



## **EASTERN 5 BRANCH**

### **Annual General Meeting**

**The meeting will be held at the Peterborough Bowls Club, Burton Street, Peterborough, PE1 5HA.**

**Sunday 25<sup>TH</sup> January 2015**

**10.30am**

#### **AGENDA**

- 1. APOLOGIES.**
- 2. MINUTES SILENCE.**
- 3. ADOPTION OF STANDING ORDERS**
- 4. MINUTES OF PREVIOUS MEETING**
- 5. MATTERS ARISING.**
- 6. SECRETARY'S ANNUAL REPORT.**
- 7. TREASURER'S ANNUAL REPORT.**
- 8. LETTER SECTION ANNUAL REPORT.**
- 9. OTHER ANNUAL REPORTS.**
- 10. MOTIONS** (All Motions must be submitted to the Branch Secretary by no later than 9am on Sunday 18<sup>th</sup> January 2015. Any amendments to the published motions shall be submitted to the Branch Chairman by no later than 9.30am Sunday 25<sup>th</sup> January 2015. Emergency Motions will be accepted at the discretion of the Branch Chairman.)
- 11. NOMINATIONS FOR DELEGATION TO TRADES COUNCIL**  
**Huntingdon**

**Peterborough**

**Kings Lynn & District**

**Wisbech, March & District**

**CONSTITUANCY LABOUR PARTIES**

**CWU Eastern Five Branch AGM**  
**Minutes 16<sup>th</sup> March 2014**

**In Attendance –**

A Hill; A Beeby; A Goldsmith; S Jones; D Masters; M O'Connor; D Smith; T F Ginty; K Jackson; R Aucott; D Westbrook; E Orviss; H Patel; D Barsby; A Adam; B O'Sullivan; RW Line; T Henderson; N McClean.

**1. Apologies**

S Clarke; S Peach; M Goldsmith; S Courten; P Friskey; M Shill; I Emms; S Jefford.

**2.Minutes Silence**

The Chair read out a list of our members who had passed away in the last year before a minutes silence was observed.

**3.Adoption of Standing Orders**

Moved – E Orviss, Seconded – B O'Sullivan

**4.Minutes of Previous AGM**

Agreed as true record

**5.Matters Arising**

None

**6.Secretary's Annual Report**

Report adopted

**7.Treasure's Annual Report**

1. Honoraria.

National Rules states that the Branch may allocate up to 5% of it's rebate for remuneration of its officials.

Recommendation that this AGM agrees that, in line with previous years, the Branch allocates a maximum of 3% rebate payable in an equal sum for all reps in position between January 1<sup>st</sup> 2014 to December 31<sup>st</sup> 2014. Part payment will be paid to those in office for less than the full 12 months.

**AGREED**

2. Branch Benevolent Fund:

National Rules state that each Branch may establish a Welfare Fund by transfer of not more than 5% of rebate income each year.

Recommendation that this AGM agrees that the Branch pays 2% of rebate from the date of this AGM into its Welfare Fund.

**AGREED**

3. Branch Auditor Election:

At the close of the Branch Auditor elections on March 7<sup>th</sup> 2014, I had received nominations for Branch Auditors from Terry Henderson & Mark Davis. As National Rules require that we need 2 Auditors, both Terry and Mark are duly elected unopposed and will serve until the Branch AGM in 2015.

### **AGREED**

Report adopted

Mick O'Connor placed a vote of thanks to Terry Spooner for all the work he had done previously as Branch Treasurer.

### **8.Letter Section Annual Report**

Report was adopted

### **9.Other reports**

#### **Retired Members Secretary**

Report adopted

Vote of thanks given to Pat and Mick for the information they provide on a regular basis, by Mick O'Connor.

### **Area Health & Safety Report**

M O'Connor raised the point from the report ref 'the jobs for the boys and girls' and asked Richard Line to expand. Richard replied he has been led to believe that unfortunately we cannot go to disagreement on the positions given, as the senior managers are 'appointed' to their respective roles, and therefore these positions are not advertised as such.

