



SPECIAL GENERAL CONFERENCE "REDESIGN" AGENDA

SATURDAY 3RD/SUNDAY 4TH NOVEMBER 2018
BOURNEMOUTH



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AGENDA

- Section 1 - Branches
- Section 2 - Regions
- Section 3 - Equality
- Section 4 - National Structures
- Section 5 - Conferences
- Section 6 - Education, Learning and Training
- Section 7 - NEC Enabling Motions
- Section 8 - Motions Not Admitted to the Agenda (Category X)

SPECIAL GENERAL CONFERENCE

3rd – 4th November 2018
Bournemouth International Centre

Instructions to Delegates

ADMISSION TO CONFERENCE

Before leaving home make sure you have your Membership Card and Agenda.

Admission to Conference is by credential card **only**.

STANDING ORDERS

Read your Standing Orders thoroughly.

If you have any doubt about any Standing Order consult the Standing Orders Committee.

HAND VOTING

Votes are normally by a show of hand voting cards. Hold your hand voting cards high in order to avoid mistakes.

CARD VOTES

Voting delegates - Ensure you have your Conference voting cards.

ADDRESSING CONFERENCE

Position yourself 15 cms from the microphone and speak normally.

NOISE LEVEL DURING CONFERENCE

Please keep as quiet as possible during the proceedings of Conference.

LUGGAGE

If you need to bring bags or suitcases into the conference hall please do not leave them unattended. Please also ensure that bags and suitcases do not block aisles or stairways.

PROHIBITIONS

The terms of Standing Order 9 are drawn to the attention of all delegates:

The use of mobile phones or devices (Smartphones, Tablets and Laptops) must be switched off or set to Silent, while in the confines of the Conference Hall.

During "in Camera debates" recording and or reporting of these debates shall be strictly prohibited.

No documents, posters or banners shall be circulated, distributed or displayed within the Conference Hall without the permission of the Standing Orders Committee.

STATEMENT

Dear Colleagues

The General Conference Standing Orders Committee would like to extend a welcome to all delegates and visitors to the CWU's first ever General Special Conference. I would bring delegates attention to the published Agenda, which for the first time contains in Section 7, six NEC enabling motions. Obviously this is a new type of decision-making which means that policy going forward will only be agreed with the carriage of the enabling motion, not just with the motion in debate.

The Standing Orders Committee will, as usual be present on the floor of Conference should any delegate wish clarification on the business of Conference, please do not hesitate to contact us.

On behalf of the Standing Orders Committee can I wish all delegates and visitors a successful conference.

Yours sincerely

P. Magill

Paddy Magill
General Conference Standing Orders Committee, Chair

SPECIAL GENERAL CONFERENCE

TIMETABLE/PROGRAMME OF BUSINESS

Saturday 3rd November 2018

09.00	Conference opens Presidents address				
09.05	General Secretary's Address				
09.25	Adoption of Standing Orders and Reference Backs				
09.35	Section 1	Introduction			
09.45	Section 1	Branches	Motions	1	- 19
13.00	Lunch				
14.00	Section 1	Motions cont'd			
14.25	Section 2	Introduction			
14.35	Section 2	Regions	Motions	20	- 28
16.20	Section 3	Introduction			
16.30	Section 3	Equality	Motions	29	- 32
17.15	Section 4	Introduction			
17.25	Section 4	National Structures	Motions	33	- 42
18.00	Conference Adjourns				

Sunday 4th November 2018

09.00	Section 4	National Structures cont'd	Motions	33	- 42
10.20	Section 5	Introductions			
10.30	Section 5	Conferences	Motions	43	- 55
13.00	Lunch				
14.00	Section 6	Introduction			
14.10	Section 6	Motions	Motions	56	- 66
16.05	Section 7	Introduction			
16.15	Section 7	Motions	Motions	67	- 72
17.50	GS Address				
18.00	Conference Closes				

MEMBERSHIP OF THE TELECOMS AND FINANCIAL SERVICES CONSTITUENCY

REF	BRANCH	GENERAL
21/819	Central Counties and Thames Valley	2,021
21/827	South East Anglia	983
21/831	North Anglia	1,515
22/032	Midland No.1	3,023
22/238	Leicester and Midshires	699
22/601	Albus National	1,520
22/803	East Midlands	1,428
22/809	Coventry	629
23/404	South Yorkshire	824
23/669	Tyne and Wear Clerical	1,662
23/727	Bradford and Financial Services	149
23/808	North East	1,765
23/817	Lincolnshire and South Yorks	1,393
23/830	West Yorkshire	2,193
24/024	Northern Ireland Telecoms	1,597
25/274	Manchester Combined	1,525
25/646	Mersey	1,298
25/664	Manchester Clerical	553
25/730	Bootle Financial Services	1,603
25/731	Bootle IPSL	130
25/732	Northern and National Financial Services	319
25/801	Isle of Man	131
25/821	Lancs and Cumbria Combined	1,836
25/833	Preston Brook and Bury	993
26/156	Glasgow and Motherwell	866
26/825	Edinburgh, Dundee and Borders	1,704
26/829	Scotland No.1	2,512
27/049	South East Central	1,154
27/353	Portsmouth, West and Isle of Wight	656
27/805	Meridian	780
28/459	Somerset, Devon and Cornwall	1,975
28/828	Great Western	2,548
29/807	Mid Wales, The Marches and N.Staffs	979
29/816	North Wales and Chester Combined	626
29/823	South Wales	2,337
30/250	AIM Branch	66

VOTING STRENGTHS

REF	BRANCH	GENERAL
30/252	Greater London Combined	3,788
30/810	Capital	1,886
30/811	London and West	1,197
30/834	South London, Surrey and North Hampshire	2,060
45/001	Greater Mersey and South West Lancs	878
	TOTAL	55,801

MEMBERSHIP OF THE POSTAL CONSTITUENCY
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REF	BRANCH	GENERAL
01/001	Essex Amal	2,583
01/002	Colchester and District Amal	655
01/003	Eastern No.3	1,373
01/004	Eastern No.4	1,290
01/005	Eastern No.5	1,929
01/006	Eastern No.6	1,283
01/008	Suffolk Amal	794
01/009	South Central Postal	2,195
02/001	Birmingham District Amal	2,801
02/002	South Midlands Postal	4,755
02/003	Leicestershire	1,303
02/005	Wolverhampton District Amal	2,055
02/006	Derbyshire Amal	900
02/007	North Staffordshire Postal	1,116
02/008	Nottingham District Amal	2,417
03/001	Doncaster and District Amal	1,445
03/002	South Yorkshire and District Amal	2,653
03/003	Bradford and District Amal	1,199
03/005	Leeds No.1 Amal	3,002
03/006	York and District Amal	1,041
03/007	Hull and East Ridings Amal	552
03/008	Newcastle Amal	2,468
03/009	Darlington Amal	501
03/010	Cleveland Amal	877
03/011	Durham County	370
03/012	North East Coastal Amal	408
04/001	Northern Ireland Combined	1,397
04/002	Northern Ireland East	444
04/003	Northern Ireland West	814
05/002	Isle of Man	206
05/003	Cheshire No.1 Amal	442
05/004	North West Central Amal	2,059
05/006	Greater Manchester	2,804
05/007	North West No.1	1,461
05/010	East Lancs Amal	510
05/011	North Lancs and Cumbria	2,919

VOTING STRENGTHS

REF	BRANCH	GENERAL
05/012	Darwen Capita	374
05/013	Warrington Mail Centre	733
06/001	Glasgow District Amal	3,801
06/002	Scotland No.2	2,943
06/003	Grampian/Shetland Amal	810
06/005	Scotland No.5	779
06/006	Clyde Valley Amal	458
06/007	Orkney	45
06/008	Highland Amal	434
07/002	Portsmouth and District Postal	1,080
07/003	Southdowns, Weald and Rother	2,304
07/004	Kent Invicta	2,416
07/005	South East No.5	5,943
08/001	Western Counties	2,738
08/002	Plymouth/East Cornwall Amal	1,503
08/003	Bournemouth and Dorset Amal	1,342
08/004	Wessex South Central	1,819
08/005	Bristol and District Amal	2,796
08/006	Gloucestershire Amal	963
08/007	South West No.7	1,452
08/009	Jersey	222
08/010	Guernsey	180
08/011	Worcester and Hereford Amal	788
08/012	Cornwall Amal	567
09/001	North Wales and Marches	1,707
09/002	Shropshire and Mid Wales	927
09/003	South East Wales Amal	1,718
09/004	South West Wales Amal	1,308
09/005	Gwent Amal	780
10/002	Mount Pleasant	1,244
10/004	London Phoenix	606
10/007	London No.7	282
10/009	Northern Home Counties Postal	1,373
10/011	London Parcels & Station Amal	560
10/012	Northern/North West London	1,707
10/013	East London Postal	1,057
10/015	West London Postal	555
10/016	South East London Postal and Counter	1,454
10/017	London South West	1,321
10/018	Kingston Area	701
10/019	Romford Amal	1,652

REF	BRANCH	GENERAL
10/020	Harrow and District	1,629
10/021	South and East Thames Amal	1,269
10/022	Croydon and Sutton Amal	1,264
10/023	South West Middlesex Amal	1,377
21/006	South Central MT	124
21/819	Central Counties and Thames Valley	81
21/827	South East Anglia	22
21/831	North Anglia	21
22/032	Midland No.1	84
22/238	Leicester and Midshires	35
22/239	Midlands MT	143
22/803	East Midlands	45
22/809	Coventry	30
23/404	South Yorkshire	52
23/808	North East	62
23/830	West Yorkshire	129
24/024	Northern Ireland Telecom	56
25/821	Lancs and Cumbria Combined	42
26/156	Glasgow and Motherwell	38
26/157	Scotland MT	113
26/825	Edinburgh, Dundee and Borders	23
27/805	Meridian	64
28/053	Western MT	105
28/459	Somerset, Devon and Cornwall	37
28/828	Great Western	97
29/807	Mid Wales, the Marches and North Staffs	4
29/823	South Wales	38
30/122	London Regional MT	129
30/252	Greater London Combined	2
30/255	London Postal Engineering	222
45/001	Greater Mersey and South West Lancs	1750
	TOTAL	119,550

SPECIAL GENERAL CONFERENCE 2018 "REDESIGN"

STANDING ORDERS

1. The sessions of the Special General Conference "Redesign" shall commence in accordance with the timetable.
2. **TIMETABLE**
 - a (i) President's Address
(ii) Adoption of General Conference Standing Orders Committee Report (including appeals/reference back)
(iv) Sections of Special General Conference Business

- b Conference is divided into half-day sessions. If the business of any section is completed within the timetable, the Conference shall proceed immediately to the next section of business.

