreciated for the job that they do.

104 BRANCH  
*North West and Irish Region*

### **125. DILUTION OF HOUSING CARETAKING SERVICES**

Local Authorities are looking at ways of reducing costs and yet again they have turned their attention to the lowest paid workers at the front line. In Bristol they are coming to the end of a three year restructure of Housing Caretaking Services. They have had project managers and senior management working on this restructure. The outcome has been to minimise the role of the Housing Caretaker – to take away in many cases their residential status and refer them to

cleaners without acknowledging the fact their role covers far more than cleaning. They have chosen to ignore the fact they are the first point of call with tenants with issues – especially if English is not their first language; if residential they act as a deterrent against anti social behaviour and for the older tenants they are seen as a support if and when required.

All of this is ignored and they are now facing a reduction in their pay.

However, you look at this, it can only be seen as a direct attack on front line workers who are low paid and do a worthwhile job in making a difference to many people's lives. The tenants recognise this but the local authority appears not to want to acknowledge all the good work that has and is being done by this workforce.

Yet again the concern is about the threat of outsourcing of this service and the real motive behind the restructure. We understand this is not just a local issue but one which affects all caretaking services across the country. Again the mass dilution of this service need to be highlighted and brought to the public's attention now rather than wait for it to have been dismantled.

We ask congress to support this motion.

BRISTOL PUBLIC SERVICES BRANCH  
*South Western Region*

## **126. STAFFING LEVELS IN MENTAL HEALTH AND LEARNING DISABILITY**

Congress, we bring to your attention inconsistent treatment of Mental Health and Learning Disability Specialist Nurses in respect of Pay and Continuity of Patient Care, which is of utmost importance within these areas, due to the conditions and vulnerability of the patients and service users.

The use of NHS Bank Staff who are unfamiliar with the services leave patients undervalued and staff at an increased risk of violent attacks and disruptive behaviour. Staff bank systems are expensive to run, yet reduce regular staff's overall earnings.

We call on Boards and Trusts to fill substantive posts and build better career pathways and ask Congress to endorse this approach within this Sector.

GLASGOW NE & SW HEALTH SERVICE BRANCH  
*GMB Scotland*

## **127. LOCAL GOVERNMENT AND EQUAL PAY**

Congress remains committed to the full implementation of "Single Status"; the eradication of all inequality and discrimination and full compensation for past inequalities.

Congress further recognizes that the full costs of our campaign are substantial and that without additional Government investment threatens and undermines our members employment.

Congress calls upon the Government to demonstrate its commitment to equality by putting its money where its mouth is and to full fund the cost of implementing equal pay in Local Government.

SUNDERLAND CITY LA BRANCH  
*Northern Region*

# INDUSTRIAL & ECONOMIC POLICY

## THE ECONOMY

### 128. UK ECONOMY

Congress recognizes that the UK economy is facing the worst recession since the Second World War, with the UK on course to be bottom of international growth league amongst the major advanced economies, according to the latest figures from The International Monetary Fund.

The IMF predicts that the World Economy will nearly stand still with only 0.5% growth, the UK economy in 2009/2010 will shrink by a staggering 2.8%, with dire implications for jobs, house prices and public finances.

Without Government intervention the consequences of the recession will be enormous for GMB members and our communities.

Congress calls on the CEC to campaign to ensure that the UK Government fights the recession with every weapon at its disposal.

In particular, Congress calls for substantial and sustained investment in public works and public services to halt the spiral of decline; to ensure that economic growth is maintained and to provide the essential boost to ensure that the UK economy is lifted out of recession.

MIDDLESBROUGH 5 BRANCH  
*Northern Region*

### 129. PUBLIC SECTOR FUNDING

Congress condemns the sheer greed and irresponsibility of the banks and financial institutions that are the sole reasons for the current economic meltdown.

Whilst we acknowledge the Government has a responsibility to intervene to assist in the overall economy. To bail out the banks with billions of pounds of tax payers' money is not the right way to intervene.

Congress calls for central Government to reconsider this strategy and invest some of this money earmarked for fat-cat bankers in local government. This, coupled with the 3 billion in extra savings from efficiencies will assist in improving services sustaining jobs and stimulating local economies.

NEWCASTLE CITY LA BRANCH  
*Northern Region*

### 130. GLOBAL RECONSTRUCTION

Congress notes that as the Global Economy spirals into deep recession, it is now universally recognized that the global institutions that were meant to regulate the world economy were neither robust nor fit for purpose.

Congress further notes that as world leaders meet to construct the new world order, the new institutions that will regulate the world economy, it is ordinary working people, in many cases the victims of the failed world order that will be paying for reconstruction through a burden of debt which will last generations.

Given the above Congress demands that the UK Government seeks to establish a new Social and Financial Global Regulatory Framework.

That will put an end "free market" global exploitation of workers and the environment.

That will put workers rights and protection of the environment before speculation and exploitation.

That will safeguard the interests of the many not just the few.

MIDDLESBROUGH 5 BRANCH  
*Northern Region*

### **131. CREDIT CRISIS AND CITY BONUSES**

This Congress recognizes that the Labour Government was right to nationalize Northern Rock and Bradford and Bingley banks and was also right to take a majority shares in other UK banks such as the Royal Bank of Scotland as a way of protecting savers and as many jobs as possible. However, this alone does not address the financial crisis that was caused through a culture of greed and dishonesty in the city of London. Financial institutions over the last 20 years have paid bonuses to senior managers way out of proportion to the work that they have produced for the banks and the UK economy. These high bonuses have even been paid after the banks have failed.

This Congress believes that the banks should now remain in government hands and a new regime of lending that benefits ordinary people and UK companies should be the order of the day. The government should set the maximum salaries of the directors. Bonuses should be of a suitable size that ordinary people can identify with them and be paid on merit and not automatically.

This Congress also believes that recipients of these bonuses should make a contribution to the rest of society. Therefore the Chancellor should introduce a tax rate of 50% on all bonuses above £50,000 and a tax rate of 80% on all bonuses above £150,000.

CROYDON C60 BRANCH  
*Southern Region*

### **132. SHORT SELLING**

Congress agrees that the practice of short selling shares on the stock market, which is the selling of a security which the seller does not own. In the expectation that the share price can be forced down and then bought back at a lower price then sold at thereby making a profit, is immoral and dangerous to the health of the country.

Immense damage can be done to sound companies by this practice, it puts jobs at risk, contributes to firms closing and jobs being lost, leading to untold misery and hardship for the workers thrown out of work. All so profiteers can make money. Congress therefore calls on the Government of the day to make such activity illegal, thereby protecting the interests of the majority against the greed of the few.

B41 BIRMINGHAM RUBBER BRANCH  
*Birmingham & West Midlands Region*

### **133. SHARES**

Congress directs the Central Executive Council to campaign for the ban on short selling of shares and equities and hedge trading.

SHEFFIELD MCP & LIGHT BRANCH  
*Yorkshire & North Derbyshire Region*

### **134. NATIONALISATION OF BANKS**

That this congress notes that the effects of the recession are the inevitable consequence of the fundamental flaws and contradictions in the economic system, exacerbated by the greed and avarice of the city spivs, rogue traders and criminals who have made off with vast sums of money that could and should have been used to improve useful public services, pensions, wages and conditions.

Congress further notes the Governments dismal failure to remove those responsible from the control of the Banks/Building Societies and insists that those responsible be removed and barred for life from any future involvement in the management of or involvement in the Financial Sector, and insists that a full investigation be undertaken to ascertain the possibility of Criminal convictions being obtained against those responsible for this FRAUD.

Congress resolves to campaign for the management of ALL Banks/Building Societies bailed out by the Tax Payers be placed in the hands of public appointees responsible to the taxpayers NOT the shareholders. Nationalisation must mean Nationalisation!

We call on the CEC to ensure that these points are highlighted at the TUC and Labour Party conferences through either the submission of motions and/or amendments.

GMB PROFESSIONAL DRIVERS BRANCH  
*London Region*

### **135. BANKING & FINANCE**

Congress directs the Central Executive Council to campaign that those banks in which the Government has more than 50% stake should be brought under direct public control ensuring a democratic use of capital within the UK.

SHEFFIELD MCP & LIGHT BRANCH  
*Yorkshire & North Derbyshire Region*

### **136. BANKING INDUSTRY**

Congress is called upon to lobby this Government to set up a national watchdog to strictly control the banking industry, so that they are run for the benefit of UK citizens and not some fat cat director/share holder who could not care less about the credit crunch. These fat cats should be sacked and not rewarded with huge bonuses.

C80 DUDLEY BRANCH  
*Birmingham & West Midlands Region*

### **137. MORTGAGE PROTECTION**

More and more workers are losing their jobs and having their homes repossessed because of the economic crisis and weak financial regulations.

Congress calls upon the Government to act urgently and

- (i) Legislate that all mortgage lenders must include unemployment and sickness protection insurance in the mortgage terms
- (ii) Set up a Regulatory Authority to protect the borrower from excessive insurance premiums and to arbitrate in disputes between lender and borrower

MILTON KEYNES CITY BRANCH  
*London Region*

### **138. HOUSE REPOSSESSIONS**

Congress calls on the Labour Party to end repossessions of houses that have mortgages with banks that are owned or partly owned by the Government.

BLACKBURN 16 BRANCH  
*North West and Irish Region*

### **139. FINANCIAL INDUSTRY**

The financial industry always claims to be responsible lenders, but the action of the credit card companies are at odds with this mantra. When credit card companies find out that a customer is getting into financial difficulties, they immediately increase the interest rate on an individual's credit card (for example from 19.9% on a debt of £4000 to 36.6% with two weeks notice, customer at MBNA). This is not only ethically wrong, but again proves the greed of the financial sector. Therefore, we call upon the government to immediately legislate to force credit card companies to end the practice of increasing interest rates on balances created at a previously agreed rate in order to help those financially stretched and in difficulty from being exploited further.

GMB HOLBORN BRANCH  
*London Region*

### **140. TAX HAVENS**

Congress believes that Tax Havens are a clear and present danger to democracy. The GMB should campaign for their abolition on the international front.

NORFOLK PUBLIC SERVICES BRANCH  
*London Region*

### **141. A COUNCIL HOUSE BUILDING PROGRAMME**

This Congress notes that the economic system we live under, based on greed and deception, has once again failed and as a result hundreds of thousands of building workers have been, are being and will be, thrown out of work. Many millions in other industries will face the same fate. Families are facing more and more repossessions and many more pensioners are facing death as a result of food and fuel costs being far too expensive for the State Pension to cope with.

Greedy bankers, landlords and financiers have made a bad situation worse by extending credit, putting off the recession but guaranteeing that it would be longer and deeper when it arrived.

Congress therefore calls on the Labour Government to:

- i) Support a massive Council house building programme, to put builders back to work and provide alternative, affordable accommodation.
- ii) Ensure that their promise to re-link the State Pension to earnings in 2012 is adhered to as a minimum and that if possible this date is brought forward.
- iii) Starts training publicly employed and directly accountable regulators and enforcers to ensure that in future, if Government money is handed over to the Banks and other financial institutions effectively nationalising them, they will be run for the overwhelming majority of people in this Country.