Report was adopted

### **Equality Officer**

Dennis Smith gave a verbal report and updated the meeting on the role of Equality Committee and making members aware that this committee exists.

### **Political Officer**

Andy Beeby gave a verbal report and informed the meeting that this had been covered off in the Retired Members report ref NHS & Gaggling Law.

Andy also spoke about the fight against privatisation and how he had met with local MP's at Westminster.

Thanks were given to the CPL's in the branch for their support to the Branch.

### **10.Presentaion – Noel McClean & Adam Oakes**

Branch Honorary membership presentations were given Noel McClean and Adam Oakes.



### **11.Motions**

None received

### **12.Nominations to Trades Councils**

Delegate to Trades Councils –

Huntingdon – Darrell herd & Andy Beeby,

Peterborough trade Council - Carl Harper & Andy Beeby

Kings Lynn & District – Andy Beeby

Wisbech, March & District - Andy Beeby

Delegate to Constituency Labour Party – Andy Beeby

**Agreed**

Meeting closed 10.50

Branch Secretary's Report  
Eastern 5 Branch AGM  
January 25<sup>th</sup> 2015

**Membership**

I am pleased to be able to report that membership in the branch has increased over the last twelve months for the third year running.

Membership in March 2013 stood at 2001, 302 of which were retired members. Membership in March 2014 stood at 2121, 290 of which are retired and in January 2015 membership stood at 2151, 281 of which were retired.

Retired membership remains in decline, this is mainly due to staff remaining in the business past the age of 65 and there being no availability for voluntary redundancy. However there may be some possible VR's in the near future, and the branch will ensure all those leaving will be written to.

The branch now has 45 members in DHL Debenhams, this time last year this stood at 49 members. Membership in DHL is on the decline and Steve Clarke and myself continue to work with Gary Snart, DHL Rep, to try and further our membership in this unit.

Since moving into the Mail Centre nearly 20 years ago, we've had the sales centre in the upstairs of the building. Our membership within this unit has seen an increase on the Parcelforce side. Membership has risen to 22 from 9 over the last 12 months.

Membership rates are due to increase on the 1<sup>st</sup> April, we await further information via and LTB from CWUHQ.

Death benefit nationally increased on 1<sup>st</sup> October to £745, as outlined in LTB 643/14.

### **Branch Reps**

Branch elections are due open at the end of the year with position coming into force for term of office 2016-2018.

The Branch has seen some changes of local reps and officers. Andy Beeby stood down as Branch Chair and Richard Line has taken up post. Mel Sancaster has stood down as Womens Officer, and Kate Jackson has taken up post. Darrell Herd has stood down as Lead ULR, this position is yet to be filled. Carl Harper stood down as Branch Editor and Terry Henderson has taken up this post.

Election timetable will be circulated via offices and through the retired members newsletter.

### **Annual General Conference**

Annual conference will take place in Bournemouth this year from 26<sup>th</sup> April to 30<sup>th</sup> April. The delegation is still to be decided, however the branch will be represented by a delegation covering all functions and the retired members section.

Two motions for consideration are under the motions section of the agenda.

## Former Treasurer

I obviously can't end my report without comment over the difficult situation the Branch has found themselves in over the last 12 months.

Communications and a members meeting were held to discuss the former treasurer, Terry Spooncer and the theft of £54,000 from the branch funds.

I am able to update you that a court order was placed on Terry Spooncer shortly before Christmas, and he is ordered to pay £17,500, which is his half of the equity in the property he owns. This is due to be paid within 9 months of the order being placed and will be repaid into the branch accounts in due course.

I am also able to inform you that CWUHQ are seeking compensation from the CWU insurance policy.

**In closing** - My thanks go out to all Branch Officers and Reps for the hard work they do each and every day. We live in a time of an ever increasing work load and changes ahead.