If all the business of Section 6 is completed within the timetable, the Conference shall return to the earliest uncompleted business.

Section 7 motions will begin when all business of Sections 1 to 6 are completed or at the allotted time.

- c A motion that has been called for debate by the Chairperson before the end of a section is reached, shall be moved, seconded, debated and decided upon, subject to Standing Order 3n. No subsequent motions for the variation of the timetable to compensate for time lost by this procedure shall be admissible.
 - d **Motions carried in Sections 1 to 6 along with the strategy paper itself shall only be adopted as policy on the carriage of the appropriate enabling motion in Section 7.**

3. **PROCEDURE IN DEBATE**

- a Every member of the Conference must remain in their seat, except the one who may be addressing the Conference and, should the Chairperson rise, no-one else shall continue standing nor shall anyone else rise until the Chairperson has resumed the Chair.

SPEAKERS

- b A delegate when speaking from the rostrum shall address the Chairperson. If two or more persons desire to speak at the same time the Chairperson shall decide to whom priority will be given. No person shall be allowed to speak twice on the same question.
 - c All speeches shall be confined to the subject under discussion.
 - d Delegates may only refer to documents which have a bearing on the subject under discussion.
 - e (i) Motions standing in the name of a Branch must be moved by a delegate from that Branch or by the Secretary of the Regional Committee to which the Branch is attached, if specifically requested to do so by the Branch responsible for the motion.
(ii) Motions standing in the name of a Regional Committee, must be moved by a delegate from that Region.

(iii) Motions must be seconded or else they shall be deemed to have fallen.

f A motion may be seconded formally or by a speaker making a seconding speech.

COMPOSITE MOTIONS

g All sponsors of a composite motion will be responsible for agreeing the allocation of moving and seconding speakers from amongst those named within the composite motion, notwithstanding the terms of SO3e(i) and (ii).

h The mover of a motion shall be allowed to speak for not more than 3 minutes and any other speaker (including the mover exercising the right of reply) for not more than 3 minutes. **In EXCEPTIONAL CIRCUMSTANCES a speaker may request the special permission of Conference to speak for a longer period, if agreed, it shall not exceed a further 2 minutes.**

i The moving speaker shall have the right of reply to the debate only if there has been opposition and shall not introduce any fresh matter but shall be limited to answering the debate.

j The NEC (including all Officers) shall in addition to moving and exercising the right of reply be allowed a maximum of one speaker in a debate on motions standing in the name of the NEC (SO3i applies to the NEC).

k The NEC (including all Officers) shall only be allowed one speaker in debate on all other motions not standing in the name of the NEC. **EXCEPTIONALLY** and only with the permission of Conference, a second NEC speaker may be allowed.

l No motion shall be spoken upon except by the mover, until it has been seconded. The mover of a motion who sits down without speaking upon it shall lose the right of addressing Conference, but shall still have the right of reply (SO3i applies). The seconder of a motion who sits down without speaking upon it shall not lose the right of addressing Conference.

ENDING DEBATE

m Any delegate who has not spoken on the motion before Conference may move "That the motion be now put" on the seconding of which the Chairperson shall immediately and without discussion put this motion to the vote. In the event of it being carried by a simple majority of Conference, Conference shall proceed to vote on the question itself, subject to SO3k and the right of reply as stated in SO3i being exercised.

n Any delegate who has not spoken on the motion before Conference may move "That Conference proceeds to next business", on the seconding of which the Chairperson shall immediately and without discussion put this motion to the vote. In the event of it being carried Conference shall at once proceed to the next item on its agenda.

STANDING ORDERS

WITHDRAWAL o Any motion or composite motion may be withdrawn from the Agenda at any time by the sponsor(s) who shall notify the Chairperson of the Standing Orders Committee at the earliest opportunity. Once it has been moved and seconded, however, it shall not be withdrawn except with the agreement of Conference by a simple majority vote.

REMITTANCE p Should there be a request from the NEC to remit a motion. The mover of the motion will be deemed to have the authority to agree to the remittance on behalf of the submitting body. Subject to the agreement of conference.

POINT OF ORDER q **POINT OF ORDER** - Any person wishing to question the proceedings of Conference may rise on a "point of order", and when called shall state the procedural point in exact terms, whereupon the Chairperson shall immediately give a ruling or refer the matter to the Standing Orders Committee for a decision. Any person raising points of order must seek to prove one or more of the following:-

- (i) That the speaker is using unparliamentary language.
- (ii) That the speaker is digressing from the subject of the motion.
- (iii) That the rules of the Union are being broken.
- (iv) That there is an infringement of the customary rules of debate.
- (v) That there is an infringement of the Standing Orders (which shall be referred to the Standing Orders Committee).

r The Chairperson's ruling on a point of order shall be final unless it is challenged. The correct method of challenging the ruling shall be to move: "I wish to challenge your ruling." Such a motion shall be carried by a simple majority.

s The Standing Orders Committee shall have the right to enter debate on all matters affecting the decisions and role of the Committee.

t Debates in Camera which have not previously been notified in the Agenda can be requested by a delegate or the NEC prior to the commencement of the debate and if such a request is supported by a simple majority of the Conference.

4. VOTING PROCEDURE

a Voting at the Special General Conference "Redesign" shall normally be by a show of hands in accordance with Rule 10.5

b A card vote may be called for either by the Chairperson of the General Conference or when 30 delegates or more are on their feet calling for such a vote immediately on the announcement of the decision of the hand vote.

When a card vote is taken it shall be based upon a count of Branch membership excluding retired members conducted as close to conference as possible.

DURING A CARD VOTE ALL PERSONS MUST REMAIN IN THEIR SEATS AND NO PERSON SHALL ENTER OR LEAVE THE FLOOR OF CONFERENCE.

All card votes of the effective membership represented by delegates shall be collected by the Standing Orders Committee.

Procedure for a card vote shall be as follows. The voting delegate of each

branch shall be required to place in a ballot box a card indicating the effective voting membership of the Branch for, against, or abstention on the question requiring the decision. Once the Standing Orders Committee have announced the conclusion of the card vote, no further voting cards shall be included in the count.

On completion of the vote the General Secretary shall arrange for the counting of the votes and the issue of a circular to each delegate attending Conference recording the vote of each Branch and the result. When the motion being voted upon has a consequential effect on the following motion(s), Conference will proceed to the next item of business unaffected by the card vote result. When the card vote result is announced Conference will return to the earlier item provided it is within the timetable.

- c A motion will be deemed carried if it obtains a simple majority of the votes cast.

5. PROCEDURE FOR EMERGENCY MOTIONS

- a Emergency motions may only be submitted for inclusion in the Agenda if they refer to a matter which because of the circumstances giving rise to them could not possibly have been submitted by the published closing date for motions. Such emergency motions will only be accepted by the SOC if they constitute a significant and important matter, which requires a decision by Conference.
- b Emergency motions must reach the Standing Orders Committee at CWU Headquarters by midnight on **Tuesday 23rd October 2018**. Branches and Regional Committees will be advised by the SOC whether or not the emergency motion has been accepted for inclusion to the Agenda prior to the commencement of General Conference.
- c Any emergency motion submitted after the above date must be notified to the Standing Orders Committee at conferences@cwu.org as soon as possible. Branches and Regional Committees will be advised by the SOC whether or not the emergency motion has been accepted for inclusion to the agenda as a matter of urgency.
- d A decision taken by Conference shall not be open to the emergency procedure at the same Conference.
- e The NEC will also be required to follow these procedures.

6. APPEALS/REFERENCE BACK PROCEDURE

- a Written notice of appeals/intention to move reference back against decisions of the Standing Orders Committee as published in the Agenda regarding:-
 - (i) Motions not admitted to the agenda
 - (ii) inclusion/exclusion of motions in a composite
 - (iii) the priority/placement given to a motion
 - (iv) timetable/programme of business
 - (v) the Standing Orders for Conference
 - (vi) the consequential rulings on motions

must reach the Standing Orders Committee at CWU Headquarters by midnight on **Tuesday 23rd October 2018**. Such written notice must advise of the intention to appeal/move reference back to alter the published

agenda with details and reasons for doing so.

After consideration of appeals/reference backs by the SOC, Branches and Regional Committees, wishing to continue their appeal/reference back must seek to do so by addressing Conference at the commencement of business on **Saturday 3rd November 2018**.

All parties advised by the SOC that their appeal/reference back has not been accepted will also be sent an appeal card entitling them to address Conference when called to do so by the Chairperson of Conference during the adoption of the General Conference Standing Orders Committee report.

- b Challenges to other SOC decisions as printed or announced in supplementary SOC reports must be made at the time the supplementary report is moved. Such challenges can be made to Conference by a delegate, when called to the rostrum, advising Conference that they wish to challenge a decision of the SOC and giving the reasons why.
- c All appeals/reference backs will be deemed carried if they have the support of a simple majority of Conference.
- d The NEC will also be required to follow these procedures.