Congress expects every elected official, at every level in the Union, to pursue such an approach at all levels in the Labour Party and encourage the paid staff to do likewise.

SOLO BRANCH  
*London Region*

## **142. GMB ACTION PROGRAMME MOTIONS**

This Congress notes:

This motion was written in advance of Congress but the likelihood is that the economy is still in dire straits.

Problems include: recession; government led pay restraint; rising unemployment and a disastrous housing crisis. At the same time the super-rich continue to enjoy huge profits, salaries and bonuses – yet pay less tax than under the Tories. The desperation felt by many is having equally serious political effects: the resurgence of the Tories and an increase in anti-immigrant and fascist arguments.

This Congress believes:

We need a co-ordinated response to these threats which proposes concrete action to ensure that it is the rich that pay for the economic crisis they created, not the working class.

This Congress resolves:

We propose that the GMB bring together many of its existing policies into a program for action, around which the union as a whole can campaign in the coming months. This should include demands for –

- decent wage increases rather than the Government's 2% pay limit
- No factory closures
- windfall tax on energy company super profits
- increase in social housing to ease the housing crisis
- increase in the national minimum wage
- re-establish the link between wages and pensions
- Nationalisation of banks under democratic control, with lending based on social need not profit
- Increase taxes on the super rich
- No more privatisations of public services.

The programme can be publicised in union magazines and used by branches to approach MPs asking that they take action to support it. GMB activists could use this as a starting point if they are affected by proposed closures or job cuts. The programme should be flexible with both regions and the CEC being able to add demands (although not remove the core items) to suit local conditions or national developments.

However, time is of the essence in the current economic climate and therefore we seek a resolution from Congress that the above be finalised and issued within 4 weeks of the end of Congress.

LEEDS GENERAL BRANCH  
*Yorkshire & North Derbyshire Region*

## **143. REDUNDANCY**

Congress

We ask the CEC to facilitate assistance from the Government for employers to enable them to keep our members in employment during economic downturns where dismissal could be the only alternative. As is the case in many of our European counterparts.

R35 – ROCESTER JCB GENERAL BRANCH  
*Birmingham & West Midlands Region*

#### **144. SHORT TIME WORKING ASSISTANCE**

Congress,

We believe that one of the ways to assist the fight against the Credit Crunch is for the GMB to urge the Government to adopt the policy that was last used in the 1970's that would help keep some industries afloat; 'short time working assistance' which was worked in the same way as Statutory Sick Pay.

SCARBOROUGH & NORTH YORKS COMMUNITY BRANCH  
*Midland & East Coast Region*

## **INDUSTRIAL & ECONOMIC POLICY**

### **THE ENVIRONMENT**

#### **145. THE ENVIRONMENT**

Congress

Following the CEC report to Congress 2008 and the subsequent formulation of the National Green Working Party, we urge Congress to agree a campaign for the institution of Environmental Representatives and the accompanying legislation to support them in the workplace.

W75 WORCESTER COMMUNITY BRANCH  
*Birmingham & West Midlands Region*

#### **146. FUNDING RECYCLING IN THE FUTURE**

Congress calls on the Government to fund Local Authorities who undertake recycling using GMB members to carry out the service.

Given the price of paper, tin and other types of recycled goods have dropped to an all time low, this can only affect our members jobs in the future, unless the recycling services are price protected.

S02 BRANCH  
*North West and Irish Region*

#### **147. PHASE 3 EUROPEAN EMISSIONS TRADING SCHEME**

Congress,

In 2013 we see the start of Phase 3 of the European Emissions. This will give an unfair advantage to companies trading from outside the EU. They will be able to import goods having made significant savings on the CO<sup>2</sup> price.

We look for assurances that this so-called carbon leakage does not occur.

BUXTON BRANCH  
*Midland & East Coast Region*

#### **148. GENDER BENDING CHEMICALS (ENDOCRINE DISRUPTERS)**

Congress fully supports the European Parliament and moves world wide to control the use of all chemicals that cause the gender of males to become female to a point when this will not happen.

Congress recognises the danger that such chemicals cause to human life including:

- Genital abnormalities

- Sperm counts reduced by 60% in the last 50 years, in 20 countries.
- Twice as many girls as boys born in highly polluted areas:

These abnormalities are mirrored in all vertebrates including Polar Bears.

If this is allowed to continue it will pose a serious threat to the continuation of both animals and humans alike.

Congress urges HM Government to do all in its power to agree with all Governments effective measures to render these chemicals harmless.

HEATHERWOOD & WINDSOR PARK H25 BRANCH  
*Southern Region*

## **POLITICAL**

### **LABOUR PARTY**

#### **149. UNION VOICE IN THE LABOUR PARTY**

Congress notes that in expectation of a snap General Election, the 2007 Labour Party Conference was persuaded to suspend its own right to vote for or against 'contemporary' motions on important policy issues. It was agreed this suspension should NOT continue for more than two years without a review.

Congress believes that the need to restore the right of our union and others to move and vote on motions at the Labour Party Conference has been clearly demonstrated on a number of issues, for example, Remploy, manufacturing etc. The need for this is even more urgent given the economic crisis.

Congress therefore calls on our reps to the Labour Party to press as a matter of urgency for unions to recover the right to submit motions to the Labour Party Conference for full debate and vote. Congress also calls for the criteria to be broadened, lifting the restriction, specifically 'contemporary' incidents occurring a few weeks before the Labour Party Conference.

Congress believes we should bring forward all matters of concern to our members, and we should seek commitments of support from the WHOLE of the Labour Movement.

182 BRANCH  
*North West and Irish Region*

#### **150. OUR UNIONS VOICE IN THE LABOUR PARTY**

Congress notes that, in expectation of a snap General Election, the 2007 Labour Party conference was persuaded to suspend its own right to vote for, or against "contemporary motions" on important policy issues. It was, however, agreed that this suspension should not continue for more than 2 years without being subject to review.

Congress now believes that the need to restore the right of our Union and others, to move and vote on motions at the Labour conference has been clearly demonstrated on a variety of crucial issues (e.g. on Remploy, Manufacturing, Public Services and Pensions). The need for this facility has been further increased by the current international economic crisis.

Congress therefore calls on our representatives to press as a matter of urgency for our union and others to recover the right to submit motions to the party conference for full debate and voting.

Congress further calls for the criteria for accepting such motions onto the agenda be broadened, so that they are not restricted to topics involving a specific "contemporary" incident occurring in the few weeks before conference.

Congress believes that we should take every opportunity to bring forward matters of concern to our members and that we should seek commitments to support them from the Labour movement as a whole.

SUNDERLAND NO. 1 ENGINEERING BRANCH  
*Northern Region*

### **151. POLICIES FOR A FOURTH TERM LABOUR VICTORY**

Congress must raise its concerns if the Labour Party is to win a fourth term in office arguing against where the Conservatives want to take us.

The Labour Party Conference has regularly passed good motions on pensions, housing, manufacturing, supported by the GMB. These policies must be used now to win support for a fourth term Labour government and avoid the disaster of another Conservative government.

NORTH KENT ENGINEERING Z39 BRANCH  
*Southern Region*

### **152. PROMOTING GMB POLICIES**

Congress notes that the Labour Party Conference has regularly been persuaded to adopt Constructive Policies in line with ours, for example, Pensions, Housing, Manufacturing and Public Services. But these Policies have not been pursued by the Labour Party hierarchy. In particular, important policies agreed by the Labour Party Conference have regularly been undermined by the failure of the National Policy Forum to campaign for their implementation.

To rectify this situation and increase accountability of the NPF, Congress calls upon GMB reps involved in the Labour Party to call for NPF constituency members to be elected by a ballot of the whole membership of the Labour Party.

182 BRANCH  
*North West and Irish Region*

### **153. TAKING GMB POLICIES FORWARD**

Congress notes that the Labour Party conference has regularly been persuaded to adopt constructive policies similar to those of our own union (e.g. on Pensions, Housing, Manufacturing and Public Services), but that those policies have subsequently not been pursued with sufficient urgency by key parts of the Labour hierarchy.

In particular, important union policies agreed by the Labour Party conference, (which is constitutionally the Party's supreme policy making body), have regularly been undermined by the failure of the Party's National Policy Forum to campaign for their implementation.

In order to rectify this situation by increasing the accountability of Labour's National Policy Forum members, Congress now calls on GMB representatives to press for the N.P.F.s constituency members to be elected (in the same way as those on the Party's National Executive Committee) by a ballot involving the Party's membership as a whole.

SUNDERLAND NO1. ENGINEERING BRANCH  
*Northern Region*

### **154. LABOUR REPRESENTATION COMMITTEE**

Congress notes that Policies adopted by the Labour Representation Committee (LRC) on many subjects already reflects GMB Policy, including Energy, the State Pension, the NHS, Council Housing, the Railways and Trade Union Rights.

Affiliations to the LRC already includes the following Trade Unions: ASLEF, RMT, BFAWU, CWU, FBU and the NUM.

Other affiliates and members of the LRC include Constituency Labour Parties, Branch Labour Parties, Labour MPs and individual GMB Branches.

Congress therefore resolves that the GMB will:

Affiliate to the LRC;

- Cover LRC campaigns and events in its publications;
- Circulate LRC campaigning material to Regions and Branches;
- Encourage Region and Branches to affiliate to the LRC;
- Encourage Regions and Branches to initiate local LRCs where they do not yet exist.

GLASGOW GENERAL APEX BRANCH  
*GMB Scotland*

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- encourage Regions and branches to affiliate to the LRC;
- encourage Regions and branches to initiate local LRCs where they do not yet exist.

GMB HOLBORN BRANCH  
*London Region*

### **156. SPONSORSHIP OF POLITICAL CANDIDATES**

Congress instructs the Central Executive Council, the General Secretary, Regional Committees and Regional Secretaries to adhere to the letter and spirit of Rule 2, Clause 8 when deliberating and deciding on sponsorship for sitting and prospective MP's, Local Government Councillors and MEP's.

NORWICH GENERAL BRANCH  
*London Region*

### **157. GMB SPONSORED MP'S**

Congress notes the recent news of the scandal that 4 Labour Lords had worked as paid consultants for private companies. News which raises the question where does their loyalty lay? – with the Labour movement or their pocket?

The news reinforces our belief that the only way forward is to abolish the House of Lords, and replace it by an elected second chamber. Further, this scandal enforces our belief that all our sponsored Members of Parliament should hold only two loyalties, first to their constituents and secondly to the GMB. They should not work for any other organisation as paid consultants. If they do so then we should not sponsor them.

EDMONTON & ENFIELD BRANCH  
*London Region*

### **158. GMB POLITICAL SUPPORT**

Congress calls on the CEC to only support and sponsor Labour politicians that support the GMB and its members and working people.

There have been examples where the working class have been betrayed.

Congress insists that the GMB only supports politicians who, wherever and whenever they can pursue the GMB line and policy and withdraws immediately all forms of support from those that don't.