Amanda Hill

Branch Secretary

CWU Eastern 5

# Letter to Branches

For instant updates: <http://www.cwu.org> email: [info@cwu.org](mailto:info@cwu.org)

150 The Broadway, Wimbledon, London, SW19 1RX Tel: 020 8971 7200 Fax: 020 8971 7300

No. LTB 643/14

Ref: TK/tm/PM

Date: 16<sup>th</sup> October 2014

**To: All Branches**

Dear Colleague

## **CWU Death Benefit**

In accordance with the terms expressed in CWU Rule 4.1.11 Branches are advised that from the **1<sup>st</sup> October 2014** the CWU Death Benefit payment will be increased to £745.

This information will also be published in the Voice.

Any enquiries relating to this LTB should be directed to the Senior Deputy General Secretary's Department for the attention of Tony Kearns.

Telephone: 0208 971 7237

Email: [sdgs@cwu.org](mailto:sdgs@cwu.org)

Yours sincerely

**Tony Kearns**

Senior Deputy General Secretary



**COMMUNICATION WORKERS UNION**  
**EASTERN NUMBER FIVE BRANCH (CWU)**  
**LETTERS SECTION**  
**AGM REPORT 2015.**

The Sectional Reports that were submitted to the Letters Section AGM, by Deliveries, Distribution & Processing were adopted and the Health & Safety report was noted.

**AN OVER VIEW.**

As we move forward we must keep looking to the unfair competition that we face from the likes of Whistl formally TNT with their end to end delivery, bypassing the Royal Mail Network. They are only concentrating on large cities (cherry picking the areas with the greatest profit and the lowest cost); they use Zero hours contracts and pay below the “Living Wage”.

Amazon direct delivery is also a threat as they to look to take mail from the Royal Mail Network and deliver direct, the loss of this work has a very detrimental effect on the Mail Centres and Delivery Offices in the area where this has happened.

The changes impact on all parts of the business; Collections with loss of collection points, Distribution with a loss of workload resulting with loss of

runs, Network loss of duties as mail volumes fall and Delivery loss of duties due to a drop in foot fall.

We must do all we can to ensure that business is protected by making sure that we are the best, and we all do our bit to put a stop to UNFAIR COMPETITION!!

We have seen the state of the Postal Market over Christmas with the closure of City Link due to them going bust, the margins in the market are so tight that no one is safe not even us.

It has yet again been a challenging year within the separate functions!

**Deliveries** going through revisions, unit by unit, the closure of SPDO's and the threat of consolidating Delivery Offices...and this set to continue into 2015/16..

**Processing**, although some constant tweaks to the floor plan, this mainly being attributed to the closure of the Cambridge Mail Centre, the migration of some of their workload to the Peterborough Mail Centre (and some local Delivery offices)...has avoided any major revision (looks likely to arrive in the coming year...)

**Distribution/Network** have also avoided a major revision, however on saying that this year they have had to make ongoing changes to accommodate new customers and also to take out those who have left. No doubt the business will as usual try to review the duties at this time of year; by looking at moving workload to take out downtime and increasing the driving content of the current duties in line with agreements.

These changes may lead to the prospect of buy downs or VR's for those interested; these will be limited as we look to increase jobs rather than lose them.

**Collections** could be in with some major changes. This due to the collection profile being pursued by the company to move some of the pillar boxes back on Deliveries, this is a cost cutting exercise by the business and will save them millions of pounds per year.!!!

The local position is we have made challenges to both box fills and distance between boxes on a number of boxes in the Peterborough area, some have come out in our favour and some have not, the figures have been submitted to the centre for a decision when the decision comes back we can move forward.

The impact on the duty set in the Mail Centre Collection is currently not known, however if we lose a large number of boxes it may affect the number of collection routes that we have, this may lead to a VR exercise.

### **Branch Direct (Royal Mail Relay).**

This part of the business continues to hold its own.

The business unit covers major banks and Building Societies for the movement of stock etc.; other customers include and British Gas and Dyson for parts distribution through Delivery Offices.

The number of staff has been stable over the past year; however we have increased the number of CWU members

### **DHL.**

The Union continues to recruit in outside industries including DHL Debenhams where our membership is close to fifty.