7. SUSPENSION OF STANDING ORDERS

- a Motions to suspend Standing Orders shall only be allowed to deal with business or circumstances that could not have been foreseen when the Timetable/Programme of Business was adopted.
- b The Chairperson may accept a motion for the suspension of Standing Orders provided no motion is on the floor being debated.
Any such motion must state the Standing Order/Orders involved and also state the nature and urgency of the business as to why the suspension is required.

The Chairperson shall immediately refer such a motion to the Standing Orders Committee who shall express their view before the vote is taken. A motion for the suspension of Standing Orders will be carried if supported by a simple majority of the Conference.

- c At the end of the period of suspension of Standing Orders, the Conference shall return to the published timetable. No subsequent motion for the variation of the timetable to compensate for time lost by the suspension of a Standing Order/Orders or the discussion of such suspension shall be admissible.

8. NEC ACCEPTANCE

- a The NEC will indicate, in an SOC document published prior to Conference, the motions (excluding their own) which they are prepared to accept. When the SOC report is adopted, those motions will be deemed to be carried subject to SO8d, and will not be debated. Subsequent consequential rulings will be applied accordingly.
- b Opposition to the acceptance can only be registered by advising the Standing Orders Committee prior to the Standing Orders Committee Report being moved at the commencement of Conference. The Branch(s) registering opposition to NEC acceptance shall be published in the relevant supplementary report, (Rule 10.6.6.i refers).

- c Challenges to NEC positions of “accept” referred to in subsequent supplementary SOC reports will be dealt with in accordance with Standing Order 6b.
- d The acceptance of motions under the terms of this Standing Order shall not take priority over consequential rulings.
- e However, notwithstanding the provisions of 8a–d, Branch(s) do not have the facility to register opposition to acceptance of motions standing in their own name.

9. PROHIBITIONS

Mobile phones or devices (Smartphones, Tablets and Laptops) must be switched off or set to Silent, while in the confines of the Conference Hall.

During “in Camera debates” recording and or reporting of these debates shall be strictly prohibited.

No documents, posters or banners shall be circulated, distributed or displayed within the Conference Hall without the permission of the Standing Orders Committee.

NATIONAL EXECUTIVE COUNCIL AND OFFICERS

NATIONAL EXECUTIVE AND OFFICERS

General Secretary	D Ward	
Senior Deputy General Secretary	A Kearns	
Deputy General Secretaries	A Kerr	T Pullinger

National Executive Council

National President	B Shepherd
National Vice President	J Loftus

M Ali	S Banbury	A Bouch	T Cooper
N Darbyshire	T Fussey	S Halliwell	S Jones
M Kavanagh	C Maden	C McGlynn	K Rose
L Simpson	D Tee	J Upton	B Weatherall
D Wilshire			

Officers

Dave Joyce	Trish Lavelle	Tony Rupa	Bill Taylor
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Standing Orders Committee

R Alldritt	P Callaghan	J Gaby	P Magill
D Mitchell	T Sneddon	J Stevenson	P Thomas

Details correct as of October 2018

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SECTION 1 : BRANCHES

Saturday 09.45 – 13.00

1 CATEGORY A:

***If Carried 2, 3, 4, 5, 6, 7, 8, 9,
10, 11, 12, 13 and 19 Falls***

This special redesign Conference agrees a suitable process going forward is required to achieve financial stability in the CWU.

The NEC is instructed to delete items 7, 8 and 9 under Appendix A – CWU Branches Recommendations and renumber the following recommendations accordingly, thus ensuring that the current arrangements for branches are maintained.

The NEC is instructed accordingly.

Meridian

2 CATEGORY A:

***If Carried 3, 4, 5, 6, 7, 8, 9,
10, 11, 12, 13 and 19 Falls***

This Conference considers that the proposals submitted by the NEC to be short sighted and potentially detrimental to the financial security of this Union.

- (1) Conference therefore instructs the NEC that the Branch Rebate system shall remain the same as set out within National Rule (11.6.1, 11.6.2 and 11.6.3 Rebates).
- (2) No deductions other than as provided under Rule 11.6.3 shall be made from Branch Accounts. This shall particularly apply to the NEC proposal to deduct 50% of Branch Bank Accounts.
- (3) The NEC propositions with regard to utilisation of monies currently held within the "Withheld Rebate Fund" requires further debate and consideration. The NEC is instructed to prepare and present to Branches a detailed and report as to a range of methods in which utilising these monies would benefit the Union and the membership. Such report shall include consideration as to all and any future liabilities monies for which the union may be liable in the foreseeable future. Such report to be presented prior to General Conference 2019 or 2020 whichever be the earlier.

North West No.1

3 CATEGORY A: COMPOSITE MOTION

***If Carried 4, 5, 6, 7, 8, 9,
10, 11, 13 and 19 Falls***

This conference instructs the NEC that it is not in Union's long term interest to remove 50% of current monies held in Branch accounts that maintains a strong Branch structure and further proposes that the present Branch rebate system remains the same as is now laid down in the rules except that the withheld rebate fund is changed as follows;

70% of the current withheld rebate fund be returned to the General fund, the remaining fund (30%) to be held as a fund that any Branch or Region can request a grant from for any specific project or for assistance due to lack of funds by making an appropriate case to the Senior Deputy General Secretary.

All future withheld rebate will be dealt with in the same manner with 70% going to the General fund and 30% being for Branches and Regions to request funding for projects/campaigns or assistance.

East London Postal
London South West
London Parcels Stations Amal
Greater Manchester Amal
West London Postal
North/North West London
North west Central Amal

4 CATEGORY A: COMPOSITE MOTION *If Carried 6, 7, 8, 9, 10, 11, 12 and 13 Falls*

The NEC is instructed to remove para 7 and para 8 of the Recommendations on Branches as laid out on page 9 of the redesign document.

Therefore allowing the existing arrangement to continue.

Greater London Combined
London Phoenix
Portsmouth and District Postal

5 CATEGORY A: *If Carried 6, 7, 9, 10, 11, 13 and 19 Falls*

This conference agrees that under section 1 appendix A, bullet points 8 and 9 will be deleted.

The NEC is instructed accordingly.

South Central Postal

6 CATEGORY A: *If Carried 7, 8, 9, 10, 11, 12 and 13 Falls*

Conference instructs the NEC to make the following amendments:

Section 1
Appendix A
Recommendations

7. Delete Existing and Renumber recommendations

8. Delete Existing

Insert –

To ensure there are sufficient funds available to fund a new approach for the use of the Withheld Fund monies, (as laid out below), 50% of all monies currently held in Branch bank accounts will be placed into the Withheld Fund. Prior to any money being withdrawn, the SDGS Dept will scrutinise each Branch account to ensure the branch is able to meet its financial commitments going forward. If necessary a minimum bank balance will be agreed with the Branch to enable the branch to function during the transitional arrangements.

9. Delete Existing

Insert –

That from May 2019 the current monies held in the withheld rebate account be utilised in line with the following formula:

- 25% will be available as a fund for Branches to bid for to support local organising and recruitment activity.
- 20% will be available to provide assistance for those Branches whose geographical size or remote location causes funding difficulties. Allocations would be subject to the production of an itemised and costed budget in line with the authority of the NEC as detailed below.
- 30% will be available to support centralised and strategic Organising and Recruitment campaigns.
- 25% will be held in reserve by the NEC as an Emergency Fund.
 - Monies from this fund will only be released upon application to and only by decision of the NEC and subject to strict published criteria.
 - Monies released to Branches for assistance will need to be supported by a clear financial plan supporting the bid, which will be supported by an appeal mechanism when rejected.

Appendix D

Delete Existing

Insert –

Retain Existing Monthly Branch Rebate as in current CWU Rules.

South Wales

7

CATEGORY A:

If Carried 8, 9, 10, 11, 12 and 13 Falls

Delete text within Recommendation 7 and replace with the following:

"The Branch Rebate system will continue in its current form as outlined under National Rule 11.6.1. The status quo shall remain until such time as a different system is agreed following a full and proper consultation with Branches"

Recommendation 8: Alter 50% to 25%

Delete Appendix D

Conference instructs the NEC accordingly

Western Counties

8 CATEGORY A: COMPOSITE MOTION *If Carried 12 and 13 Falls*

TO AMEND SECTION 1 - APPENDIX A – RECOMMENDATION 7

Delete all text in recommendation 7.

Replace with the following

"The Branch rebate income shall continue in its current form as outlined under National Rule 11. 6. 1, The status quo shall remain with regard to branch rebate income until such time as a different system is agreed following proper consultation with branches."

TO DELETE SECTION 1 – APPENDIX D

Delete all text in Appendix D and Delete section.

The NEC is instructed accordingly.

Bournemouth and Dorset Amal
Bristol and District Amal

9 CATEGORY A: *If Carried 10, 11 and 13 Falls*

AMEND SECTION 1 Branches - APPENDIX A – RECOMMENDATION 8 as follows:

Replace current wording with the following:

'To ensure there are sufficient funds available to fund a new approach for the use of the Withheld Fund monies, (as laid out below), 50% of all monies currently held in Branch bank accounts, over and above six months branch rebate based on the 2018 financial year, will be placed into the Withheld Fund'.

Conference instructs the NEC accordingly.

Somerset, Devon and Cornwall

10 CATEGORY A: *If Carried 11 and 13 Falls*

Conference agrees to amended wording of Appendix A (8) to:

"To ensure there are sufficient funds available to fund a new approach for the use of the Withheld Fund monies, (as laid out below), 50% of all monies currently held in Branch bank accounts **where the current balance is over £20,000** will be placed into the Withheld Fund. **There will be the provision for branches to submit an exceptional circumstances application."**

The NEC is instructed accordingly.

Tyne and Wear Clerical

11 CATEGORY A: COMPOSITE MOTION*If Carried 13 Falls*

This conference instructs the NEC to delete bullet point 8 appendix A and replace with the follows:

Prior to 50% of all money's currently held in branch accounts being placed in the withheld fund (to be used as laid out below). The SDGS Dept will scrutinise each Branch account to ensure the branch is able to meet its financial commitments going forward. If necessary a minimum bank balance will be agreed with the branch to enable the branch to function during the transitional arrangements.