BRIGHTSIDE BRANCH  
*Yorkshire & North Derbyshire Region*

### **159. DISAFFILIATION FROM THE LABOUR PARTY**

This annual Congress of the GMB notes that campaigning is a key part of the organising agenda of this Union, and recognises the need for the existence of a political fund to protect the Union when we fund campaigns that may be seen as in pursuit of political objectives.

This Congress also notes that the GMB has strong links with the Labour Party.

However, this Congress believes that New Labour's acceptance of the shibboleths of free market capitalism, and its' support for the interests of "fat cat" bosses and the banks, means it can no longer claim to be the party defending worker or union interests. Remploy is a prime example of Government ministers not listening to GMB.

This Congress restates its support for a political fund. But we believe that the fund should be spent in the pursuance of GMB members' welfare through our effective campaign work, and not diverted to a political party.

To this end we agree to end our affiliation with the Labour Party.

GMB@PCS BRANCH  
*London Region*

## **POLITICAL**

## **DEMOCRACY & CONSTITUTIONAL REFORM**

### **160. MANDATORY VOTING AT ELECTIONS**

Congress acknowledges the importance of democracy of voting at elections and, therefore, is concerned at the small turnouts on such occasions.

Congress hereby calls upon the CEC to campaign for legislation to be passed to bring in mandatory voting for all citizens over the age of eighteen.

ANWICK & MID Lincs COMMUNITY BRANCH  
*Midland & East Coast Region*

### **161. COMPULSORY PARTICIPATION IN ELECTIONS**

Congress asks that voting for Local, National and European elections should be compulsory. If a person wishes to abstain they should have to do so in person.

NORFOLK PUBLIC SERVICES BRANCH  
*London Region*

## **162. MP's EXPENSES AND THE TAKING OF OTHER REMUNERATIVE POSTS.**

Congress holds that elected representatives to parliament are paid generously and enjoy generous arrangements for the coverage of their expenses, and that their election should require them to be full-time representatives of the people. Congress therefore instructs the CEC and General Secretary to initiate a campaign for changes in law to prohibit such representatives from

- (i) Simultaneously holding other (non-parliamentary/governmental) remunerative posts.
- (ii) Benefiting from the retention or sale of properties acquired through, or with the aid of expense claims, after they have ceased to be elected representatives.

NORWICH GENERAL BRANCH  
*London Region*

## **163. POLITICIANS CONFLICT OF INTEREST**

Congress believes MP's should not be allowed to have second jobs/incomes.

NORFOLK PUBLIC SERVICES BRANCH  
*London Region*

## **164. MP's OATH**

Congress condemns absolutely the current oath taken by MP's. To swear an oath to an un-elected Head of State and its heirs and successors, who obtained that title merely by birthright, is a gross insult to the electorate. Congress therefore instructs the CEC to ensure that NO support whatsoever will be given to any MP or prospective MP who does not support the call for an oath or affirmation along the lines of the example below:

I SOLEMENLY DECLARE AND AFFIRM THAT IN MY CAPACITY AS MP I WILL WORK HONESTLY AND CONSCIENTIOUSLY AND TO THE BEST OF MY ABILITY TO DISCHARGE THE RESPONSIBILITIES WHICH I HAVE AND DO SO WITHOUT FEAR OR FAVOUR IN ACCORDANCE WITH MY CONVICTIONS.

GMB PROFESSIONAL DRIVERS BRANCH  
*London Region*

# **POLITICAL**

## **RACISM & FASCISM**

### **165. LOVE MUSIC HATE RACISM**

Congress agrees to affiliate to Love Music Hate Racism, an organisation which aims to build anti racist unity through music and has organised over 600 events including a huge carnival in Victoria Park, London which attracted over 100,000 people.

In Rotherham, where the BNP won two council seats, The Kaiser Chiefs headlined an event that sent out a positive anti racist message in the area.

We agree to pay the appropriate affiliation fee with Love Music Hate Racism and publicise events organised by them.

BARNSLEY GMB BRANCH  
*Yorkshire & North Derbyshire Region*

## **166. URGENT ACTION AGAINST THE BNP**

We call on Congress to start a campaign against the BNP and be pro active to combat the increase of activity by the BNP in communities.

The policy and view which causes disharmony and violence in communities up and down the country can no longer go unchallenged.

The views of the BNP are heard more and more in the workplace of GMB members and action is needed now.

BRADFORD GMB BRANCH  
*Yorkshire & North Derbyshire Region*

## **167. UNITE AGAINST FASCISM**

This Congress notes:

1. The BNP's policies of hate and division threaten the freedom and safety of those would see annihilated – Jews, black people, trade unionists, Muslims and all ethnic minorities, gays and lesbians, disabled people and anybody who stands for a democratic society.
2. That the fascist BNP through its acolytes supports the Redwatch website which contains photos, names and addresses and personal details of anti-fascists and those opposing the BNP, along with threats of violence against them. Some of those targeted by Redwatch have been attacked and intimidated.
3. That the full membership list for the fascist BNP was released on the web and this list identifies that some of the fascist BNP members are teachers, lecturers, prison officers, serving police officers, nurses and other public sector workers.
4. The BNP now has 57 Councillors across Britain and in the May 2008 elections gained a seat on the London Assembly polling 130,174 votes-5.33%- just crossing the 5% hurdle needed to get elected.
5. That Unite Against Fascism has called for there to be no place for fascist and racist BNP members in public services and that they should be sacked.

This Congress believes:

1. That it is in the public interest to identify BNP members if we are to prevent abuses. Not least that these people may have access to sensitive information and are in positions of influence.
2. It is important that every BNP member is identified because of the nature of this organisation that espouses the politics of race hate and division and targets communities with its vicious race hatred.
3. It is not acceptable to have fascists who deny the Holocaust and want to see a race war teaching in our schools, working in the police force or in the prison service and there is no place for them in public services.
4. That racism divides workers and has no place within the trade union movement. Trade union organisations that have expelled fascists from membership are to be congratulated.

This Congress resolves:

1. To campaign for the removal of BNP members in public services.
2. To affiliate to Unite Against Fascism and to send a delegate to its steering committee.

3. To support Unite Against Fascism's campaign to Stop the Fascist BNP in forthcoming elections.
4. To make a substantial donation to Unite Against Fascism
5. To circulate Unite Against Fascism leaflets and other materials and co-operate with other trade unions and organisations in providing resources and support.

GMB HOLBORN BRANCH  
*London Region*

## **POLITICAL**

### **EUROPEAN UNION**

#### **168. EUROPE**

Congress urges the GMB leadership to campaign with the wider labour movement to restrain the liberalising agenda of the European Commission and its merciless doctrine of de-regulation, the free market, unfettered capitalism and the obsession with additional competition. It must be recognised that the extremes of competitive forces create an environment where it is often impossible for a good quality business, offering quality service and offering good employment, to exist. Its policies create a 'race to the bottom' mentality and agenda which are symptomatic of the economic disaster in which we all now find ourselves. The labour movement must force government to end the neo liberalism economic policy and principles.

DOVER FERRIES X23 BRANCH  
*Southern Region*

#### **169. ARTICLE 19 PUBLIC PROCUREMENT**

Congress calls on the CEC to lobby the European Parliament on Article 19 where it currently stands that a government department council or service may offer a reserved contract.

This wording under European Directive needs changing to allow organisations with 50% of disabled people to bid for reserved contracts.

BRIGHTSIDE BRANCH  
*Yorkshire & North Derbyshire Region*

#### **170. UK MEMBERSHIP OF THE EURO**

Congress recognises that in the 10 years since its launch, the euro has become established as a truly global currency.

More importantly for our Union, with the likes of Nissan, Honda and other multinational companies either refusing to increase their investment or closing down their factories in the UK because we are not in the Eurozone, it is clear that joining the euro would be good for jobs, stability and our economic prosperity.

Staying out increasingly means that we are losing out and therefore Congress calls on the CEC to campaign for Britain to join the euro at the earliest possible date.

BRUSSELS B59 BRANCH  
*Southern Region*

## **SOCIAL POLICY**

### **CRIMINAL JUSTICE**

#### **171. CAMMELL LAIRD 1984**

Congress calls on the GMB to start proceedings immediately through the 'European Courts for Human Rights', for compensation from this Government for all members denied their redundancy payments during the strike in 1984 at Cammell Laird Shipyard.

278B BRANCH  
*North West and Irish Region*

#### **172. LOCALISED POLICE DATA LEGISLATION**

Congress opposes local Police Authorities e.g. Humberside putting employees on a child abuse register for life without a proper investigation and no right of appeal.

ASHFIELD GENERAL BRANCH  
*Midland & East Coast Region*

#### **173. POLICE CAUTIONS WITH SECURITY GUARD ON DUTY**

This GMB Congress is concerned that police are not giving a full explanation when issuing cautions. Police cautions are labelled by most as little more than a slap on the wrist; their use by police means an offender, while admitting their guilt in minor offences can avoid having to appear in court where they risk far heavier penalties. A caution may count as a criminal record, likely to end in a fine, or community service. In most cases this may be a simple solution to overcome the crowded Criminal Justice system or custodial prison terms. On other occasions Security Officers employed in public places have been cautioned due to altercation with members of the public whilst in the workplace, thus resulting in caution and penalty fines. This may impact on their employment status particularly if they are working for security providers or at sensitive site locations. Therefore it is our belief that police Officers should fully explain the implications before issue of a caution and that it should be given away from the workplace environment and with time given to obtain legal advice when the individual's employment is in the security industry, as approved by SIA Officer.

We ask that the GMB Union to issue guidance to GMB members, plus contact telephone numbers for lawyers, to seek advice if required.

GMB (LONDON) SECURITY BRANCH  
*London Region*

## **SOCIAL POLICY**

### **EDUCATION**

#### **174. "TRAIN TO GAIN"**

We ask congress to support this motion which is asking that the GMB ensure that all activists and full time organisers are fully aware of funding available through the governments "Train to Gain" initiative to enable our members to meet the demands of very uncertain times.

Employers have a responsibility to make sure that they give their staff equal opportunities to gain qualifications and develop skills which will enable them to face up to the challenges of the future.

The “Train to Gain” initiative offers employers in both the private and public sector access to funding to develop their staff and meet future demands. By being fully aware of funding opportunities, we as a union can fight to ensure that our members are given equal opportunities to enable them to try to meet the demands of this very uncertain time.

INNOVIA BRANCH  
*Northern Region*

### **175. ELQ FUNDING**

Congress urges the Government to reinstate funding for students who are studying for equivalent or lower qualifications (ELQ).

YORKSHIRE COAL STAFFS BRANCH  
*Yorkshire & North Derbyshire Region*

### **176. SOCIAL / POLITICAL STUDIES**

Congress calls on the CEC to lobby Government to introduce into the National Curriculum, social / political studies as part of either personal social education or citizenship, thus ensuring that pupils are aware of the struggle that various groups of people have made to achieve the vote and the importance to democracy of the need to vote.

ANWICK & MID LINCS COMMUNITY BRANCH  
*Midland & East Coast Region*

## **SOCIAL POLICY**

### **GENERAL**

#### **177. POST OFFICE CLOSURES**

This Congress recognises the importance of the Post Office to local communities not only in rural areas but also in suburban areas of major towns and cities. Research has shown that having a local Post Office helps support up to sixteen other retail outlets in small town and village centres.