Whilst we are not the recognised Trade Union for DHL, we have a member of staff who has qualifications to represent at Conduct, Attendance, Grievance and Bullying and Harassment cases.

## **Other Sites.**

We are also gaining members in Buck and Hickman, Iceland frozen foods, Breezemount on the IKEA site and Amazon.

**Health, Safety & Welfare:** is getting further involved with the functions due to the 'constant' changes which the company are trying to enforce, which causes alterations to floor plans etc...there have been delays in implementation across the patch due to non-compliance to legal standards. This is working well with the support (and supporting) of the local I/R reps.

A lot of thanks should go to all of the representatives, as there has been a lot of changes throughout the business over the last 12-18 months, and with much more to come, they are all valuable assets to the union and more importantly, the membership.

## Retired Secretary Report AGM 2015

Mick and I attended the retired member's conference in January motions were carried only two could go to annual conference.

Mick and I attended annual conference in April where all motions from the retired member's conference were carried

### National Pensioners Convention (NPC)

Mick and I attended the NPC parliament in June 2014 passes, NHS, state pension, and care of the older people.

We also attend a meeting on the 18 September about transport in England

There are still campaigns on going reference the NHS, state pension.

We set up meetings around the branch last year unfortunately, no one turned up at Boston, will try again this year, then make a decision weather to carry on with them in 2016.

Reports given at the Branch Committee and sent to retired members through the news letter.

Pat

## **Equality Officer Report 2015 Branch AGM**

Locally we haven't had the best of years. It has been a struggle just to be taken seriously by some of our own officers. But we will keep trying until it happens. We struggled to hold meetings cause of work schedules, but I don't want to go down that road this year. My feeling is that if you are on the committee then YOU need to make the effort to attend meetings and any other functions that are taking place and not just put your name forward to attend conferences. This year there will be a big effort to make contact with every office in the branch and for that I will need assistance from all the committee members. So in the coming weeks a letter will be going out to the committee members asking if they still want to be part of the committee if not hand in resignation letter so we can readvertise and try to get people who want to take part. Nationally the campaign for proportionality is still going on. This past year has seen the creation of the BAME officer. It all seems more about being politically correct than trying to make us a stronger union. As with the whole issue around proportionality which aims to make sure we have reps based on colour or gender rather than the best person for the job.

Dennis Smith

Equality officer

# Branch Political Officers Report for Branch AGM

## Sunday 25<sup>th</sup> January 2015

The last year has been a busy one on the Political front and the next 6 months leading up to the General Election will be even busier, looking back over the last 9 months since the last branch AGM

One of the biggest campaigns of the year was the **CWU Political Fund Ballot**, under Thatcher's anti trade union laws every trade union has to ballot its members every ten years to keep their political fund in October 2014 it was our turn to ballot the membership.

The union nationally and locally ran campaigns with home posts to every member, posters and even a DVD which for those of you who watched it will have seen that Eastern 5 was represented on the DVD. (yes I have a better radio face than TV)

The membership votes in favour of keeping the fund with 53,218 (86.8%) voting YES and 8,075 (13.2%) voting NO. on a turnout of 31.8% this is still the highest return of any union so far.

I would like to place on record my thanks to Lisa Forbes the Labour Party Candidate for Peterborough who allowed me to use her office and enveloping machine free of charge and to Mark Plumb the Regional Officer of Unite for the use of the franking machine in his office which saved the branch several hundred pounds in postage.

Now that the membership has voted to keep the political fund Emergency motion E2 carried at CWU Annual Conference will come into effect

***"Conference notes that on 1<sup>st</sup> March 2014 the Special Conference of the Labour Party carried the Collins Report. The report in particular covered the basis of the link between the affiliated unions, of which, the CWU is one.***

***Conference notes that the Labour Party has introduced a requirement for levy paying members, to individually sign – up in order to contribute to the Labour Party.***

***Conference also notes in law, the CWU are required to ballot all of its membership on the maintenance of a political fund by no later than October 2014.***

***It is crucial that a clear distinction is made between the need for a political fund for our wider political work and the union's relationship with the Labour Party.***