South East Wales Amal
North Wales and Marches

12 CATEGORY A: COMPOSITE MOTION*If Carried 13 Falls***Appendix D – Branch Finances**

Conference instructs the NEC to ensure the current Branch Rebate shall maintain the system which is based on a percentage of the subs paid by the Branch membership.

The NEC is so instructed.

North Lancs and Cumbria
South East No5

13 CATEGORY A: The majority of the industrial work is completed at branch and regional level. The majority of our members' interaction of the union is on a local level. Monies and resource should continue to be close to our members.

Conference instructs the NEC to make the new branch funding and withheld funds appendix A, A voluntary trial where branches can opt in or out.

Conference believes that the new formula is too rigid and does not evaluate any ongoing sale of assets. That if the union attains surplus in following years, no mechanism to give back to branches is envisaged. Agreements as proposed should carry a "sunset clause" that stops the ongoing removal of funds

Conference recognises that a one size fits all does not apply to branches all over the country and therefore it is vital no branch is unable to afford to attend meetings or finance recruitment.

Branches must have the opportunity to agree any changes and any of their own finances should first be utilised by the owning branch.

Our Union is a voluntary union

Coventry

14 CATEGORY A: COMPOSITE MOTION

This Conference instructs the National Executive...

That Conference will note the inclusion of the fourteen measures of success for branches and the mandatory health check

This measure should be welcomed as a move to a more professional and consistent service to our members, however the inclusion at point 3 of a less than 500 member review and the subsequent encouragement to merge removes the ability of smaller branches however active to be judged on the fourteen measures along with all other Branches

As such point 3 of the recommendations should be removed.

The National Executive is instructed Accordingly

Durham County Amal
North East Coastal Amal
Darlington Amal

15 CATEGORY A: Conference instructs the NEC to make the following amendments

Section 1 Branches
Appendix A
Recommendations

4. Delete Existing

Insert -

That the union adopt the 14 measures as an appendix to the Model Branch Constitution as amended.

5. Delete Existing

That the 14 measures as amended form the basis of a biennial Branch "mandatory health check" to normally be carried out by the relevant Regional Secretary under the auspices and with the full authority of the General Secretary, with the aim being to support, encourage and develop Branches and Branch Officers through this process.

6. Delete Existing

Insert -

That the NEC introduce a transparent system whereby any Branch that fails to participate in the "mandatory health check" and to work in accordance with rules and towards achieving the 14 measures as amended may be subject to some form of sanction but not financial sanction of the Branch.

Appendix B
Recommendations

SECTION 1 : BRANCHES

Saturday 09.45 – 13.00

1.Delete Existing

Insert –

Membership increase and decline and membership trends with explanations for any major changes – do they regularly update and analyse membership data.

2. Delete existing

Insert –

Participation in union structures and activities e.g. Conference, Region, IR, Equality structures, and union education and training.

4. Delete existing

Insert –

Participation in Political and campaigning activity – how many CLPs and Trade Councils are they affiliated to?

10. Delete Existing

Insert –

Industrial achievements – membership density. Industrial activity in terms of meetings, workplace visits, influence and activity.

13. Delete Existing

Insert –

Do they use a variety of methods of communications to get their message out and to keep members informed?

South Wales

16 CATEGORY A: This Conference instructs the National Executive...

To include within the fourteen measures of success for branches

To ensure that all current Branches shall have sufficient financial remuneration (whether from Branch rebate or the Withheld fund) to fulfil their obligations within the National Rule Book

The National Executive is instructed accordingly

Durham County Amal

17 CATEGORY A: Special Redesign Conference agrees the need for the whole of the CWU to work together and look at centralised purchasing.

The NEC is instructed to include the option for branches to opt into any roll out of the scheme, following the successful trial.

The NEC is instructed accordingly.

Meridian

18 CATEGORY A: Conference welcomes the proposals for greater accountability with the introduction of the fourteen measures of success which will not only drive a more structured approach but also promote succession planning and development of representatives.

Conference notes with concern that it's becoming increasingly difficult to recruit and retain new activists and representatives due to the ever-decreasing starting salaries being paid to newly recruited employees.

The issue being that once someone secures release as a union rep, it becomes more difficult for them to gain promotion into a higher paid role within the business. This also affects part time representatives where the employer and the role requires the position to be full time. Consequently, full time candidates are preferred.

This in turn means that when people want to progress, understandably often to improve their salary, they have to step away from their union position. This means the Union loses a representative as well as the training and experience that they have built up.

These recognisable circumstances which are experienced across the Union are undermining succession planning as well as being a threat to creating a more equal and diverse Union.

Conference therefore instructs the NEC to bring forward a new recommendation under section 1 to include a representative benefit package to incentivise new Reps, with the aim to reduce the potential financial disadvantages inherent in becoming a Rep and which will increase the likelihood that they remain in their position to develop their role within the Union.

This package could include things such as a financial incentive, free union membership, monthly mobile phone allowance, free access to the courses on left click plus, union funded further education / degree courses, VIP access to UnionLine, additional complimentary products and services over and above the member benefits.

Mersey

19 CATEGORY A: Conference notes the terms of the NEC recommendations contained within the Redesign CWU National Structures document.

We instruct the NEC to give conference further clarification on the redistribution of branch funds into

- a) Centralised strategic organising campaigns and how these will be considered in non-core industries
- b) Emergency Fund what will the purpose be of such a fund, and why would it be required

Preston Brook, Bury and Retail

20 CATEGORY A: COMPOSITE MOTION

Conference welcomes the recommendation to establish Regional Executive Committees allowing the establishment and delivery of regional campaigning and strategic activity within the more accountable framework of a new Regional Executive Committee.

Conference is concerned however that with additional activity comes a greater requirement for financial transparency and safeguards and believes the omission of a Regional Treasurer or Financial Secretary on the new committee to be an oversight.

Conference therefore instructs the NEC, under Recommendation 3, to include a Regional Financial Secretary. Conference further instructs the NEC to include a clause that no single individual can hold more than one of the following roles at any one time:

- **Regional Secretary**
- **Regional Assistant Secretary**
- **Regional Chair**
- **Regional Financial Secretary**

North West Regional Committee
Mersey

21 CATEGORY A: This Conference Agrees:

That the following 7 Regional sub-committees be established under Rule which will meet four times a year:

Regional Equality Committee – comprising Equality Officers, BAME Officers and other representatives from the four equality streams.

Regional Women's Committee – Comprising of Women's Officers from all Branches.

Regional Health and Safety Committee - Comprising Lead Health and Safety Representatives from all Branches.

Regional Young Workers Committee – no change

Regional Retired Members – no change

Regional Educational, Learning and Training Committee to comprise Lead ULR's and Branch Secretaries.

Regional Political Committee – no change

The NEC is instructed accordingly.

South East Regional Women's Committee

22 CATEGORY A: This conference notes that the proposals contained within section 2 of the redesign booklet - Regions

Conferences agrees that there is a need to ensure equality of representation and is concerned that the proposed structures neither provide an adequate outlet to promote women into the wider union structures, nor do they ensure that both industrial strands have a role to play.

Conference instructs the NEC that any role changes retain regional women's structure and an industrial, balance.

South London, Surrey and North Hampshire

23 CATEGORY A: Conference agrees that now the principle of new Regional Committee and Regional Sub-Committee structures have been agreed the following should apply :

The NEC are instructed to include within section 2 Appendix A - Regions Each Regional Sub-Committee will also include in addition to its attendees from the Branches comprising the region a Young Worker elected to attend that Regional Sub-Committee from the Regional Young Workers Committee.

Scotland Regional Committee

24 CATEGORY A: Amend Section 2, Appendix A as follows:
Delete Recommendation 8.

Conference instructs the NEC accordingly.

Somerset, Devon and Cornwall

25 CATEGORY A: Conference agrees that now the principle of new Regional Committee structures have been agreed the following should apply :

The NEC are instructed to include within section 2 Appendix A – Regions

For all elected attendees to the new Regional Executive Committee and existing Regional Sub-Committees attendees where unpaid release is required to be taken to facilitate their attendance at the meeting, the cost of that unpaid leave will be met either from the central CWU HQ funds or from an increased Regional Committee budget.

All Travel & Subsistence costs for these attendees will still continue to be met from their parent Branch funds.

Scotland Regional Committee

26 CATEGORY A: COMPOSITE MOTIONS

To amend Section 2 - Appendix A - recommendation 3: -

After "One Union Basis," Add new paragraph: -

The NEC recognises concern from small and medium branches that this could lead to all regional positions being dominated by a small number of very large branches in regions.

Therefore the NEC will determine the rules for these elections in the spirit of inclusivity designed to get the largest possible spread of branches involved. This could for example mean the elections take place on a "One Branch. One Vote " Basis."

The NEC is instructed accordingly

Gloucestershire Amal
Plymouth and East Cornwall

27 CATEGORY A: The NEC is instructed that as part of any newly constructed Regional Constitution a new rule will be introduced that will make the attendance by CWU Branches at Regional Committees mandatory.

Shropshire and Mid Wales

28 CATEGORY A: Conference instructs the NEC to bring forward this rule change to any Rules revision conference/special to enact the following –

That Regional Leads on Health & Safety, Young Workers, BAME, Disability, Women's, LGBT, Retired Members and Education, Training & Learning as per NEC recommendations is changed to say ' Regional Facilitator or Coordinator instead , The NEC is instructed accordingly.

York and District Amal

29 CATEGORY A:***If Carried 30 Falls***

Conference instructs the NEC to delete the proposed changes on the Equality Section 3 on Appendix A Page 24, Points 7 and 8 and keep the existing Rule and Policy in place and continue to hold motion based Equality Conferences on an annual basis.