This Congress believes that the recent bout of Post Office closures was wrong and will be the death sentence for a number of rural villages and suburban shopping centres. We also believe that it is wrong to expect the Post Office to make a profit and provide a universal service while allowing main work streams to be put in the hands of private competitors. These competitors are able to compete with the Post Office; by not recognising trade unions, not providing pensions and only paying rates of pay just above the minimum wage.

At the beginning of the year, the government published the Hooper Report. This report recognised that the contract for final delivery of letters of its competitors has been set too low. It also suggested that the Post Office should look for a private sector partner to share in its workload. This Congress believes this would amount to backdoor privatization.

This Congress calls on the GMB to support the CWU trade union’s campaign to keep the Post Office in the public sector and oppose privatisation by the front or back door. The Post Office should be allowed to compete on fair terms with the private sector by being able to offer high quality services to the public across the whole of the UK at a fair price.

CROYDON C60 BRANCH  
*Southern Region*

## **178. ROYAL MAIL**

Congress, in the Labour Party Manifesto 2005, we were told of the Party's driving force for innovation and competition. They commented how their Policy Document states "Britain is working; we have given Royal Mail greater commercial freedom and have no plans to privatise it". The Policy also says "The Party's ambition is to see a publicly owned Royal Mail, fully restored to good health providing excellent service and giving employees rewarding employment". How rewarded did employees of Royal Mail feel when they learned part of their service was to be privatised or sold off to be blunt.

This Congress notes that the Labour Party Conference 2008 supported a view of a wholly publicly owned, integrated Royal Mail group.

To sell off parts of Royal Mail, risks breaking up a great public service.

This Congress calls on the Secretary of State to think again and not sell out to foreign firms like TNT, support Royal Mail back to full strength.

I move.

FALKIRK PUBLIC SERVICES BRANCH  
*GMB Scotland*

## **179. THE MORNING STAR**

This Congress notes the vital contribution made by the Morning Star to the Labour and Trade Union movement.

As the only daily paper of any significance reporting economic, political and social developments through the eyes of ordinary working people, the Star is the only vehicle for Stewards, Branch Officials and our paid staff to keep up to date with the facts in the industrial and political world.

Congress therefore instructs the CEC and all other influential bodies within the Union who have the authority to do so, to promote and encourage the readership of the Morning Star as an alternative to the bile and vomit that is spewed out on a daily basis by newspapers like The Sun and The Daily Mail.

SOLO BRANCH  
*London Region*

## **180. I.C.E.**

Congress will actively promote and publicise the use of ICE (in case of emergency), the international mobile phone program.

MANSFIELD CENTRAL BRANCH  
*Midland & East Coast Region*

## **181. COMMUNICATIONS DATA BILL**

Congress agrees the government was correct to exclude the Communications Data Bill from the Queen's speech.

This criminally intrusive Bill would, under the guise of prevention of terrorism, allow any form of communication between any citizens to be recorded, stored and used for any purpose, terror related or not.

It is a fundamental breach of civil liberty.

George Orwell wrote 1984 as a warning not a blueprint.

This motion calls upon the CEC to ensure it campaigns with all force to make sure this Bill is never enacted.

HOME COUNTIES GENERAL BRANCH  
*London Region*

## **182. FINANCIAL ELDER ABUSE**

Congress is aware of the frailties of older people, including their failing financial nous, causing advantage to be taken.

Congress therefore calls upon HM Government to make allowances in regulation for those affected including:-

- Extending backdating the refund of overpaid tax to when they were able to understand the tax system.
- Outlawing the practice of financial institutions reducing the interest on their accounts and opening up similar accounts to new investors paying much higher interest.

HEATHERWOOD & WINDSOR PARK H25 BRANCH  
*Southern Region*

## **183. SAFETY, SEX WORK AND HUMAN RIGHTS**

Congress calls for policies on the sex industry to prioritise the safety and rights of those who work in the sex industry. Policy must always be based on the meaningful inclusion of those who will be most affected.

“Criminalisation...is responsible for the lack of employment rights, casualisation, stigma, widespread violence, exploitation and abuse in the global sex industry”. Increased criminalisation of workplaces and clients will worsen the already vulnerable situation of sex workers, and do nothing to address the vulnerabilities of those trafficked into the sex industry.

We absolutely oppose all forms of trafficking and forced labour and call upon the government to recognise that the only effective way to tackle these abuses when they occur in the sex industry is to apply the measures which are known to improve the situation of migrant workers in other industries. Trafficked persons are not found in sectors where workers are organised and where labour standards are monitored and enforced.

As trades unionists we know the solution to exploitation and abuses within any industry is the promotion of full human, civil and labour rights for those working within it. We call for sex workers' entitlement to these rights to be recognised and respected within the union movement.

LONDON ENTERTAINMENT & IUSW BRANCH  
*London Region*

## **184. SEX WORK AND THE GMB**

Congress notes the growing body of evidence that demonstrates the mental, emotional and physical harm that trafficking, prostitution and pornography causes women and the fact that prostitution is recognised as violence against women by most other Trade Unions, the STUC, Rape Crisis Scotland, Scottish Women's Aid and some local authorities.

This Congress further notes that the merger of the GMB and the International Union of Sex Workers (IUSW) is explicitly seen, by the IUSW and others, as “recognising the legitimacy of working in the sex industry”, and that the GMB's position consequently provides legitimacy to the exploitation of women.

Recognising the potential for inconsistency between this position and that of the GMB's principled stance against the causes of violence against women, Congress therefore calls on the CEC to investigate whether organising women through the IUSW is protecting women from harm or legitimising their abuse.

GLASGOW GENERAL APEX BRANCH  
*GMB Scotland*

# **SOCIAL POLICY**

## **HOUSING**

### **185. HOUSING**

Congress requests the GMB to lobby government for large council house and affordable home housing projects. This is urgently required to give everyone the opportunity for a decent home and in the current recessionary times will give a massive boost to the construction industry, which will filter benefit throughout the wider economy. In carrying out this work, there must be an equal priority in bringing existing housing stock up to decent living standards. There must also be a strong commitment to the environment, to the preservation of green space, protection to historical and architecturally important buildings, protection to the visual character of areas and with reasonable regard to existing home owners or residents in planning districts. There should be a priority to genuine brownfield sites and a reversal of the government policy, classifying gardens as brownfield.

DOVER FERRIES X23 BRANCH  
*Southern Region*

### **186. LOCAL AUTHORITY HOUSING**

Congress recognizes that despite the current housing crisis and the collapse of house prices caused by reckless private investment practices, there is still a huge under supply of housing in the UK.

Congress further recognizes that if our future housing needs are to be met it is now clear that this can only be delivered by public investment delivered by local authorities.

Congress calls upon the Government to abandon its, clearly unjustified, faith in the private sector.

Return the control and management of social/public housing to local authorities.

Provide the legislative protection and investment to ensure our future housing needs are delivered by our local authorities.

NEWCASTLE CITY LA BRANCH  
*Northern Region*

### **187. CREDIT CRUNCH – SOCIAL HOUSING**

Congress calls upon the CEC to lobby the Government to divert monies being given to private banks, and not being passed on to the public and Local Authorities in order to build more social housing. This will provide affordable shelter for not only those made homeless by the current credit crisis and those already on long waiting lists, but will also provide a welcome stimulus to the building industry, with the subsequent knock on effect to the suppliers to the industry.

ANWICK & MID LINCS COMMUNITY BRANCH  
*Midland & East Coast Region*

### **188. HOUSING**

Congress calls on the government to launch a massive expansion of social housing. Such an expansion will provide jobs for construction workers during the economic recession. It will also provide affordable housing for those on council waiting lists. This Congress believes that local authorities should be allowed to build new council houses and that local authorities should be allowed to retain ownership and management of it's housing stock. This congress affirms support for the Defend Council Housing campaign.

ISLINGTON APEX BRANCH  
*London Region*

## **189. COMMUNITY HOUSING**

Congress urges the Government to start a programme of building work for community housing to help:

- a) Kick start the economy – by employment opportunities
- b) Support families being evicted from homes due to non payment (default) on mortgages, due to unemployment.

S162 BRANCH  
*North West and Irish Region*

## **190. COUNCIL HOUSING**

Congress

We call upon Congress to ensure that we campaign for affordable social housing to provide decent homes for all, especially families on low income, the elderly and anyone in a vulnerable situation.

We need to erase, or at least strive to improve the ever increasing homelessness that exists in our society today.

A15 ASDA BRANCH  
*Birmingham & West Midlands Region*

## **191. HOUSING**

This Congress calls on the government to widen the definition of the term 'key workers' so that our members in key public sector jobs have access to affordable housing.

ISLINGTON APEX BRANCH  
*London Region*

## **192. TENANTS MANAGEMENT ORGANISATION**

TMO's are now being set up across the country. Regrettably Bristol is being 'shoe horned' into this Government initiative. Tenants are being misled by local government officers and outside organisations with a financial interest to opt out of the local council structure and set up their own structure being in charge of day to running of their housing, grounds maintenance and caretaking services. Yet again this is another example of the erosion of our public services and our members in these areas of work losing their status of local council workers and being managed by a community group and/or voluntary/private sector organisation.

This is privatisation of our social housing by stealth and needs to be made clear to tenants what they are actually voting on.

We therefore ask congress to support this motion.

BRISTOL PUBLIC SERVICES BRANCH  
*South Western Region*

## **193. COUNCIL TAX**

Congress calls on the GMB to campaign for a major review of Council Tax to remove inequalities in the banding system and other inequities in the current regime.

ISLINGTON APEX BRANCH  
*London Region*

# **SOCIAL POLICY**

## **NATIONAL HEALTH SERVICE**

### **194. WORK ENVIRONMENTS IN COMMUNITY NHS AND SOCIAL WORK**

Congress, significant increases in investment are required to be made by the UK and devolved Parliaments to improve the built environments to allow the required and proposed expansion of community care staff in health and social services to take place.

For many years there has been an intention to radically redesign acute and primary care services to enable the care to be provided as close to the patient's home as possible. Premises are cramped and lacking in facilities, many of which have been in use since the earliest days of the NHS.

In an effort to remain within tight budgets, Health Boards and Local Authorities have gone to great lengths to maximise the potential of traditional, environmentally unfriendly buildings, refurbishing and renovating where possible. For many of these buildings the point has come whereby, rooms have become cramped, too many staff being expected to function within them. The time has come whereby, staff should be properly resourced, and advantage taken of cheaper land prices and high unemployment in the building industry due to the economic downturn, thus providing much needed work in the short-term, and appropriate facilities for the 21<sup>st</sup> Century.

Congress therefore calls on the GMB to lobby Government.

SCOTTISH PRIMARY CARE NURSING BRANCH  
*GMB Scotland*

### **195. NEW LABOUR'S HEALTH PLAN – UNDERMINES FOUNDING PRINCIPLES OF NHS**

Congress is deeply disturbed that New Labour's plan to give patients money to buy their own health care is diametrically opposed to, and fundamentally undermines the founding principles of the NHS.