***Conference agrees that following the political fund ballot, result the union should move quickly to ensure the necessary procedures are identified, that will mean each individual member of the CWU paying the political levy will have the opportunity***

*prior to 8<sup>th</sup> May 2015 General Election to sign – up and give their written consent to the arrangements as an affiliated supporter of the Labour Party.”*

To work within this motion the CWU Executive are putting into effect the Eastern Region motion from the same conference this will be a split political fund where members paying the political fund will be asked if they wish some of their payments to go to the Party (as it does now) or to pay into a fund just to be used for campaigning. This I believe will be carried out in the next few months.

### **Local and European Elections**

You will know that geographically the Eastern Number Five Branch sits within the Eastern Region, but politically we are unique with the Lincolnshire part of the branch sitting within the Midland Region.

Taking a look at the European Election results first overall it was a low turnout across the branch area,

**Midland Region** nine parties stood candidates in the election for five seats with the Conservatives and UKIP taking two seats each and Labour one seat the results are as follows

An Independence from Europe 21,384

British National Party 18,326

Conservative Party 291,270

English Democrats 11,612

Green Party 67,066

Harmony Party 2,194

Labour Party 279,363

Liberal Democrats 60,773

UKIP 368,734

The return was 33.34%

The worrying about these results is that that in Boston 52% of the voters in the borough backing UKIP 7,550 out of the 14,676 who turnout voted UKIP, making Boston one of UKIPs target seats in the General Election.

In South Holland and the Deepings UKIP beat the Conservatives by over 4,000 votes



## **Eastern Region**

In the Eastern Region eleven parties stood candidates for seven seats as with the Midland Region UKIP topped the polls claiming three seats, the Conservatives also claimed three seats with Labours Richard Howitt the seventh

The top three results are as follows

UKIP 542,812

Conservatives 446,569

Labour 271,601

Again it is worrying that UKIP have taken so many votes in the East.

## **Local Elections**

Elections were held in Peterborough and Huntingdonshire, in Peterborough the Conservatives lost control of the City Council (no party has overall control) as with the European Elections UKIP made gains in Peterborough by taking three seats, Labour gaining one and the Conservatives losing four seats.

The makeup of Peterborough City Council now consists of Conservative 28 seats,

Labour 12, Independent 7, Liberal Democrats 4, Liberals 3 and UKIP 3

If these results were in the 2015 General Election the current Conservative MP would lose his seat.

## **Huntingdonshire**

Conservatives Held St Ives East, Warboys and Bury, Sawtry

UKIP gained Yaxley and Farcet from the Conservatives

Whilst it is encouraging that Labour has gained votes both in the European and Local Elections, there is still a lot of work to be done to over the next year to return Labour MP's within the branch boundaries.

## **Save Our NHS Campaign**

The Coalition government are hell bent on privatising the NHS you will be aware that they put out to tender a £1 billion contract in Peterborough and Cambridgeshire; they now want to outsource cancer and end of life services for £1.2 billion in Staffordshire.

It is vitally important that every one fights this attempt at privatisation, in March Parliament debated clause 19 of the Care Bill, the government's plan was to give the Health Secretary the power to close local hospitals without consultation.

Following debate an amendment put forward by a Lib Dem MP which was withdrawn before the vote, the government agreed to the following

- they agreed that any plan to close a hospital has to have the agreement of all local doctors on clinical commissioning groups in any area affected. *Not the people using the hospital*
- they confirmed that the procedure that allows the government to appoint a Trust Special Administrator (TSA) when NHS Trust gets into serious financial difficulty will only be used in extreme circumstances.
- 
- they agreed that when these decisions are being made, the Trust Special Administrator will consult local communities, through Healthwatch, and consult with the local authority.
- they have appointed Paul Burstow MP to chair a committee of MPs and Lords to make sure that concerns are properly addressed through guidance that explains how the law can be applied

I am pleased to inform that following a campaign in Peterborough involving all of the trade unions, (including this branch) the Labour Party and Pensioners Associations, the Heath Trust decided to award the contract for Peterborough to the NHS.