Midland No.1

30 CATEGORY A: Conference agrees that all equality conferences should be separate, and on an annual basis, it is vitally important that all equality conferences are given their own time, space and safety.

Therefore, the NEC is instructed to remove para 7 from appendix A equality recommendations on page 24 of the redesign document.

This would allow the current structure to continue.

Greater London Combined

31 CATEGORY A:***If Carried 32 Falls***

Conference instructs the NEC to maintain the current Advisory Committees, or at least a proportion of those Committees. This to be until such a time when the newly appointed Regional Leads and new Advisory structure is fully functioning.

The NEC is instructed accordingly.

Manchester Combined

32 CATEGORY A: Conference instructs the NEC to maintain the current national advisory committees until such a time when any new structure is agreed under Redesign. The NEC is instructed accordingly.

North East Regional Committee

33 CATEGORY A: *If Carried 34, 35, 36, 37, 38, 40 and 41 Falls*

This Conference instructs the NEC that the proposed composition of the NEC in the REDESIGN document for THE FUTURE of the NEC will be amended as follows:

- a) 11 NEC seats elected by and from the Postal constituency, 9 who will be automatic members of the Industrial Executive this shall include Chair and Vice Chair. (The remaining 2 seats will be open to any member of the Postal Constituency)
- c) 8 NEC seats elected by and from the T&FS constituency, 6 who will be automatic members of the Industrial Executive this shall include Chair and Vice Chair. (The remaining 2 seats will be open to any member of the T&FS Constituency).

The NEC is instructed accordingly.

Greater Manchester Amal

34 CATEGORY A: COMPOSITE MOTION

Whilst it must be noted and congratulated that the aspiration of the NEC in the Redesign National Structures document envisages a newly constituted NEC to better reflect the work, gender, ethnicity and diversity of the membership conference agrees it does not go far enough.

Therefore conference agrees that in addition to the number of positions set out in paragraph 4.4

The NEC are instructed to have an additional 4 seats to sit on the NEC that are not from the Industrial Executives

2 elected by and from the Postal constituency

2 elected by and from the Telecoms and Financial Services constituency

Midland Regional Committee
South Midlands Postal

35 CATEGORY A: *If Carried 36 Falls*

NEC is instructed to remove Para 6f on page 31 of the redesign document. and insert,

4 equality strand lay members (2 from women, BAME, LGBT, and Disability) from the date of introduction 4 strand members will be elected by and from all

SECTION 4 : NATIONAL STRUCTURES

Saturday 17.25 – Sunday 09.00

members in the postal constituency and 4 strand members will be elected by and from all members in the Telcoms and Financial services constituency.

Greater London Combined

36 CATEGORY A: Conference welcomes the restructure of the NEC and the commitment towards proportionality and the mainstreaming of our equality agenda through the establishment of full and equal seats at the table for Young Workers, Retired Members and the four Equality Strands.

While recognising and accepting the requirement to maintain a constituency balance and constituency safeguards within the election arrangements for these seats, conference is alarmed at the election arrangements recommended for the four Equality Strand seats. The establishment of alternating constituency election is outside of any existing election process with good reason. The proposals are counter-productive to the intent of the whole redesign project by deterring good candidates from standing for a position they know they must vacate after a fixed two-year period irrespective of their capability or popularity amongst members.

The NEC is therefore instructed to review the recommendations as they relate to the Equality strands which must, as a minimum, both retain constituency balance and safeguards, but also allow candidates to achieve continuity for consecutive elections.

Mersey

37 CATEGORY A: *Recommendation 1: Amend bullet point 6 to read:*

4 Equality strand seats (Women,BAME,LGBT,Disability) The individual must identify with the strand that they are representing"

Conference instructs the NEC accordingly

Western Counties

38 CATEGORY A:

1. Conference agrees that the two Young Workers elected from the Postal & T&FS constituencies who are elected to serve directly on the NEC will automatically be members of the National Young Workers Committee. The elected representatives would therefore be required to carry out the duties of the National Young Workers Committee Member in addition to the duties that they are expected to perform on the NEC
2. Conference also agrees that all Central Services National Officers will be elected via an individual member ballot.

SECTION 4 : NATIONAL STRUCTURES

Saturday 17.25 – Sunday 09.00

3. With the move to Biennial Conferences all National Officers will produce an annual report to the membership.

The NEC is instructed accordingly.

Greater Mersey and South West Lancs Amal

39 CATEGORY A: Conference instructs the NEC to ensure that there is a national retired members committee consisting of 1 delegate per regional committee, elected by and from the branches of the region, plus a nationally elected retired NEC member.

Central Counties and Thames Valley

40 CATEGORY A: The NEC are instructed to replace point 6E of Appendix A, Redesigning National Structures - Recommendations on page 31 with: *1 Retired member elected by and taken from all members of Branches with properly established Retired Members' Sections.*

Midland No.1

41 CATEGORY A: Section 4 on National Structures: amend 4.3

This conference instructs the NEC to amend the first paragraph in 4.3 and insert after;

not vote on either financial or Rule/Constitutional changes.... EXCEPT WHERE THEY APPLY ONLY TO RETIRED MEMBERS.... nor on issues

North Wales and Marches

42 CATEGORY A: This conference instructs the NEC that any policy paper published to General Conference 2019 on the future redesign to our Industrial Executives must include the removal of all current and any future reserved seats to the Postal Executive Committee.

Glasgow and District Amal

43 CATEGORY A: *If Carried 44, 45, 46, 47, 48, 49, 50, 51, 52, 53, 54 and 55 Falls*

Conference instructs the NEC to delete the proposed changes on the Section 5 Conferences on page 34 Appendix A and keep the existing Rule and Policy in place and continue to hold General and Industrial Conferences on an annual basis.

Midland No.1

44 CATEGORY A: COMPOSITE MOTION *If Carried 45, 46, 47, 48, 49, and 52 Falls*

This Special Redesign Conference recognises that Annual conference is the sovereign body of this union. This Conference further recognises that any move to increase the duration between Conferences will undermine the democratic accountability of this union.

Therefore, this Special Redesign Conference notes that the NEC's proposed recommendation to move to Biennial Conferences is not in the best interests of the membership of the CWU, either politically or industrially.

The NEC is therefore instructed to retain the current policy of the CWU of Annual Conferences and adjust the policy document in line with this decision.

South Central Postal
London Phoenix
Bradford and District Amal
Portsmouth and District Postal
Coventry

45 CATEGORY A: COMPOSITE MOTION *If Carried 46, 47, 48, 49, and 52 Falls*

This Conference recognises the important and vital role an Annual Conference of the Union plays in the democracy and accountability of the CWU, Conference also recognises the need for change on the way Annual Conference operates to ensure it is proactive, policy driving and relevant for the future.

Given the political climate across the World, the industrial challenges of the fourth Industrial revolution and the world of work, this Conference agrees an annual Conference of the union is more vital than ever.

To ensure our Annual Conference as the sovereign body of the union is fit for purpose and able to deliver a progressive agenda and to enhance the industrial and political might of the CWU for all CWU members the National Executive are instructed to ensure annual Conference remains in place within the CWU Rule Book

SECTION 5 : CONFERENCES

Sunday 10.30 – 13.00

and also explore the opportunity to changes that will allow the following

1. **The Introduction of a new format for Conferences that places the development of strategy and a more detailed and consistent policy at the heart of our debates, whilst retaining the clear and democratic role of Branches in setting the course of the CWU and of Conference as the sovereign body of the union. The new format would enable the NEC at General Conference and the Industrial Executives at Industrial Conferences to place strategy and policy documents before Conference whilst giving Branches the opportunity to amend these.**
2. **Branches, Regions, NEC, Industrial Executives, Young Workers Conference and Retired Members Conference as appropriate, will retain the ability to submit motions.**
3. **Where a matter requires a broader more open debate, we have the ability to build into Conferences a limited number of timed plenary sessions before moving to the formal policy position. This will enable an Executive member a time-limited opportunity to expand on an important subject and also give Branch delegates the opportunity to raise direct questions.**
4. **As part of a any new format, the NEC will explore the introduction of a mechanism that gives Branches the opportunity, following the publication of the agenda, to prioritise Branch motions in each section of the agenda. Further discussion will take place with the SOC on this aspect.**
5. **Further discussion will take place with the SOC on the best way to facilitate the new format of Conference as set out in recommendations 1, 3, and 4.**
6. **The NEC will undertake in conjunction with the SOC the best way to facilitate the following:-**
 - **Ensure a more proactive approach to compositing similar or linked motions into much more substantial policy that can win widespread support.**
 - **Provide a more robust approach to categorising motions, in particular in terms of B, C and D motions.**
 - **Allow the NEC to accept motions that are uncontroversial and notify Branches in advance of this intention. Branches who are not the movers of the motion would have to object in writing and state the nature of their opposition to force a debate to take place.**

- Review the deadlines for motions to be submitted to Conference with a view to Introducing a window for submission rather than a deadline.
7. The following bodies shall be able to submit motions to Annual Conference:-
- a) Branches
 - b) The NEC and Industrial Executives (for Industrial Conferences only)
 - c) Regions on issues relating to Political, Equality, Education, Learning and Training or Health and safety sections only.
 - d) The Young Workers Conference will continue to be able to submit motions to General and Industrial Conferences and the Retired Members Conference will be able to submit motions to Conferences in accordance with the Rules.
8. To facilitate the above, further work will be undertaken by the NEC in conjunction with the SOC on the number of motions and amendments that each body would be allowed to submit.
9. The agenda should prioritise CWU business and the number of guest speakers should be restricted to one National or International high profile speaker per day of Conference, with a focus, where possible, on solidarity with other workers in struggle.

The NEC is instructed to retain the current policy of the CWU of Annual conferences and adjust the policy document in line with this decision.