Congress recognises that patients should have a right of input into the treatment that they may receive, however, giving people money and then asking them to choose and determine what is the most effective treatment to pursue, is fraught with danger to the health and well being of the lay person.

Congress agrees that giving patients vouchers to pursue health care may well sound the end of the NHS as we know it and could eventually create a two tier NHS no longer free at the point of entry to all.

Congress instructs the CEC to use all its resources and influences, both financial and political to build an alliance with other like minded groups and Unions, to mount an effective campaign to get this obnoxious plan scrapped and consigned to the dustbin of history where it belongs.

252 BRANCH  
*North West and Irish Region*

## **196. PRESCRIPTION CHARGES**

Congress calls upon the Government to abolish prescription charges in England and Northern Ireland, and to force drug companies to charge fair prices.

MANSFIELD CENTRAL BRANCH  
*Midland & East Coast Region*

## **197. FREE EYE TESTS AND PRESCRIPTIONS FOR ALL RETIRED PEOPLE**

Congress we call upon you to lobby the government into providing free eyes tests and prescriptions for all retired people. Throughout their lives working people have contributed to the National Health Service via national insurance payments. Now that they are in their latter years, and in most need of the service, they are finding it hard to be able to cover the costs, as they no longer have a regular working income.

BRAINTREE & BOCKING BRANCH  
*London Region*

## **198. GOVERNMENT FUNDING FOR THE TREATMENT OF LOWER BACK PAIN**

This Congress calls on the government to allocate funding so that those suffering chronic low back pain can choose to access treatment by healthcare professionals such as chiropractors working outside the NHS, as specified in the NICE (National Institute of Clinical Excellence) Guidelines 2009. This would reduce waiting lists for physiotherapy and allow chronic back pain sufferer's speedy access to therapeutic care, thus improving the health of the nation by reducing the number of working days lost, and dependency on painkillers and anti-inflammatory medications."

MCA BRANCH  
*London Region*

## **199. HOSPITAL PARKING**

Congress, over the years Health Boards and Trusts have attempted to manage finite space for cars and ensure access for patients and visitors. The needs of staff arriving and departing at times inadequately served by public transportation have not been addressed.

We therefore call on Congress to campaign across the UK to agree a fair and consistent policy which supports staff providing valuable services in the NHS as well as service users through their local, regional and national Health Boards.

GLASGOW NE & SW HEALTH SERVICE BRANCH  
*GMB Scotland*

## **200. HOSPITAL PARKING FEES VICTIMISE THE VULNERABLE**

Congress calls on the CEC to lobby Government for the removal of England's hospital's car parking charges.

We wish to highlight the shambolic state of car parking within our hospitals in England; not in Scotland or Wales, though.

This Government is throwing away billions of tax payer's money at the banking system. Hospital car parking fees is just another way of exploiting vulnerable people and dedicated medical staff and, therefore, these fees should be abolished.

MATLOCK BRANCH  
*Midland & East Coast Region*

## **201. HOSPITAL PARKING CHARGES**

Congress calls upon the National Health Service to abolish parking charges on all NHS properties.

MANSFIELD CENTRAL BRANCH  
*Midland & East Coast Region*

## **202. ORGAN DONATION**

Congress asks that there should be automatic assumed consent of organ donation after death, unless otherwise stated.

NORFOLK PUBLIC SERVICES BRANCH  
*London Region*

# **SOCIAL POLICY**

## **TRANSPORT**

### **203. PUBLIC TRANSPORT**

Congress recognizes that huge negative impact of the private motor car on the economy, through congestion and pollution costs and through its impact on the environment and global warming.

Congress further recognizes that without substantial investment in high quality, reliable, clean and safe public transport many will continue to use their cars

Congress calls for substantial investment in a public integrated transport

NORTH TYNE MANUFACTURING BRANCH  
*Northern Region*

### **204. OPPOSITION OF THE THIRD RUNWAY AT HEATHROW AIRPORT**

Congress should oppose the building of a third runway at London Heathrow Airport.

With the approval of Regional Council, this motion is then endorsed to congress. The building of a third runway would have a devastating effect on the local environment, increasing noise, pollution and a threat to wildlife in the area.

At least 150,000 extra homes will be affected by aircraft noise.

CO<sup>2</sup> emissions from flying will increase by several million tons a year, with some calculating Heathrow's contribution to UK emissions will rise to 50% of total by 2050.

Some 20 million extra car journeys to the airport will increase congestion and pollution. The M4 already operates at 105% of capacity.

Around 700 homes, including the entire community of Sipson and Heathrow Primary School will be bulldozed. Hundreds of acres of green belt land will be destroyed.

Experts say Heathrow already breaches EU regulations of nitrous oxide – linked to increased instances of asthma, emphysema and bronchitis.

HOUNSLOW BRANCH  
*London Region*

# SOCIAL POLICY

## WELFARE RIGHTS & SERVICES

### 205. CARE HOMES

Congress

The CEC instructs the Government to bring about an increase to the limit of the personal wealth allowance under the current legislation in order to safeguard those who go into care homes.

R35 – ROCESTER JCB GENERAL BRANCH  
*Birmingham & West Midlands Region*

### 206. CARE OF THE ELDERLY

Congress calls upon the Labour Government to implement the promise that Tony Blair made the day New Labour was first elected to power in 1997. That promise being “**no longer will people have to sell their homes to pay for their care.**”

We call upon this and the wider Trade Union Movement to hold the Labour Government to account to implement legislation ensuring ‘**all care will be free at the point of delivery from cradle to grave**’.

GOOLE BRANCH  
*Midland & East Coast Region*

### 207. IMPROVED CARE FOR THE ELDERLY

Congress

We call upon Congress to lobby the Government for a much improved care service for the elderly. General care, better resources, support from Social Services and meals on wheels are just some of the issues that need to be addressed. We need to eliminate the sheer neglect that clearly exists and urgently seek improvement.

A15 ASDA BRANCH  
*Birmingham & West Midlands Region*

### 208. SUPPORTING CARE WORKERS

Congress is well aware of the invaluable work undertaken by carers, thus saving the economy billions of pounds, only a small minority of carers receive financial recognition from the State. Whilst Congress welcomes the UK Government’s extension to the “Right to Request Flexible Working” for carers of adults, more needs to be done.

Congress calls upon the CEC to continue to put pressure on Government: -

- i) to ensure there is employer action to help carers stay in work
- ii) that carers receive better financial support
- iii) the continuation of work on the gender pay gap, highlighting the high price women pay for having to take unpaid time off out of the labour market to provide care for their dependants.

PONTYPRIDD GENERAL BRANCH  
*South Western Region*

## **209. PAYING CARERS FROM THE MONEY THEY SAVE THE PUBLIC PURSE**

Congress notes that if the Private Sector is to be paid from savings made from the Welfare Budget when getting benefit claimants into work. Carers should be paid from what they save the public purse by being full time carers.

NORFOLK PUBLIC SERVICES BRANCH  
*London Region*

## **210. FAIRNESS FOR CARERS**

Congress,

We are well aware of the hard work and sacrifices made by carers. This is supposed to be recognised by the Carers' Association. Whilst there is a case for increasing the Carers' Allowance, what is of great concern is the seemingly arbitrary way decisions are made as to who is entitled to Carers' Allowance and who is not. It appears as if decisions are made on the basis of how well known the illness/disability is to the decision maker.

Rather than purely a civil servant deciding who is entitled to Carers' Allowance, Congress calls for some independent medial input to ensuring everybody who is a carer gets the help and recognition they deserve.

PARKGATE BRANCH  
*Yorkshire & North Derbyshire Region*

## **211. PAYING GRANDPARENTS**

Congress asks that Grandparents fulfilling the role of carers for their grandchildren, enabling a parent or parents to work, should have the option of being paid as part of Working Tax Credit.

NORFOLK PUBLIC SERVICES BRANCH  
*London Region*

## **212. HEATING AND FUEL**

Congress condemns those utility and fuel companies that have forced the old and vulnerable to choose between heat and other necessities such as food and rent. Congress is committed to ensuring that utility bills are based on need and not profit.

ISLINGTON APEX BRANCH  
*London Region*

## **213. DOMESTIC FUEL TO BE ZERO RATED VAT**

Congress we call upon you to lobby government with regard to the fact that as pensioners and a lot of working class people are finding it more and more difficult to pay their gas and electric bills. The government should remove the VAT as gas and electric are not a luxury but are a necessity in running a healthy home, especially during the winter months.

BRAINTREE AND BOCKING BRANCH  
*London Region*

## **214. SEVERE WEATHER PAYMENTS**

Congress agrees that this Labour Government will remove the present criteria of 7 consecutive days below freezing to trigger payments and put in a proper fair system throughout the UK.

B43 BIRMINGHAM CITY GENERAL BRANCH  
*Birmingham & West Midlands Region*

## **215. FUEL POVERTY**

Congress calls for the Government to do more to alleviate fuel poverty.

- The Government's fuel poverty strategy should be urgently revised.
- Mandatory social tariffs for vulnerable households, which offer the lowest market rate, must be made compulsory.
- A commitment to use fuel vat revenues to help those in fuel poverty.
- The Warm Front programme should be improved to help the vulnerable.
- The Winter Fuel Payment should be permanently increased to reflect unprecedented energy price increases in recent years and should also be extended to other vulnerable groups under the age of 60.
- The Government should use statutory powers to abolish unfair pre-payment meter premiums.

Congress calls for the GMB to campaign to improve fuel benefits and other measures to the elderly and other vulnerable groups especially during the current economic downturn.

NORTH LANARKSHIRE PUBLIC SERVICES BRANCH  
*GMB Scotland*

## **216. WINTER FUEL ALLOWANCE FOR FAMILIES WITH DISABLED CHILDREN**

Congress calls on the GMB to campaign for families with disabled children to receive a winter fuel allowance which would match that currently paid to pensioners.

HAVERING BRANCH  
*London Region*

## **217. CLAIMING UNEMPLOYMENT BENEFIT**

In the current economic climate sadly some of our members find themselves facing unemployment for the first time in their lives. Equally some are facing difficulties accessing what they are entitled to.

Jobcentre Plus are having to cope with a steep rise in applications over the last six months and in many cases do not have sufficient staff or accommodation to facilitate the increase of staff required.

This has a detrimental impact upon the actual processing of applications which in reality means our members have to wait longer than 10 days (JCP target) to receive their benefit.

In the South Western Region we have examples of some of our members having to wait for their benefit to be processed up to six weeks from the time of their initial application.

We request more information is available for branches in order to provide practical information.

Congress we ask you to support this motion.

BRISTOL PUBLIC SERVICES BRANCH  
*South Western Region*

## **218. UNCLAIMED BENEFIT**

Congress calls for the Government to use unclaimed benefits for benefit take up campaigns.

NORFOLK PUBLIC SERVICES BRANCH  
*London Region*

## **219. FREE TELEVISION LICENCE FOR EVERYONE AT STATE RETIREMENT AGE**

Congress we call upon you to put pressure on the government to provide free television license for everyone as they reach state retirement age, whether it is 60 or 65 years old. Blind people should be exempt from paying at any age.

