

CONTENTS

A.	2008 ELECTION RESULTS	Page 2 - 6
B.	RULE CHANGES	Page 6 - 8
C.	2008 MOTIONS AND AMENDMENTS	
	RESOLUTIONS ADOPTED	Page 9 - 48
	GENERAL COUNCIL STATEMENTS	Page 48
D.	PREVIOUS CONFERENCE DETAILS	Page 49 - 51
E.	RULES AND STANDING ORDERS	Page 52 - 72

A	ELECTION RESULTS
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PRESIDENT

VAUGHAN GETHING - GMB

VICE PRESIDENT

PAUL O'SHEA - UNISON

TREASURER

ALLAN GARLEY - GMB

AUDITORS

NAME	UNION OR TRADES COUNCIL	NUMBER OF AUDITORS
Wendy Gilligan	Unite the union	2
Sylvia Jones	Rhondda TC	

2008 CONFERENCE STANDING ORDERS COMMITTEE

NAME	UNION OR TRADES COUNCIL	SEATS
Rob Benjamin	Unite the union	5
John Burston	Unite the union	
Robert Hart	PCS	
Peter Clarke	Gwynedd TC	
Gail Jones	UNISON	

2008/09 GENERAL COUNCIL TRADE UNION SECTION - GROUP A

MEMBERSHIP BAND	UNION	NAME	SEATS	
5,000 - 19,999	ATL	Philip Dixon	1	
	CWU	Gary Watkins	1	
	COMMUNITY	Rob Edwards	1	
	NASUWT	Rex Phillips	1	
	NUT	David Evans	1	
	UCATT	Nick Blundell	1	
	NUM	Wayne Thomas	1	
	PROSPECT	Gareth Howells	1	
	RMT	Brendan Kelly	1	
	UCU	Stephen Byrne	1	
	20,000 - 34,999	PCS	Jeff Evans Siân Wiblin	2
		USDAW	Nick Ireland Anne Meacock	2
50,000 - 64,999	GMB	Sheila Bearcroft Pamela Drake Allan Garley John Phillips	4	
	Unite (T&G section)	John Burgham Mary Edwards Andy Richards Mark Thomas	4	
80,000 - 94,999	UNISON	Bill King Sandra Miller Paul O'Shea Jan Szabo Jan Tomlinson Win Wearmouth	6	
95,000 and over	Unite (Amicus section)	Allan Card Robert Benjamin Andrea Jones David Lewis Mick Moore Alwyn Rowlands Catherine Speight	7	

**2008/09 GENERAL COUNCIL
GROUP B**

TRADE UNION SECTION –

MEMBERSHIP BAND	UNION	NAME	SEATS
Under 5,000	ASLEF CSP NUJ SOR	Stan Moran Ruth Jones Mike Smith Kim Sandford	4

**2008/09 GENERAL COUNCIL TRADE UNION SECTION –
GROUP C**

MEMBERSHIP BAND	UNION	NAME	SEATS
5,000 - 19,000	NASUWT NUT	Jane Setchfield Heledd Hayes	2
Under 5,000	BECTU	Siân Gale	1

**2008/09 GENERAL COUNCIL
GROUP D**

TRADE UNION SECTION –

MEMBERSHIP GROUP	COUNCIL	NAME	SEATS
1	Gwynedd	Terry Hughes	1
2	Wrexham	Brian Apsley	1
3	No nominations		1
4	No nominations		1
5	Port Talbot	Ken Williams	1
6	Rhondda TC	Barry Godfrey	1
7	No nominations		
8	Cardiff	Ramon Corria	1

**2008/09 GENERAL COUNCIL BLACK AND ETHNIC MINORITY
SECTION
GROUP E**

UNION	NAME	SEATS
GMB Unite the union	Vaughan Gething Robin Hinds-Payne	2

2008/09 WOMEN'S COMMITTEE TRADE UNION SECTION

NAME	UNION	SEATS
Keren Bender	Community	8
Jill Richards	GMB	
Angela Davies	NUT	
Marianne Owens	PCS	
Carol Blackmore	PROSPECT	
Caroline Price	Unite the union	
Gwynnda Charles	Unite the union	
Anthea Wellington	UNISON	