Kent Invicta
South East Regional Committee

46 CATEGORY A: COMPOSITE MOTION

*If Carried 47, 48
and 49 Fall*

This Conference instructs the NEC to delete bullet point 1 Appendix A and replace with the following:

To move General Conference to a system of biennial from 2019. However, Industrial Conferences will be maintained annually.

The following bullet points within the Appendix to be amended appropriately.

South East Wales Amal
South East No 5
South West Wales Amal

SECTION 5 : CONFERENCES

Sunday 10.30 – 13.00

47 CATEGORY A:

If Carried 48 Falls

Conference instructs the NEC to implement the following. The CWU shall move to;

A biennial two day Industrial Conference for both the Postal and T&FS constituencies to be held concurrently.

A biennial two day General Conference.

The Industrial and General conferences will be held separately in alternate years.

Consideration must be given to holding all Conferences in a central location in the UK to allow easier travel for all branches from all parts of the UK.

West Yorkshire

48 CATEGORY A:

If Carried 49 Falls

This Special Redesign Conference notes that the recommendation to move to biennial conferences will be on the basis of a three day General Conference and three day Industrial Conferences.

Therefore, this conference agrees that all future biennial conferences shall be joint General/Industrial conferences of six days duration, with General Conference being held on days one to three and the Industrial Conferences being held on days four to six.

The NEC is instructed accordingly.

Eastern No.3

49 CATEGORY A: Conference instructs the NEC that no conference shall be held over the weekend period where possible.

North East Regional Committee

50 CATEGORY A: COMPOSITE MOTION

Conference instructs the NEC that to facilitate recommendation 11, the NEC will produce for General Conference 2019 appropriate Rule changes on Policy Forums.

SECTION 5 : CONFERENCES

Sunday 10.30 – 13.00

Policy Forums may be called by the NEC, Industrial Executives, or at the request of Branches representing not less than 51% of the membership affected.

Newcastle Amal
Durham County Amal

51 CATEGORY A: Conference instructs the NEC that any Single Equality Conference will remain a standalone event and separate to the main CWU Conference, whether Annual or Biennial

North West Central Amal

52 CATEGORY A: This conference instructs the NEC that Retired Member Conference is to be held in the year between Biennial conferences as per Equality Conferences.

North Wales and Marches

53 CATEGORY A: COMPOSITE MOTION

Conference notes with concern the proposal to move to a biennial retired members conferences from 2019, therefore conference agrees that their will be a retired members event held in the year between the retired members conferences, the NEC is instructed accordingly.

Greater Mersey and South West Lancs Amal
Greater Manchester Amal

54 CATEGORY A: COMPOSITE MOTION

TO AMEND SECTION 5 - APPENDIX A – RECOMMENDATION 14

Add after "... Health and safety sections only"

"Whilst retaining the ability to submit the same number of motions to the Health and Safety section as the current Regional Safety Forums are entitled to."

The NEC is instructed accordingly.

Plymouth and East Cornwall
Western Counties
Cornwall Amal

SECTION 5 : CONFERENCES

Sunday 10.30 – 13.00

55 **CATEGORY A:** The Conference instructs the National Executive to amend bullet point 13 to read as follows;

13. That further work be undertaken in conjunction with the SOC to facilitate the following for General and Industrial Conferences and Policy Forums. All other bullet points to remain as proposed.

Glasgow and District Amal

56 CATEGORY A: COMPOSITE MOTION *If Carried 57, 58, 59, 60, 61, 62, 63 and 66 Falls*

This Special Conference instructs the NEC to retain Alvescot Lodge as a residential learning and training centre.

Bradford and District Amal
Coventry

57 CATEGORY A: *If Carried 58, 59, 60, 61, 62, and 63 Falls*

Our Branch notes that the review of the Unions assets is mentioned in the introduction of the redesign document but not in any of the sections 1-7

We therefore instruct the NEC to draw up a full strategic financial plan that sets out in a clear and concise way, the projected savings of each of the three elements of the asset review.

This should be published to Branches before any final decision is taken to dispose of any Asset or before any special Rules revision conference necessary to enact CWU Policy on the redesign project.

South Midlands Postal

58 CATEGORY A: *If Carried 59, 60, 61, 62, and 63 Falls*

Section 6
Education, Learning and Training
Appendix A
Recommendations

Conference instructs the NEC to

3. Delete Existing

Insert –

That the next steps of the NEC in relation to planning for practical contingency arrangements in the event of the sale of Alvescot Lodge and the Elstead Hotel be endorsed.

And that Next Steps – Impact of the Asset Review bullet point 3 page 40 is deleted and the following paragraph is inserted.

“ That we establish the availability and resource implications of the following options for delivery of some or all of our residential courses in the immediate event of the closure of Alvescot Lodge and The Elstead Hotel

- CWU HQ training room plus hotel
- CWU Regional Office training room plus hotel
- A union owned or run education facility that we may be able to book. ”

Wales and Marches Regional Committee

59 CATEGORY A: COMPOSITE MOTION

Conference agrees that until a feasibility study has been produced to branches showing an absolute necessity to close and sell Alvescot Lodge in order to secure the finances of the CWU, all references of the sale and closure of Alvescot Lodge in the Education and training section will be removed from the redesign document.

The NEC is therefore instructed accordingly.

South Central Postal
Portsmouth and District Postal
Meridian
Colchester and District Amal
South East Regional Committee

60 CATEGORY A: COMPOSITE MOTION **If Carried 61, 62 and 63 Falls**

This conference instructs the NEC to amend recommendation 3 so it reads: -

Recommendation 3 – that the next steps of the NEC in relation to planning for practical contingency arrangements in the event of the sale of Alvescot Lodge be endorsed only when an extensive cost analysis of educating representatives residentially away from Alvescot has been completed and shared with Branches.

This analysis should be completed alongside the detailed strategy for education, Learning and Training and communicated to branches prior to Conference 2019 so that an informed debate can be had with regards costs of delivering residential courses at Alvescot verses delivering residential courses elsewhere.

Bournemouth and Dorset Amal
Gloucestershire Amal

61 CATEGORY A: **If Carried 62 and 63 Falls**

This Conference agrees that the CWU shall retain ownership of Alvescot Lodge until such time as a report detailing a fully costed replacement Education, Learning & Training program, including the provision for residential training, has been placed before the membership and is endorsed by conference decision and/or branch ballot.

The NEC is instructed accordingly.

Eastern No.3

62 CATEGORY A: Conference instructs the NEC that there is no sale or closure of Alvescot lodge unless or until a future conference endorses the creation of a suitable viable alternative residential training centre owned by the CWU.

Central Counties and Thames Valley

63 CATEGORY A: The NEC are instructed to continue with our current education facilities until a final Scoping Group Strategy has been agreed at General Conference 2019.

West Yorkshire

64 CATEGORY A:

Section 6
Education, Learning and Training
Appendix A
Recommendations

Conference instructs the NEC to

1.Delete Existing

Insert –

That the Framework Policy document for Education, Learning and Training be endorsed except that the first paragraph of Scoping Group page 39 is deleted and the following paragraph is inserted.

“A Scoping Group will be set up to develop a comprehensive Education, Learning and Training Strategy which will include representation from four representatives from the NEC (two from each industrial constituency), the Education, Learning and Training Department, a Regional Secretary and the General Secretary’s department, 2 Lead ULRs and 1 Tutor. This group will report to the NEC and be charged with setting out a new comprehensive policy building on the themes in this document and the following specific factors as follows:”

Wales and Marches Regional Committee

65 CATEGORY A: COMPOSITE MOTION

Conference instructs the NEC to seek the views of Branches and Regions on the bullet points on pages 39/40 of the redesign booklet.

A breakdown/consensus of replies shall be included in the comprehensive draft policy document produced by the group

Newcastle Amal
South Yorkshire and District

SECTION 6 : EDUCATION, LEARNING AND TRAINING

Sunday 14.10 – 16.05

66 **CATEGORY A:** This Conference agrees that 50% of the money raised from any sale of the CWU training centre Alvescot and the yearly subsequent savings on running costs be divided between the regions to assist with the proposed Education & Training Agenda. The NEC is instructed accordingly.

North West Regional Committee

67 **CATEGORY A:** Conference notes the terms of the NEC recommendations contained within the Redesign CWU Branches document together with the motions that have been carried by this Special General Conference. Conference agrees that taken together these now form CWU policy on Redesign for Branches.

Conference therefore instructs the NEC to bring forward to a Special Rules Revision Conference any Rule amendments that are necessary to enact CWU policy on Redesign for Branches. Conference also instructs the NEC to immediately act on CWU policy on Redesign for Branches which does not require Rule amendments.

National Executive Council

68 **CATEGORY A:** Conference notes the terms of the NEC recommendations contained within the Redesign CWU Regions document together with the motions that have been carried by this Special General Conference. Conference agrees that taken together these now form CWU policy on Redesign for Regions.

Conference therefore instructs the NEC to bring forward to a Special Rules Revision Conference any Rule amendments that are necessary to enact the CWU policy on Redesign for Regions. Conference also instructs the NEC to immediately act on CWU policy on Redesign for Regions which does not require Rule amendments.

National Executive Council

69 **CATEGORY A:** Conference notes the terms of the NEC Recommendations contained within the Redesign CWU Equality document together with the motions that have been carried by this Special General Conference. Conference agrees that taken together these now form CWU policy on Redesign for Equality.

Conference therefore instructs the NEC to bring forward to a Special Rules Revision Conference any Rule amendments that are necessary to enact the CWU policy on Redesign for Equality. Conference also instructs the NEC to immediately act on CWU policy on Redesign for Equality which does not require Rule amendments.

National Executive Council

70 **CATEGORY A** Conference notes the terms of the NEC recommendations contained within the Redesign CWU National Structures document together with the motions that have been carried by this Special General Conference. Conference agrees that taken together these now form CWU policy on Redesign for National Structures.