BRAINTREE & BOCKING BRANCH  
*London Region*

## **INTERNATIONAL**

### **220. SUPPORT FOR GAZA**

This Congress urges the Labour Government to use its special relationship with the Government of the United States of America to insist that Israel lifts its blockade of Gaza. By controlling all access to Gaza by air, land and sea, Israel has created the largest open-air prison in the world.

ASHTON 8 BRANCH  
*North West and Irish Region*

### **221. GAZA**

The GMB Congress 2009 condemns Israel's attacks on the elected Government of Gaza. The Israel Defence force's shelling and bombing of populated areas has caused unnecessary suffering for the innocent population of Gaza city. There is clear evidence that the state of Israel is in breach of International law on human rights due to disproportionate use of force, attacks on UN Relief Centre and killing women and children. We call on the Prime Minister, Gordon Brown, to demand of Israeli Government to lift the siege and open the borders for humanitarian aid and trade. We further call on the British Government to call for the restoration of EEC aid. We believe in rights of the Palestinian people to have the Government of their choosing and that may include Hamas or PA on the West Bank. We fully support efforts by the TUC, charities and aid agencies to supply medical aid and assistance and call on the GMB to make a sizeable donation.

We ask the GMB International Committee to send a delegation to the region to ensure Trade Union and Labour Organisation links are maintained. We believe in a just solution for the Palestinian people and peaceful co-existence for both communities.

LONDON HOTEL & CATERING BRANCH  
*London Region*

### **222. GAZA WAR**

Congress condemns the recent outbreak of war in Gaza, which has only made the resolution to the problems in the Middle East worse.

Whilst it condemns the use of rockets fired into Israel by Hamas militants it feels the reaction by the Israeli Government, to declare all out war on the people of Gaza, was overkill and totally unnecessary. The slaughter of so many innocent men, women and children (over 300 children were killed) was an outrage and can never be justified. The war has not only killed 1800 but has wreaked homes, schools and much of the infrastructure of Gaza.

Further Congress notes that the United Nations is now stating that many of the acts of war could be classified as "War Crimes" we would therefore support them in their inquiries. Should these inquiries find guilty parties then they should be charged with War Crimes under International Law.

Finally, we believe the road to peace in the Middle East will only be improved if UN troops man the borders between Gaza and Israel and the West Bank and Israel. Further that Britain stops supplying both Israel and Hamas with weapons of war.

EDMONTON & ENFIELD BRANCH  
*London Region*

### **223. PALESTINE**

Congress, Over one thousand three hundred Palestinians have been killed during Israel's military offensive in Gaza during January. Almost four thousand have been injured, some with the most appalling injuries, many amputations and horrific burns, many of these civilians and most of them children. There is evidence from many humanitarian organisations including Amnesty International, the Red Cross and the United Nations that war crimes have been committed including the use of white phosphorous in built up areas. Gaza had already been under siege for 18 months before the bombardment and invasion. It was little more than an open prison, with Palestinians being under collective punishment with limited public services including electricity water, sewerage and severe shortages of food and medicines.

The people of the West Bank suffer tremendously. There will be no peace for anyone in the Region if there is no Justice. Israel has to abide by the countless UN resolutions and rulings by International bodies like the International Court of Justice. We campaigned against fascism, we campaign against racism and we campaigned against Apartheid it would be morally reprehensible if we now did nothing, we would be colluding with injustice.

The GMB will campaign to:

1. Continue working with the Palestine Solidarity Campaign and to actively campaign within the Regions for the support of this organisation.
2. Send representatives from GMB on a PSC Trade Union Delegation to gain information from the PGFTU.
3. To demand the British government ends arms sales to Israel noting the sale of more than £18.8 million worth of British arms to Israel in 2008, up from £7.5 million in 2007.
4. To call for the immediate suspension of the EU-Israel Agreement providing preferential trade facilities to Israel.
5. To Lobby the UK Government to work in the international area to ensure that Israel is brought to justice.

GMB@PCS  
*London Region*

### **224. EUROPEAN TRADE AGREEMENT WITH ISRAEL**

Congress holds that the special provisions which allow access to British markets of goods produced/grown by Israeli settlers on illegally occupied Palestinian Land (recognised as such by the British Government under international laws) should be abolished and instructs the Central Executive Council and General Secretary to pursue such a change in those provisions through the lobbying of MPs and MEP's sponsored by the Union.

NORWICH GENERAL BRANCH  
*London Region*

## **225. BURMA**

Congress recognises the continued problems in Burma.

Free trade unions are illegal in Burma punishable by 25 years in prison or even the death penalty.

In spite of this the Trade Union movement continues to grow in Burma.

We call on congress to do everything we can to support this growing trade union movement.

HARTLEPOOL 2 BRANCH  
*Northern Region*

## **226. BANKS & ARMS TRADE**

Congress notes that five of the biggest U.K high street banks are using our money to fund companies that sell arms used against civilians in war across the world, including the conflict in Iraq and Afghanistan. They are financing an industry that sells arms to countries committing human rights abuses such as Israel, Colombia, and Saudi Arabia. We believe banks must be made accountable for their actions around the world.

This conference instructs the N.E.C to call on this government to ensure that all banks are made to publish the full details of their loans, holdings and other banking services to the arms trade.

LONDON STORES GENERAL BRANCH  
*London Region*

# CONGRESS 2009 RULE AMENDMENTS

(Line numbering refers to rules as printed in GMB Rulebook).

## **Rule 2 Aims**

**8 To help elect members to Parliament and public authorities who promote our policies and the interests of members through political methods, providing the candidates are pledged to collective ownership, under democratic control, of the means of production, distribution and exchange.**

## **RA227**

Lines 1-3 and first 2 words of line 4 Delete: "To help elect members to Parliament and public authorities who promote our policies and the interests of members through political methods, providing the candidates are pledged"

Insert: "To campaign using political methods to promote our policies and the interests of our members, which include a commitment"

GMB@PCS BRANCH  
*London Region*

## **Rule 5 Membership**

**1 GMB is an open and democratic organisation and welcomes into membership people from any industry or walk of life who are committed to upholding the aims and rules of the Union**

## **RA228**

Line 4: Insert after "Rules of the Union"

"Every member and every future member will be urged to sign a contract of commitment to take an active role within the Union; a commitment, however small, through effort or deed, to raise the profile of the Union. This commitment is to be binding through the terms and conditions of membership"

SOUTHAMPTON CFTA S61 BRANCH  
*Southern Region*

## **Rule 5 Membership**

**4 The Central Executive Council, a regional council or a regional committee has the power to suspend a member from benefit or ban them from holding any GMB office, or ban a member from taking part in GMB business and affairs, in any case for as long as the council or committee feels necessary:**

- **if they believe the member is guilty of trying to harm the union or acting against the rules;**
- **if the member makes or in any way associates themselves with any defamatory or abusive comments made against any of our officials or committees;**
- **if the member , alone or together with any other members or people opposes or acts against any of our policies;**
- **if the member acts against the best interests of the GMB**
- **if the member encourages or takes part in the activities of any organisation or group whose policies or aims are racist or promote racist beliefs,**

**or for any other sufficient reason.**

## **RA229**

at end Insert: "Membership of the British National Party, or any similar organization is incompatible with the objects of the GMB and therefore debars such members from holding any office or representative position in the union."

DURHAM GENERAL BRANCH  
*Northern Region*

### **Rule 6 Appeals procedure for members**

**1 Any member who wants to complain must do so to their branch secretary, who will take the matter to the branch. If the member is not satisfied with the branch's decision or the branch decides it does not have the authority to deal with the matter, the member can appeal in writing to the regional committee within one month of the branch meeting. The regional committee will make the final decision.**

**2 At each hearing before the branch or the regional committee, the member will have a reasonable opportunity**

- **to present their case orally or in writing**
- **to support their case with written statements or by using witnesses**
- **to hear the evidence against their complaint, to answer it and to question witnesses.**

## **RA230**

Amend to say

"1. Any member who wants to complain must do so to their branch secretary, who will take the matter to the branch.

If the member is not satisfied with the branch's decision, the member can appeal in writing to the regional committee within one month of the branch meeting. The regional committee will make the final decision."

2. If the branch decides it does not have the authority to deal with the matter or the complaint is in relation to an employee of the GMB the Branch Secretary will forward the complaint to Regional Committee who will hear the matter. If the member is not satisfied with the Regional committee decision, the member can appeal in writing to the CEC within one month of the Regional committee. The CEC will make the final decision.

3. At each hearing before the branch, the regional committee or CEC, the member will have the right to have a representative of their choice if they so wish

- to present their case orally or in writing
- to support their case with written statements or by using witnesses
- To hear the evidence against their complaint, to answer it and to question witnesses."

B49 BRANCH

*Birmingham & West Midlands Region*

### **Rule 8 Congress of the union**

**4 All delegates must be fully financial members. Each region will elect one delegate for every 2,000 financial members, as stated in the membership figures for the previous September.**

## **RA231**

Line 2: Delete "2,000"

Insert: "1,500"

SOLO BRANCH  
*London Region*

**RA232**  
**National Equality & Inclusion Committee**

Insert: New Rule

“The purpose of this committee under the direction of the CEC is to provide support and policy guidance national union and regional equality forums on all issues in relation to equality. It will have representatives from the following areas. Who will be appointed by the union. (12 members in total)

- Equal Rights
- LGBT
- Race
- Disability
- Migrant workers
- Youth

Their main objective will be aid the growth in membership of the union though promoting equality in all area’s of the unions business.

The committee will be facilitated by the National Equalities Officer”

B49 BRANCH  
*Birmingham & West Midlands Region*

**Rule 10 Central Executive Council**

**6 The Central Executive Council may use any powers and carry out all acts, duties and responsibilities it feels are necessary to achieve our aims, whether or not these powers, duties and responsibilities are specifically mentioned in these rules. The council will make sure our funds are not misused and, through the general secretary or any other officer they appoint will prosecute or take any other appropriate action against any officer or member who misuses or withholds any money or property belonging to us.**

**RA233**

Line 5 Delete: full stop (.) after rules

Insert: “, but not in contravention of these rules.”

NORWICH GENERAL BRANCH  
*London Region*

**Rule 10 Central Executive Council**

**9 The Central Executive Council will have the power to provide funds for any purposes it feels are necessary to support trade-union or working-class aims in line with the aims and policies of the Union.**

**RA234**

Added to end of final sentence Insert: “with the exception of any central funding to any political party, or any funds to any political candidate, unless they explicitly campaign for the current policies of GMB”.

GMB@PCS BRANCH  
*London Region*

## **Rule 11 Elections to the Central Executive Council**

**3 One member in each region will be elected to a women's reserved seat of the Central Executive Council.**

**3a Five members will be elected to national race reserved seats of the Central Executive Council.**

**4 No member will be eligible to be nominated for election to a section seat unless they are a member of that section. Only women will be eligible to be nominated for election to a women's reserved seat. Only members of a relevant racial group will be eligible to be nominated for election to a race reserved seat. Members must be members of the region in which they are nominated. No-one can be nominated for election in more than one group. All candidates must have the relevant qualifications set out in rule 18.**

### **RA235**

Amend to:

"3 Two members in each region will be elected to an equality reserved seat of the Central Executive Council.