### **Constituency Labour Parties**

The branch has once again affiliated to all the CLP's within the branch boundaries, as in previous years we still have some CLP's who have not cashed their cheques for whatever reason. Although the figure has decreased this year to just three.

### **General Election 2015**

As you read this report there are only 101 days until the General Election it is vital that the country oust this coalition and elects a Labour Government, we have seen the devastation that they have caused with their austerity measures since taking power in 2010.

The cuts so far are nothing to what they have planned for the next five years if re-elected.

The Tories if re-elected are planning all-out war on the public and the trade union movement, we have seen in the last year they have sold off parts of the NHS and if they get their way if re-elected the rest will follow.

They are also planning a massive attack on workers' rights; they still see trade unions through Thatcherite eyes as the enemy within. They plan to curb industrial action by public service unions, i.e. Teachers, firefighters, nurses and transport workers.

They plan a minimum 50% turnout in strike ballots with a 40% yes votes of those entitled to vote not those actually voting; before a walkout is legal, they also plan to legalise the use of casuals to break strikes and some strikes will be banned altogether under a so called "minimum service level". This boss's charter would end the right of workers to protest to protect their terms and conditions / job losses and pay cuts. The Tories would if they had their way ban unions altogether but under European Law they can't.

**Please use your vote and vote for your Labour Party Candidate**

### **Hinchingbrooke Hospital**

The Coalition Government privatise Hinchingbrooke Hospital some two years ago now I joined protesters on many occasions in Huntingdon handing out leaflets and collecting signatures on petitions, but they went ahead and handed the contract to run the Hospital to Circle, in the last month Circle has announced that it is pulling out of its contract. Once again the future of Hinchingbrooke is in the air below is a statement from the Hands of Hinchingbrooke Campaign.

It is vital that this hospital or any hospital does not fall into the hands of privateers

#### **STATEMENT FROM HANDS OFF HINCHINGBROOKE:**

Despite the departure of Circle the campaign continues as we fight for Hinchingbrooke to be returned to the NHS and for no further privatisation experiments with our hospital

The news comes as no surprise to those of us that have long campaigned against the Circle takeover and called for them to be 'sacked' as they lurched from one disaster to another. This shows that when the going gets tough, the private sector just cut their losses and walk away leaving the already strained public sector to pick up their mess. It gives us no great pleasure in saying that we warned that this would happen from the start, but the Hinchingbrooke experiment should be held up as a stark warning of the dangers of NHS privatisation.

Circle have timed their departure ahead of an eagerly awaited CQC report, which is expected to be highly damning of their running of the hospital, in particular relating to patient care, staffing issues, hygiene, financial instability and failure to listen to staff concerns.

The Cambs and Peterborough CCG have been questioned over the future viability of the hospital for the last few months and in particular when news broke that Circle were only £150,000 short of the £5 million ceiling that could see the contract terminated. The closure of Accident and Emergency was rumoured to be being actively discussed and there were major concerns of their ability to cope with the extra pressure during the busy winter period. Despite this, assurances were given before Christmas that at that stage Circle had no plans to terminate.

In light of developments we have called an emergency public meeting in Huntingdon on Wednesday 14th Jan, 7pm, Huntingdon Methodist Church.

The deal was initially forced through amid great secrecy and questions were not answered under the cloak of corporate confidentiality. It soon became apparent why. Circle's projected figures were wildly optimistic and we feared that this would place jobs and services. We warned at the time that Circle's claim that they could make £311 million of savings over 10 years was unsustainable. The National Audit Office agreed and their report in late 2012 warned that they hadn't factored in the risks properly and expressed concern over the level of savings that they had projected

Further instability at the hospital was evident with the resignation of two key figures. First to go was Circle supremo Ali Parsa, who had been parading around national media outlets citing the Circle model as the way forward for the NHS across the country. However merely 6 months in to the 10 year franchise deal he walked away.