SECTION 7 : NEC ENABLING MOTIONS

Sunday 16.15 – 17.50

Conference therefore instructs the NEC to bring forward to a Special Rules Revision Conference any Rule amendments that are necessary to enact the CWU policy on Redesign for National Structures. Conference also instructs the NEC to immediately act on CWU policy on Redesign for National Structures, which does not require Rule amendments.

National Executive Council

71 CATEGORY A: Conference notes the terms of the NEC recommendations contained within the Redesign CWU Conferences document together with the motions that have been carried by this Special General Conference. Conference agrees that taken together these now form CWU policy on Redesign for Conferences.

Conference therefore instructs the NEC to bring forward to a Special Rules Revision Conference any Rule amendments that are necessary to enact the CWU policy on Redesign for Conferences. Conference also instructs the NEC to immediately act on CWU policy on Redesign for Conferences which does not require Rule amendments.

National Executive Council

72 CATEGORY A: Conference notes the terms of the NEC recommendations contained within the Redesign CWU Education, Learning and Training document together with the motions that have been carried by this Special General Conference. Conference agrees that taken together these now form CWU policy on Redesign for Education, Learning and Training.

Conference therefore instructs the NEC to bring forward to a Special Rules Revision Conference any Rule amendments that are necessary to enact the CWU policy on Redesign for Education, Learning and Training. Conference also instructs the NEC to immediately act on CWU policy on Redesign for Education, Learning and Training which does not require Rule amendments.

National Executive Council

73 CATEGORY X: This conference agrees that paragraph 8 in appendix A of section 1 Branches, is not in the best financial interest of the union, branches and the membership and needs to be changed to the following

To help ensure there are sufficient funds to fund a new approach for use of the withheld fund monies (as laid out below in paragraph 9)

- *Any branch with less than 12 months rebate based on the 2018 financial year, would not need to contribute to the withheld fund.*
- *Branches with more than 12-18 months rebate based on the 2018 financial year, would contribute 20% of any monies over the 12 months in their bank account into the withheld fund.*
- *Branches with more than 18-24 months rebate based on the 2018 financial year, would contribute 25% of any monies over the 12 months in their bank account into the withheld fund.*
- *Branches with more than 2 years rebate based on the 2018 financial year, would contribute 30% of any monies over the 12 months in their bank account into the withheld fund.*

The date for this one off payment would be decided by the NEC following the introduction of project redesign policy document.

Cornwall Amal

74 CATEGORY X: Recommendation 7: to be expanded to include the following:

That any branch following the trial, that spends more than 65% (based on its current 2018 rebate) on T&S will continue to receive 29% of members contributions moving forward.

Cornwall Amal

75 CATEGORY X: This conference agrees that paragraph 8 in appendix A of section 1 Branches, is not in the best financial interest of the union, branches and the membership and needs to be changed to the following

To help ensure there are sufficient funds to fund a new approach for use of the withheld fund monies (as laid out below in paragraph 9)

- Any branch with less than 12 months rebate based on the 2018 financial year, would not need to contribute to the withheld fund.
- Branches with more than 12-18 months rebate based on the 2018 financial year, would contribute 20% of any monies over the 12 months in their bank account into the withheld fund.

MOTIONS NOT ADMITTED TO THE AGENDA

- Branches with more than 18-24 months rebate based on the 2018 financial year, would contribute 25% of any monies over the 12 months in their bank account into the withheld fund.
- Branches with more than 2 years rebate based on the 2018 financial year, would contribute 30% of any monies over the 12 months in their bank account into the withheld fund.

The date for this one off payment would be decided by the NEC following the introduction of project redesign policy document.

Bournemouth and Dorset Amal

76 CATEGORY X: Appendix A – CWU Branches – Recommendations
para 8 – Page 9 Insert after withheld fund.

Prior to 50% of all money's currently held in branch accounts being placed in the withheld fund. The SDGS Dept will scrutinize each Branch account to ensure the branch is able to meet its financial commitments going forward. If necessary a minimum bank balance will be agreed with the branch to enable the branch to function during the transitional arrangements.

Gwent Amal

77 CATEGORY X: Appendix A CWU branches recommendations para 8
page 9, Insert after Withheld Fund

Prior to 50% of all monies currently held in Branch accounts being placed in the withheld fund, the SDGS Department will scrutinise each Branch account to ensure the Branch is able to meet its financial commitments going forward. If necessary, a minimum bank balance will be agreed with the Branch to enable the Branch to function during the transitional arrangements.

South West Wales Amal

78 CATEGORY X: This conferences notes the proposals contained within
section 5 of the redesign booklet – Conferences.

This conference agrees that in order to strengthen the democracy of the policy forum referenced in para 2.3, 11 and 12 of Appendix A. Should be on the basis that they will be voting bodies on the same basis as the general conference and industrial conferences respectively.

Further, a clear criteria be introduced for calling a policy forum that realistically allows branches to ensure issues are discussed.

South London, Surrey and North Hampshire

79 CATEGORY X: This conferences notes the proposals contained within section 6 of the redesign booklet – Education learning and training.

Conference notes that Alvescot is still filling residential courses all year and that opportunities to expand the facilities to other trade unions and the TUC have not been fully explored.

Conference supports a review but agrees that as a minimum:-

- I. A national residential education centre is essential for the cohesion and integration of the union – the “one union” approach.
- II. The Elstead hotel should be sold even if this means at a loss to remove the ongoing costs.
- III. That regional education should deliver traditional trade union education as well as training and learning opportunities to ensure an even greater coverage of reps.

South London, Surrey and North Hampshire

80 CATEGORY X:

4.3

There will be one NEC seat for Retired Members, elected by and taken from all members of the Retired Members sector. They will have full voting rights, in exactly the same way as every other member of the NEC.

York and District Amal

81 CATEGORY X: Section 5 conferences

Conference instructs the NEC to bring forward these rule changes to any rules revision conference/special to enact the following –

That all regions will be able to submit 15 motions comprising of the following –

- 4 from the Regional Committee
- 2 from the Regional Womens’ Committee
- 1 from the Regional LGBT Committee
- 1 from the Regional BAME Committee
- 1 from the Regional Disability Committee
- 1 from the Regional Retired Members Committee
- 3 from the Regional Health and Safety Committee
- 1 from the Regional Learning Committee
- 1 from the Regional Political Committee

York and District Amal

82 CATEGORY X: TO AMEND SECTION 2 – APPENDIX A

At end of appendix insert new recommendation numbered 13, to read as follows

13. To support the development and delivery of a new Organising and Recruitment strategy, a comprehensive report will be constructed by the NEC detailing the organising strategy in non-core companies. This report should be available for endorsement and amendment at the 2019 Conference.

The NEC is instructed accordingly

Bristol and District Amal

83 CATEGORY X: Conference instructs the NEC to make the following amendments:

Section 2
Regions
Appendix A
Recommendations

3.Delete Existing

Insert –

That the CWU introduce a new Regional Executive Committee comprising of the following:

- Regional Secretary
- Regional Assistant Secretary
- Regional Chair
- Regional Political Officer
- Regional Lead - Women
- Regional Lead - BAME
- Regional Lead - LGBT
- Regional Lead - Disability
- Regional Lead - Young Workers
- Regional Lead - Retired Members
- Regional Lead - Health and Safety
- Regional Lead - Education, Learning and Training

These positions will be elected by Branches within the Region on a one union basis except the Regional Chair and Secretary will be from different constituencies.

The Regional Equality Sub Committee will elect the Regional Leads for Women, Bame, LGBT, Disability,

The Regional Young Workers Sub-Committee will elect the Regional Lead for Young Workers.

The Regional Retired Members Sub-Committee will elect the Regional Lead for Retired Members.

MOTIONS NOT ADMITTED TO THE AGENDA

The Regional Health and Safety Sub-Committee will elect the Regional Lead for Health and Safety.

The Regional Education, Learning and Training Sub-Committee will elect the Regional Lead for Education, Learning and Training,

The Regional Executive Committee will also comprise of the following in an ex-officio capacity:

- Designated NEC member

7. Delete Existing

Insert –

That the following 6 Regional sub-committees be established under Rule which will meet four times a year:

- Regional Equality Committee – comprising Women’s Officers, Equality Officers, BAME Officers and other representatives from the four equality streams
- Regional Health and Safety Committee comprising Lead Health and Safety Representatives from all Branches
- Regional Young Workers Committee – no change
- Regional Retired Members – no change
- Regional Education, Learning and Training Committee to comprise Lead ULRs.
- Regional Political Committee – no change

South Wales

84 CATEGORY X: Section 1 Branches

Appendix A
Recommendations

4. Delete Existing

Insert -

That the union adopt the 14 measures as an appendix to the Model Branch Constitution as amended.

5. Delete Existing

Insert -

That the 14 measures as amended form the basis of a biennial Branch “mandatory health check” to normally be carried out by the relevant Regional Secretary under the auspices and with the full authority of the General Secretary, with the aim being to support, encourage and develop Branches and Branch Officers through this process.

6. Delete Existing

Insert –

That the NEC introduce a transparent system whereby any Branch that fails to participate in the “mandatory health check” and to work in accordance with rules and towards achieving the 14 measures as amended may be subject to some form of sanction but not financial sanction of the Branch.

Appendix B

Recommendations

1.Delete Existing

Insert –

Membership increase and decline and membership trends with explanations for any major changes – do they regularly update and analyse membership data.

2. Delete existing

Insert –

Participation in union structures and activities e.g. Conference, Region, IR, Equality structures, and union education and training.

4. Delete existing

Insert –

Participation in Political and campaigning activity – how many CLPs and Trade Councils are they affiliated to?

10. Delete Existing

Insert –

Industrial achievements – membership density. Industrial activity in terms of meetings, workplace visits, influence and activity.

13. Delete Existing

Insert –

Do they use a variety of methods of communications to get their message out and to keep members informed?