4 No member will be eligible to be nominated for election to a section seat unless they are a member of that section. Only members of a relevant equality groups will be eligible to be nominated for election to an equity reserved seat. Members must be members of the region in which they are nominated. No-one can be nominated for election in more than one group. All candidates must have the relevant qualifications set out in rule 18."

B49 BRANCH

*Birmingham & West Midlands Region*

## **Rule 12 President**

**1 The president will be elected in 2005 and at every fourth Ordinary Congress from then on, from among the members of Congress elected in line with rule 8.4 for that year, and from the members of the Central Executive Council. The president will hold office for four years, chair the Congress after that at which they are elected and be eligible to be nominated and re-elected after their four-year term of office. During their term of office, the president will chair all meetings of the Central Executive Council and other union meetings the Central Executive Council may hold. They will also:**

- **be responsible for making sure Congress carries out its business in a proper way;**
- **sign the minutes (the general secretary and treasurer will also do this);**
- **make sure all members of Congress keeps to these rules; and**
- **go to the TUC and Labour Party Conferences, and other conferences as appropriate.**

### **RA236**

At end of final bullet point Delete: "and Labour Party Conferences"

GMB@PCS BRANCH  
*London Region*

## **Rule 17b Organisers**

**2** Within five years of being appointed, and at a time decided by the regional secretary and the regional committee and approved by the Central Executive Council, all organisers will take part in an election in line with rule 17f. When elected, these officers will be known as 'elected' organisers

### **RA237**

Delete:

"2 Within five years of being appointed, and at a time decided by the regional secretary and the regional committee and approved by the Central Executive Council, all organisers will take part in an election in line with rule 17f. When elected, these officers will be known as 'elected' organisers."

*Note Congress calls on the CEC to bring forward rule changes to eliminate the requirement of Organisers to have to face elections within five years of their appointment. This rule is anachronistic, not in line with modern employment practices and could potentially lead to the GMB facing claims at Employment Tribunals for unfair dismissal.*

ISLINGTON APEX BRANCH  
*London Region*

## **Rule 18 Qualifying for office, and the definition of officers**

**2** During their whole term of office, the following holders must pay the full amount of their union contributions in line with rules 46 and 47.

- **President**
- **Vice-president**
- **Central Executive Council members**
- **The general secretary and treasurer**
- **Congress representatives**
- **General member auditors**
- **General trustees**
- **Senior organisers**
- **Organisers**
- **The regional president**
- **Regional council members**
- **Regional member auditors**
- **Regional trustees**
- **Branch presidents**
- **Branch secretaries**
- **Branch equality officers**
- **Branch youth officers**
- **Branch member auditors**
- **Collecting stewards**
- **Representatives going to authorised conferences**
- **Candidates for public organisations**

### **RA238**

Line 4: Delete "Retired Life Members must pay Grade 1 or Grade 2 depending on their last full contribution rate once elected."

CAMBORNE C21 BRANCH  
*Southern Region*

**Rule 18 Qualifying for office, and the definition of officers**

**3 Any member wanting to be elected to the Central Executive Council under rule 11 must be a member of their regional council on the date they are nominated and elected. This does not apply to any member wanting to be elected to the post of general secretary and treasurer.**

**RA239**

Delete: all of clause 18.3 then, re – number clauses 18.4, 18.5 and 18.6 to read 18.3, 18.4 and 18.5

YORKSHIRE COAL STAFF BRANCH  
*Yorkshire & North Derbyshire Region*

**Rule 19 Regions and how they are managed**

**10 Where required by the Central Executive Council the regional council will elect representatives to go to the TUC and Labour Party Conferences (or other meetings the Central Executive Council considers appropriate).**

**Representatives going to the Labour Party Conference must be individual paying members of the Labour Party.**

**RA240**

Line 3 and 5-6 Delete: “and Labour Party Conferences” (line 3)

“Representatives going to the Labour Party Conference must be individual paying members of the Labour Party”. (lines 5-6)

GMB@PCS BRANCH  
*London Region*

**Rule 20 Reserved seats on regional councils**

**2 Two representatives will be elected to seats on regional councils reserved for members of the regional race advisory committee. Only members of the regional race advisory committee will be eligible to be nominated for election under this clause. One of the two seats under this clause will be reserved for women, and only women members of the regional race advisory committee will be eligible to be nominated for election to that seat.**

**RA241**

Amend:

“2 One representatives from each equality strand (Race, Youth, LGBT, Disability and Migrant workers) will be elected to seats on regional councils reserved for members of the regional equality forum. Only members of the regional equality forum will be eligible to be nominated for election under this clause. One of the five seats under this clause will be reserved for women, and only women members of the regional race advisory committee will be eligible to be nominated for election to that seat.”

B49 BRANCH  
*Birmingham & West Midlands Region*

**Rule 36 Branches**

**3 Each branch will have a president, secretary, equality officer, youth officer and two auditors (except in branches of less than 100 members, which will only have one auditor), and a committee of no less than nine members. The president, secretary, equality officer and youth officer will all be members of the committee, and will act within the powers set out in these rules. There will need to be at least five members present at the committee meetings for any decisions to be valid (known as a quorum).**

## **RA242**

Amend to:

“Each branch will have a president, secretary, equality officers, as set out in rule 39 and two auditors (except in branches of less than 100 members, which will only have one auditor), and a committee of no less than nine members. The president, secretary, equality officers will all be members of the committee, and will act within the powers set out in these rules. There will need to be at least five members present at the committee meetings for any decisions to be valid (known as a quorum).”

B49 BRANCH

*Birmingham & West Midlands Region*

### **Rule 36 Branches**

**9 Representatives to trades councils and similar local organisations will be elected at the last meeting in January each year.**

## **RA243**

Amend to:

“Representatives to trades councils and similar local organisations will be elected at the last meeting in December each year. To serve a term from January to December for the forthcoming year.”

B49 BRANCH

*Birmingham & West Midlands Region*

### **Rule 36 Branches**

**13 Members or branches must not issue any addresses or circulars without getting approval from the regional council, regional committee or Central Executive Council. Also, members must not make our business known to unauthorised organisations, unofficial journals or the print media without getting approval. Any member of any branch who:**

- issues or hands out any circular;
- makes our business known, or calls unauthorised meetings, without the approval of the regional committee; or
- breaks this rule in any other way;

**will be suspended from receiving all benefits we provide and could have their membership cancelled.**

## **RA244**

Rule Change:

“Branches may issue addresses or circulars relevant to the work issues without getting approval from the regional council, regional committee or Central Executive Council. Members must not make our business known to unauthorised organisations, unofficial journals or the print media without getting approval. Any member of any branch who:

- makes our business known, or calls unauthorised meetings, without the approval of the regional committee; or
- breaks this rule in any other way;

Will be suspended from receiving all benefits we provide and could have their membership cancelled.”

B49 BRANCH

*Birmingham & West Midlands Region*

## **RA245**

New Rule

Vice President

1. Where the branch deems fit they should elect a vice president
2. The Vice president shall perform the deities of the President in his/her absents
3. The branch Vice President must give one month's notice before they resign.

B49 BRANCH  
*Birmingham & West Midlands Region*

### **Rule 37 Branches**

## **RA246**

Clause No 21 Line 4, 4 – 6,

Delete: "Line 4 – of the Regional Secretary

Line 4 – 6 any member violating this provision will be liable to be dealt with by the Regional Committee"

Insert: "Line 4 – of the Branch Presidents Secretary or the Branch Committee

Line 4-6 – any group or organisation with a fascist agenda are not permitted to attend any Branch meeting

End of rule"

LONDON HOTELS & CATERING BRANCH  
*London Region*

## **RA247**

New Rule

"Deputy Branch Secretary

Where the branch deems fit they may elect a Deputy Branch secretary

The role of the Deputy Branch secretary will be to support the branch secretary in his/her duties

In the event that the Branch secretary is off sick, on leave or absent for any other good reason the Deputy Branch secretary should carry out the duties of the secretary with the agreement of branch committee

When the Deputy Branch secretary resigns or retires (or when asked to do so), they must give all money, books and property of the Union to the responsible officers of the branch. If they do not do this, we may begin legal proceedings against them.

The Deputy Branch Secretary must give one month's notice before they resign."

B49 BRANCH  
*Birmingham & West Midlands Region*

### **Rule 39 Branch equality officer**

**1 The branch equality officer will be responsible for promoting equal rights within the branch's activities.**

**2 The branch equality officer must give one month's notice before they resign.**

### **Rule 39a Branch youth officer**

1 The branch youth officer will be responsible for encouraging young people to join the union and promoting young people's issues into the branch's activities.

2 The branch youth officer must give one month's notice before they resign.

### **Rule 39b Branch race officer**

1 The branch race officer will be responsible for encouraging black and ethnic-minority people to join the union and promoting black and ethnic-minority issues into the branch's activities.

2 The branch race officer must give one month's notice before they resign.

### **RA248**

Remove: Rules 39,39a and 39b

Replace with:

"Rule 39

### **Branch Equality Officers**

Each Branch should have equality officers for the following equality strands

- Equal Rights
- LGBT
- Race
- Disability
- Migrant workers
- Youth

The officers should form a team that will lead on promoting equal rights in the branch activities. The Equality Officers shells actively encourage people to join the union.

They should forge close links with the Regional Equality Forum and participate in the region's efforts to promote equality

The branch equality officers must give one month's notice before they resign."

B49 BRANCH

*Birmingham & West Midlands Region*

### **RA249**

Insert new Rule:

### **"Rule 39c Branch environmental officer**

1 The branch environmental officer will be responsible for the promotion of environmental issues within the branch.

2 The branch environmental officer must give one month's notice before they resign."

LEICESTERSHIRE 2000 BRANCH

*Midland & East Coast Region*

## RA250

Insert new Rule:

### **“Rule 39d      Branch recruitment officer**

- 1 The branch recruitment officer shall have the responsibility of working with branch activists and full time organisers to develop the branch membership.”

GRIMSBY GMB & APEX BRANCH  
*Midland & East Coast Region*

### **Rule 45 Disputes**

3 Except where the Central Executive Council decides otherwise, members must not stop working unless the branch members or group of members concerned have taken a vote, and two-thirds of these members have voted in favour of stopping working (and then only with the approval of the Central Executive Council or regional committee). Every member affected will have an opportunity to record their vote for and against stopping work. Members will not be entitled to strike benefit if they begin a strike without the Central Executive Council’s approval. The Central Executive Council will have the power to refer a dispute to arbitration. Members who receive strike benefit should sign the vacant book once every day between 9am and 11am (or whichever other hours are decided on).