Margaret Hodge, Chair of the Commons Public Accounts Committee said of his departure:

'Somebody sacked you Mr Parsa to walk away with a £400,000 pay-off, most of which comes from the taxpayer'

Second to go was Chief Executive of the hospital Chief Executive Jim O'Connell. He took early retirement at the age of 50, 9 months into the deal. Staff were angry about this as they had just seen their pension age rise due to reforms to the NHS pension scheme.

There have been cuts to staff with a renegotiation of the cleaning contract seeing staffing levels reduced to 24 and hours cut for those who remained. Worryingly almost 50 frontline nursing posts were cut and a report by the RCN in May 2014 exposed that on one ward in Hinchingsbrooke, one nurse was left to look after 21 patients.

In June 2013, an elderly trauma ward was closed to 'streamline' and improve services.

The Circle tenure at Hinchingsbrooke was always more spin than substance however we must now secure the long-term future of the hospital as one that is NHS run, publicly funded and publicly accountable with no more private sector experiments.

Our NHS is not for sale - we stand for patients not profit

**Affiliations to CLP's and Trades Councils**

It is the time of year again where we have to affiliate to the above bodies I would recommend to this meeting that we affiliate to Huntingdonshire Trades Council, Kings Lynn & District Trades Council, Peterborough Trades Council and Wisbech, March & District Trades Council.

The CLP's we have to affiliate to under CWU national rule.

Recommendation that this report be agreed

Andy Beeby

Branch Political Officer

Eastern Number Five Branch

## **Branch Rule changes 2015 Branch AGM.**

### **Rule 4.3.8.**

Add on end;

In addition the Branch shall strive for proportionality on external representation, forums and conferences.

### **Rule 4.3.9**

Add on end;

Where reasonably practical all Branch meeting venues should be accessible without prior request from members with disabilities. Timing and location of meetings will take into account the needs of all Branch members – and where reasonably practical no groups of members should be disadvantaged.

### **Rule 4.4.2**

Add;

h. BAME officer

re organise those below to read

- i. Deputy Branch Secretary
- j. Sectional Secretary
- k. Retired Members Secretary
- l. Legal and Medical Secretary
- m. Four Area Reps
- n. Lead ULR

### **Rule 4.5**

Add;

All Officership Elections in Branches shall be held as individual membership ballots which may only be undertaken via the post, email, and workplace.

## GENERAL CONFERENCE – MOTION 1

"This conference notes that Tory chancellor, George Osborne's autumn statement is an escalation of the governments brutal austerity offensive.

This conference notes that Labour has largely accepted Tory spending limits should it come to office.

Therefore this conference believes that the trade union movement has a responsibility to lead the opposition to these cuts and at the same time send a clear message of defiance to all parties in the run-up to the general election.

We believe that it is no accident that at this time, the public sector union, PCS, is facing a vicious attack by the government with union facilities being withdrawn, check-off being stopped and a new rival scab union being threatened. Similar attacks on other trade unions cannot be ruled out, therefore this conference calls for the NEC to:

- Demand the TUC General Council prepares a strategy of action to fight austerity and provides this strategy to union leaders by way of a report
- Demand the TUC and all affiliated unions give full backing to, and mobilise for, current disputes, including that of the NHS workers and the firefighters
- As a step to this and to support existing disputes, the TUC organise a national Saturday demonstration in London early in 2015 against the cuts and in defence of the NHS and in support of the NHS workers, the firefighters, PCS and other unions facing attacks
- Solidarity be mobilised to defend the PCS from the current anti-union attack by the government
- That the idea of mass coordinated industrial action be moved at that meeting, including preparations for a 24-hour general strike to stop any attempt by a new government to carry through these cuts
- Demand that the TUC supports the CWU claim for any future a Labour government to commit to renationalisation of Royal Mail"

Proposed: Carl Harper

Seconded: Take your pick from a large number of Peterborough Deliveries members!

## **General Conference Motion 2**

"That this Conference instructs the NEC to work with the wider trade union movement, the TUC and other relevant parties, to ensure that utility companies stop penalising their customers for not paying their bills by Direct Debit"