Mid Wales the Marches and N.Staffs

85 CATEGORY X: SECTION 3 - APPENDIX A

Para 4 Add to existing paragraph at the end

The NEC maintains the current advisory committees until such a time when the newly appointed regional equality committees are established, after which they will cease.

Mid Wales the Marches and N.Staffs

86 CATEGORY X: Section 1 Branches – Appendix A

Recommendations

Appendix A

8. Delete Existing
Insert -

To ensure there are sufficient funds available to fund a new approach for the use of the Withheld Fund monies, a proportion of monies currently held in Branch Accounts will be placed into the Withheld Fund. Prior to money being withdrawn from Branch Accounts the SDGS Dept, in conjunction with the Branch, will analyse each account to agree a minimum balance to ensure the Branch is able meet its ongoing financial commitments.

Mid Wales the Marches and N.Staffs

87 CATEGORY X: Conference instructs the NEC to produce a finance report showing the overall financial costs/savings/expenditure as a result of any policy carried at the Special Conference Redesign 2018.

The finance report shall be published to Branches prior to the closing date for motions to Annual/Rules Conference 2019.

Tyne and Wear Clerical

88 CATEGORY X: Conference instructs the NEC to produce a finance report showing the overall financial costs/savings/expenditure as a result of any policy carried at the Special Conference Redesign 2018

The finance report shall be published to Branches prior to the closing date for motions to Annual/Rules Conference 2019

Newcastle Amal

89 CATEGORY X: This Conference agrees that Branches will have the right to call Policy Forums on one subject. This will require 51% of branches with membership affected by the subject. All Policy forums will have the facility for branches of the relevant membership for which the policy forum has been called, to amend all recommendations or motions. The relevant Standing Orders Committee will assist with setting up and running of all Special Conferences and Policy Forums.

Greater Mersey and South West Lancs Amal

90 **CATEGORY X:** Appendix A : CWU BRANCHES -Recommendations
– Paragraph 8 – Page 9
[insert after: Withheld Fund]

MOTION

Prior to 50% of all monies currently held in branch accounts being placed in to the withheld fund. The SDGS Dept. will scrutinise each Branch account to ensure that each branch is able to meet its financial commitments going forward. If necessary, a minimum bank balance will be agreed with the branch to enable the branch to function during the transitional period.

North Wales and Chester Combined

91 **CATEGORY X:** Conference instructs the NEC to produce a finance report showing the overall financial costs/savings/expenditure as a result of any policy carried at the Special Conference Redesign 2018.

The finance report shall be published to Branches prior to the closing date for motions to Annual/Rules Conference 2019

South Yorkshire and District

92 **CATEGORY X:** Conference agrees that the proposals in section three of the special redesign conference recommendations booklet which depicts 'delivering a connected union that excels in and out of the workplace' presents a threat to the ability of women progressing in the union.

Specifically, the plans to remove the Regional Women's Committees (RWCs) presents the single biggest threat to women's engagement within union structures.

It is recognised that action is taken to create a better connection between branches, regions and the NEC on equality issues, but this, in our view, will be a retrograde step.

Conference instructs the NEC that special measures are put in place, consistent with positive action in the Equality Act 2010, to ring fence RWCs to ensure that the current path of union activism is protected accordingly.

South Yorkshire and District

93 CATEGORY X: This conference agrees that the proposed new constituted make-up of the NEC, as contained within bullet point 1 of Appendix A, is not in the best interest of National Union or its members. Therefore this conference instructs the National Executive to retain that which is contained within the current rule 8.2 (a), (b) & (c) of the national rule book.

All other bullet points/ proposed changes contained within the redesign document are amended accordingly.

Glasgow and District Amal

94 CATEGORY X: TO AMEND SECTION 1 - APPENDIX A – Delete Recommendation 8

Delete Recommendation 8

Plymouth and East Cornwall

95 CATEGORY X: Conference agrees that the proposals in section three of the special redesign conference recommendations booklet which depicts 'delivering a connected union that excels in and out of the workplace' presents a threat to the ability of women progressing in the union.

Specifically, the proposal to remove the Regional Women's Committees (RWCs) presents the single biggest threat to women's engagement within union structures.

It is recognised that action is taken to create a better connection between branches, regions and the NEC on equality issues, but this, in our view, will be a retrograde step.

Conference instructs the NEC that special measures are put in place, consistent with positive action in the Equality Act 2010, to ring fence RWCs to ensure that the current path of union activism is protected accordingly.

West Yorkshire

96 CATEGORY X: 5.2 CWU Regions
Regional Equality seats/ New Regional Executive Committee

To add: This Special Conference instructs the National Executive Committee (NEC) working with the Regions that each region if they decide, to have the ability to expand and elect one person from each constituency to the new 1Regional Equality seats/ New Regional Executive Committee.

A review and a report of regions taking this option should be included in the Biennial Conference 2021 report prepared by the NEC.

London South West Postal

97 CATEGORY X: The proposals in section three of the special redesign conference recommendations booklet which depicts 'delivering a connected union that excels in and out of the workplace' has the potential to actually do the opposite. Conference agrees that the removal of the Regional Women's committees is a huge step backwards for this Union, in terms of trying to address rule 2.1.6, also known as proportionality.

Conference recognises the brilliant work that many of the Regional Women's committees do in bringing new women forward and ensuring we have safe spaces to gain confidence as Union Reps.

Conference instructs the NEC to carry out an Equality Impact Assessment on the likely impact on CWU Women, should the Union agree to cease Regional Women's committees, the finding shall be reported to Annual Conference 2019.

London Regional Committee

98 CATEGORY X: Proposals for change – Branches
Appendix A, 3

Delete "that have less than 500 members"

Cheshire No.1

99 CATEGORY X: The NEC recognises the important role played by Regional Organisers with recruitment in their relevant industrial sectors. Therefore in order to utilise the role(s) further and facilitate the direction of strategy set out under section 2 Regions for recruitment.

The Regional organisers should comprise part of any new regional executive committee and, in conjunction with, if agreed, the proposed regional, territorial and field industrial leads, and designated NEC member attend in an ex-officio capacity.

Eastern No.4

100 CATEGORY X: That the NEC recognises the important role played by the Health & Safety Department in supporting the industrial departments in the Health & Safety policies determined at the relevant industrial conferences and the setting of non-industrial Health and Safety policy at General conference.

In order to maintain or enhance the current industrial support provided by the Health & Safety Department the NEC is instructed that any new central services section of the Union must ensure a clearly defined and independent role for Health & Safety in the national CWU structure. This role will engage as currently, with both industrial structures of the Union, with a continued national independent lead accountable to branches and regions for all Health & Safety matters.

Eastern No.4

101 CATEGORY X: That branch monies held in the withheld rebate account should only be allocated as per special conference redesign policy and complied with once all significant CWU Headquarter debt has been satisfied.

Furthermore that the CWU should be positioned as financially solvent with regards to any further foreseen debts including the unions funding pension deficit payments, and that no debt is carried forward that would place undue financial stress upon the union in the foreseeable future that could be offset by the withheld rebate monies.

Eastern No.4

102 CATEGORY X: To ensure there are sufficient funds available to fund a new approach or the use of the Withheld Fund monies, (as laid out below), 40% of all monies currently held in Branch bank accounts will be placed into the Withheld Fund.

Kent Invicta

103 CATEGORY X: This Conference agrees that no closure or sell off of Alvescot Lodge shall be considered until a fully costed report is produced by the NEC which must be shared with Branches by no later than Annual Conference 2019.

The report shall contain the following;

- A breakdown of the costs of running of Alvescot Lodge per annum.
- The estimated cost of running residential training outside of a CWU Residential Training Centre.
- How the costs of running residential training outside of a CWU Residential Training Centre would be met i.e. the National Education, Learning and Training department / Branches.
- A financial breakdown of the costs of closing Alvescot Lodge.

This list is not exhaustive.

Kent Invicta

104 CATEGORY X: Against a background of uncertainty over the future for Alvescot Lodge continuing as a CWU asset, it is not clear to some branches what will be lost or gained by the sale of this facility. Residential training is to remain as an option for educating our activists but will be provided at cost and locations yet to be confirmed.

This conference agrees that a comparative feasibility study in consultation with all branches will be carried out that demonstrates the effectiveness of the

MOTIONS NOT ADMITTED TO THE AGENDA

proposal to close Alvescot Lodge. This study will deliver clearly the cost benefit comparison resulting from the proposed closure.

Highland Amal

105 CATEGORY X: This conference agrees that in the event of CWU assets (150 The Broadway, Alvescot Lodge, The Elstead Hotel) being disposed of, Alvescot Lodge will be last on the list.

Highland Amal

106 CATEGORY X: Having less than 500 members does not indicate that a branch has failed to measure up to the 14 measures of success.

This conference agrees that where branch identity is seen as important to the members,

"APPENDIX A – CWU BRANCHES - RECOMMENDATIONS

3. That the NEC review Branches that have less than 500 members to ensure that they are able to fulfil their obligations under Rule and that unless there are compelling geographical, industrial or organisational reasons for that Branch to remain stand-alone, merger should be encouraged and supported."

will not be applied.

Highland Amal

107 CATEGORY X: This conference considers the introduction of a Branch case management system would provide assurances for security and access to casefiles under GDPR, but also allow the CWU to review their policy under data retention whilst removing risk from branches.

Preston Brook, Bury and Retail

108 CATEGORY X: Conference instructs the NEC to provide more detail to branches regarding the considered proposal for branches to enter into a bidding process for resources in the proposed redesign, there should be greater clarity on

- a) How would the decisions be made to provision the bids
- b) How would the bids be determined by Postal, Telecom and Financial sector for distribution

MOTIONS NOT ADMITTED TO THE AGENDA

- c) When would a branch be able to access the funds
- d) Would there be cap on the amount of bids requested
- e) Is there to be an appeal process

Preston Brook, Bury and Retail

 **@DaveWardGS**

 **The Communications Union**

   **@CWUNews**

#TheCWU

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