## RA251

Line 4: Delete: “two-thirds”

Insert: “three-fifths”

ANWICK & MID Lincs COMMUNITY BRANCH  
*Midland & East Coast Region*

### **Rule 46 Contributions**

1 Once they join the union, members will pay a contribution in line with this rule.

Members will pay £2.50 a week and be classed as grade-1 members, unless they are:

- part-time members employed for 20 hours or less;
- young people under 18; or
- recruited as being unemployed;

in which case, they will pay £1.38 a week and be classed as grade-2 members. However, grade-2 members can choose to pay the contribution rate for, and be classed as, a grade-1 member.

The above grades are only used for deciding what contributions members should pay and the benefits they may receive.

## RA252

LINE 6: Delete: “part time members employed 20 hours or less”

Insert: “part time members employed 21 hours or less”

HOLBORN BRANCH  
*London Region*

#### **Rule 48a Retired life members**

**6 If a retired life member returns to paid work, they will no longer be a retired life member and will start to pay contributions in line with rule 46. We will refund the lump sum they paid when they became a retired life member.**

#### **RA253**

Delete: All of clause 6

Insert:

"If a retired member returns to paid work, they will no longer be a retired life member and will start to pay contributions in line with rule 46. We will refund the lump sum they paid when they became a retired life member, this payment will automatically be processed once two continuous contributions have been paid."

SHEFFIELD MCP & LIGHT BRANCH  
*Yorkshire & North Derbyshire Region*

#### **Rule 55 Funeral benefit**

**1 If a full financial member, who has been a continuous member for 8 years dies, the regional secretary will, having been given a copy of the death certificate, pay the widow, widower, member of the family or nominated person a funeral grant of £250. (This person will need to show that they are responsible for paying funeral expenses.)**

#### **RA254**

Line 2: Delete: "A continuous member for 8 years"

Insert: "In continuous membership for 12 months"

EAST DEREHAM BRANCH  
*London Region*

#### **RA255**

Line 2: Delete: "8"

Insert: "2"

*Note: Congress calls for a reduction in the qualifying period for funeral benefit from 8 to 2 years.*

ISLINGTON APEX BRANCH  
*London Region*

#### **Rule 64 Candidates for local public organisations**

**Members who are candidates for local public organisations will be chosen by our members from a list of Branch nominations. The candidates must have been in the union for at least 12 months before they can be nominated, and must be approved by the regional council or regional committee. The regional council or regional committee can choose whether to give financial support to these candidates (see rule 2.6).**

#### **RA256**

Line 8: Delete : "2.6"

Insert: "2.8"

NORWICH GENERAL BRANCH  
*London Region*

## **Rule 65 Political fund**

**1** The objects of the GMB shall include the furtherance of the political objects to which Section 72 of the Trade Union and Labour Relations (Consolidation) Act 1992, applies, that is to say, the expenditure of money-

- a) on any contribution to the funds of, or on the payment of any expenses incurred directly or indirectly by, a political party;
- b) on the provision of any service or property for use by or on behalf of any political party;
- c) in connection with the registration of electors, the candidature of any person, the selection of any candidate or the holding of any ballot by the Union in connection with any election to a political office;
- d) on the maintenance of any holder of a political office;
- e) on the holding of any conference or meeting by or on behalf of a political party or of any other meeting the main purpose of which is the transaction of business in connection with a political party;
- f) on the production, publication or distribution of any literature, document, film, sound recording or advertisement, the main purpose of which is to persuade people to vote for a political party or candidate or to persuade them not to vote for a political party or candidate.

Where a person attends a conference or meeting as a delegate or otherwise as a participator in the proceedings, any expenditure incurred in connection with his/her attendance as such shall, for the purposes of paragraph (e) above, be taken to be expenditure incurred on the holding of the conference or meeting.

In determining, for the purposes of paragraphs (a) to (f) above, whether the Union has incurred expenditure of a kind mentioned in those paragraphs no account shall be taken of the ordinary administrative expenses of the Union.

In these objects -

"candidate" means a candidate for election to a political office and includes a prospective candidate;

"contribution", in relation to the funds of a political party, includes any fee payable for affiliation to, or membership of, the party and any loan made to the party;

"electors" means electors at any election to a political office;

"film" includes any record, however made, of a sequence of visual images, which is capable of being used as means of showing that sequence as a moving picture;

"local authority" means a local authority within the meaning of section 270 of the Local Government Act 1972 or section 235 of the Local Government (Scotland) Act 1973; and

"political office" means the office of member of Parliament, member of the European Parliament or member of a local authority or any position within a political party.

**2** Any payments in the furtherance of such political objects shall be made out of a separate fund (hereinafter called the "Political Fund" of the Union).

**3** As soon as is practicable after the passing of a resolution approving the furtherance of such political objects as an object of the Union the Central Executive Council shall ensure that a notice in the following form is given to all members of the Union in accordance with this rule:

**Trade Union and Labour Relations (Consolidation) Act 1992**

A resolution approving the furtherance of political objects within the meaning of the above Act as an object of the Union has been adopted by a ballot under the Act. Any payments in the furtherance of any of those objects will be made out of a separate fund, the political fund of the Union but every member of the Union has a right to be exempt from contributing to that fund. A form of exemption notice can be obtained by or on behalf of any member either by application at, or by post from, the Head Office or any Branch Office of the Union or from the Certification Office for Trade Unions and Employers' Associations, Brandon House, 180 Borough High Street, London SE1 1LW. This form, when filled in, or a written request in a form to the like effect, should be handed or sent to the Secretary of the Branch to which the member belongs.

The notice shall be published to members by such methods as are customarily used by the Union to publish notices of importance to members and shall include the following minimum requirements. The notice shall be published in the Union's main journal which is circulated to members. A copy of the notice shall be posted up and kept up for at least 12 months in a conspicuous place, accessible to members, at the office or meeting place of each branch of the Union. The Secretary of each branch shall also take steps to secure that every member of the branch, so far as is reasonably practicable, receives a copy of the notice, and shall supply a copy to any member on request. The Central Executive Council shall provide the Secretary of each branch with a number of copies of the notice sufficient for these purposes.

4 Any member of the Union may at any time give notice on the form of exemption notice specified in Rule 5 or by a written request in a form to the like effect, that he objects to contribute to the Political Fund. A form of exemption notice may be obtained by, or on behalf of any member either by application at, or by post from, the Head Office or any Branch Office of the Union or at, or by post from, the Head Office or any Branch Office of the Union or from the Certification Office for Trade Unions and Employers' Associations, Brandon House, 180 Borough High Street, London SE1 1LW.

5 The form of exemption notice shall be as follows:

**GMB**

**POLITICAL FUND (EXEMPTION NOTICE)**

I HEREBY give notice that I object to contribute to the Political Fund of GMB, and am in consequence exempt, in the manner provided by Chapter VI of the Trade and Labour Relations (Consolidation) Act, 1992, from contributing to that fund.

Signature.....Name of Branch.....

Address.....

Date.....day of.....19.....

The Central Executive Council shall provide a sufficient number of such forms at the Head Office and at each Branch Office of the Union for such members of the Union as require them; and a copy of such form shall be delivered either by the Central Executive Council or by the Secretary of any Branch to any member on his/her request, or on a request made on his/her behalf either personally or by post.

6 Any member of the Union may at any time give notice on such form of exemption notice or on a form to the like effect that he/she objects to contribute to the Political Fund of the Union. Such notice shall be sent to the Secretary of the Branch to which the member belongs, and, on receiving it, the Secretary shall send an acknowledgement of its receipt to the member at the address appearing upon the notice, and shall inform the General Secretary of the name and address of the member.

7 On giving such notice, a member of the Union shall be exempt, so long as his/her notice is not withdrawn, from contributing to the Political Fund of the Union as from the first day of January next after the notice is given or, in the case of a notice given within one month after the notice given to members under rule 3 or after the date on which a new member admitted to the Union is supplied with a copy of these Rules under Clause 13 hereof, as from the date on which the member's notice is given.

8 The Central Executive Council shall give effect to the exemption of members to contribute to the Political Fund of the Union by relieving any members who are exempt from the payment of part of any periodical contributions required from the members of the Union towards the expenses of the Union as hereinafter provided and such relief shall be given as far as possible to all members who are exempt on the occasion of the same periodical payment.

For the purpose of enabling each member of the Union to know as respects any such periodical contribution what portion, if any, of the sum payable by him/her, is a contribution to the Political Fund, it is hereby provided that the annual contribution to the Political Fund of the Union shall, for Grade 1 members be the sum of £7.50, for Grade 2 members the sum of £4.14, and for members paying the reduced rate under Rule 49 the sum of 15p. The contribution to the Political Fund shall be payable in three equal instalments on the first contribution nights of the quarters ending March, September and December.

Any member who is exempt as aforesaid shall be relieved from payment of the said sum of £7.50, £4.14 and 15p respectively. The Central Executive Council shall have power to suspend at any time payment to the Political Fund for any quarter or quarters, in which event, that portion of the member's contribution allocated to political purposes shall be credited to the Central Fund.

*[Note: New rates effective 1 October 2008]*

9 A member who is exempt from the obligation to contribute to the Political Fund of the Union shall not be excluded from any benefits of the Union, or placed in any respect either directly or indirectly under any disability or disadvantage as compared with other members of the Union (except in relation to the control or management of the Political Fund of the Union) by reason of his/her being so exempt.

10 Contribution to the Political Fund of the Union shall not be made a condition for admission to the Union.

11 If any member alleges that he/she is aggrieved by a breach of any of the rules for the political fund, being a rule or rules made pursuant to Section 82 of the Act, he/she may complain to the Certification Officer, and the Certification Officer, after giving the complainant and any representative of the organisation an opportunity of being heard, may, if the Certification Officer considers that such a breach has been committed, make such order for remedying the breach as the Certification Officer thinks just in the circumstances. Any such order of the Certification Officer may, subject to the right of appeal provided by section 95 of the Act, be enforced in the manner provided for in section 82(4) of the Act

12 Any member may withdraw his/her notice of exemption on notifying his/her desire to that effect to the Secretary of his/her Branch, who shall thereupon send such member an acknowledgement of receipt of the notification and inform the General Secretary of the name and address of the member so withdrawing.

13 The Central Executive Council shall cause to be printed a number of copies of these Rules for the Political Fund of the Union, having at the end a copy of the certificate of approval sufficient for the members of the Union and a further number for new members and shall send to the Secretary of each Branch a number of copies sufficient for the members of the Branch. The Secretary of each Branch shall take steps to secure that every member of the Branch, so far as practicable, receives a copy of these Rules, and shall supply a copy to any member at his/her request. A copy thereof shall also be supplied forthwith to every new member on his/her admission to the Union.

14 A return in respect to the Political Fund of the Union shall be transmitted by the Union to the Certification Officer for Trade Unions and Employers' Associations before the first day of June in every year prepared and made up to such date and in such form and comprising such particulars as the Certification Officer may from time to time require, and every member of the Union shall be entitled to receive a copy of such return, on application to the Treasurer or Secretary of the Union, without making any payment for the same.

#### **RA257**

Insert before clause 4:

“No payments shall be made from the fund in respect of the affiliation by the union to any political party, save where such affiliation has been approved by the members of the union in a ballot subsequent to this rule amendment being agreed, and held in accordance with the union’s rules”.

GMB@PCS BRANCH  
*London Region*