2008/09 WOMEN'S COMMITTEE TRADES COUNCIL SECTION

NAME	TRADES UNION COUNCIL	SEATS
Gwyneth Griffiths	Merthyr Tydfil TC	4

2008/09 RACE EQUALITY COMMITTEE

MEMBERSHIP BAND	NAME	UNION	SEATS
Unions with over 50,000 members	Vaughan Gething	GMB	4
	Robin Hinds-Payne	Unite the union	
	Sharon Wallis	Unite the union	
	Neelo Farr	UNISON	
Unions with 5,000 to 50,000 members	Alison Burrowes	PCS	7
	Amerjite Singh	CWU	
	Charanjit Pabla	PROSPECT	
Unions below 5,000 members			2
Trades Council	Ramon Corria	Cardiff TC	1

2008/09 LGBT COMMITTEE

MEMBERSHIP BAND	NAME	UNION	SEATS
Unions with over 50,000 members	Karl Whitehead	Unison	4
	David Samuel	Unite the union	
	Mike Salt	Unite the union	
Unions with 5,000 to 50,000 members	Helen Cole	ATL	7
	Mike Smith	NUJ	
	Mike Harley	PCS	

Unions below 5,000 members	No Nominations		2
Trades Council	Richard Morse	Torfaen TC	1

B RULE CHANGES

Amendments to Wales TUC rules to take account of Amicus – TGWU Merger

PART A: CONTEXT TO RULE CHANGES

Conference will be aware that the merger of the T&G and Amicus was endorsed by members of both unions in a ballot and that the new union, Unite, came into being from May 1 2007.

As with all previous mergers between existing affiliates, the Wales TUC has treated the new union as a single affiliate with effect from the vesting day (May 1). However the new union was treated as two unions for electoral purposes at Conference 2007 and will be treated as two unions for the 2008 Annual Conference.

The General Council is proposing changes to the Wales TUC rules to allow for the merger. These changes would apply following Conference 2008 or to electoral arrangements for the 2009 (or 2010 if we go to biennial conferences) Annual Conference and be set out in paperwork that is sent out in November 2008 (or 2009 if appropriate).

Motions: A further outstanding anomaly that General Council is recommending that Conference address concerns the entitlement of unions to motions at Conference. At present each union, irrespective of its size, is entitled to propose two motions and two amendments. As was noted during the recent consultation on TUC structures and services, this means that whilst unions representing members in a particular sector are able to put forward a sector specific motion that affects all, or a substantial proportion of their members, this is not possible for unions which cross many sectors. As a result some sectors of the economy are the subject of Conference debates on a regular basis, whilst other sectors rarely feature. To date this has been accepted as the price of the degree of equity between all unions irrespective of size. However with the increased concentration of total TUC membership into a small number of affiliates, the General Council considers that this should be addressed to some degree by allowing those unions with more than eighty thousand members, and

so inevitably covering a number of sectors, to have an additional entitlement to propose motions to Conference.

The General Council is recommending that Conference agree that a union with more than eighty thousand members should be entitled to one additional motion and amendment for eighty thousand members, or part thereof. With the reduction in the number of unions this would not increase the amount of business before Conference but would allow our largest unions to raise issues of concern to substantial numbers of workers.

Equality Committees: The General Council are also proposing changes to the membership of the equality committees to allow for the merger.

In terms of the Race and LGBT committees there are electoral sections. Currently unions with over 50,000 members are entitled to one seat each. If the rule were to remain as it is now there would be one fewer member on these committees. These committees already struggle for members.

The current rule for the Women's Committee is different. Currently in the trade union section of the Women's Committee each member union is entitled to nominate one candidate and eight members are elected by the trade unions present from the nomination made in the trade union section. There is never any difficulty in filling these seats so it is proposed that this rule does not change.

PART B: RULE CHANGES

Amendment to Rule 3 - COMPOSITION OF THE GENERAL COUNCIL

The relevant section of Rule 3(a) currently reads:

Group A shall consist of members from those member trade unions with a numerical membership of 5,000 or more members in Wales. Each such organisation shall be entitled to nominate one or more members of the General Council, provided that where a Group A organisation is entitled to nominate more than one member then at least one of that organisation's nominees must be a woman member. The maximum number of members to which organisations comprising Group A shall be entitled shall be determined by their numerical membership on the following basis:

95,000 and over	7 members
80,000 - 94,999	6 members
65,000 - 79,999	5 members
50,000 - 64,999	4 members
35,000 - 49,999	3 members
20,000 - 34,999	2 members
5,000 - 19,999	1 member

The new relevant section of rule 3 would now read:

Group A shall consist of members from those member trade unions with a numerical membership of 5,000 or more members in Wales. Each such organisation shall be entitled to nominate one or more members of the General Council, provided that where a Group A organisation is entitled to nominate more than one member then at least one of that organisation's nominees must be a woman member. The maximum number of members to which organisations comprising Group A shall be entitled shall be determined by their numerical membership on the following basis:

140,000 and over	10 members
125,000 -139,999	9 members
110,000 -124,999	8 members
95,000 -109,999	7 members
80,000 - 94,999	6 members
65,000 - 79,999	5 members
50,000 - 64,999	4 members
35,000 - 49,999	3 members
20,000 - 34,999	2 members
5,000 - 19,999	1 member

RESOLUTIONS ADOPTED**COMPOSITE A (motions 1 & 2)
DELIVERING PUBLIC SERVICES**

Conference welcomes commitments in the “One Wales” agreement to develop public services on the basis of public ownership and accountability and the engagement and involvement of employees and citizens. It is vitally important that Wales continues to pursue an alternative approach to Westminster’s over-reliance on market models and the private sector. For this agenda to succeed it is essential that we invest in the capacities of public service staff and users and give them genuine opportunities to make an active contribution to shaping and improving services. Conference is concerned that this will be frustrated by demands for cash savings and job cuts that will undermine staff morale and compromise the quality and accessibility of services.

Conference is also concerned at the weakening of employment standards in service areas where provision remains fragmented, and that this may be the effect of drawing the voluntary sector into service delivery.

Conference, therefore, calls on the General Council to:

- a) campaign for quality public services as an essential foundation for building a stronger, fairer and more prosperous society;
- b) press the case for integrated, publicly accountable, in-house provision and, where independent providers are retained, for adherence to fair employment standards;
- c) highlight the damaging effect of crude efficiency targets and campaign where appropriate for additional resources needed to meet social needs; and
- d) work through the Wales Public Service Workforce Forum to embed an approach to public service reform based on supporting, investing in and genuinely involving public service staff and trade unions.

Conference recognises that the programme of public service reform in Wales continues apace. The Welsh Assembly's desire to ensure high quality public services is to be welcomed. However, positive change cannot be delivered on the cheap, and the process of reform must treat public service staff fairly and with respect. In this regard, Conference notes with approval the commitment by the Scottish Government that no compulsory redundancies will result from structural change in the public sector. Conference calls on the General Council to achieve a similar agreement for public sector workers in Wales.

**PROSPECT
UNISON**

03. UK GOVERNMENT OFFICE CLOSURES

Conference notes with concern the confirmation by HM Revenue & Customs of its plans to close the majority of Welsh tax offices by 2011 – with work and staff centralised in Cardiff, Swansea, Wrexham and Carmarthen – leaving only a skeleton presence elsewhere to provide an enquiry counter service.

Conference believes that these plans represent a major threat to the Welsh economy, especially in those communities most in need of regeneration, in which most of the affected offices are based.

The proposals are against the interests of:

- staff – hundreds of whom will be expected to relocate to another office many miles from their home, or face redundancy;
- service users – whose access to face-to-face advice and assistance will be hugely reduced; and
- communities – which can ill-afford to lose good-quality public sector jobs.

Conference welcomes the unanimous vote by the National Assembly in July 2007 to call on the UK Government to reconsider its office closure plans and consider alternative means of making efficiencies. Conference regrets the UK Government's failure to pay greater heed to the united view of Wales' political representatives.

Conference calls upon the trade union movement, at local and all-Wales level and across the UK, to give its full support to the campaigning efforts of union members within HMRC to halt the closure plans and defend these offices and the services they provide.

PCS

04. POST OFFICE CLOSURES

We call on the Wales TUC to campaign against closures of post offices in Wales 'where closures will have an adverse effect on the public, people will be unable to access alternative provision because of age, infirmity or disability, the Post Office provides an essential community service, and in rural locations where the Post Office is the heart of the local community'.

NEWPORT TRADES COUNCIL

05. PUBLIC SECTOR PAY FREEZE

This conference notes:

- The New Labour Government's drive to keep public sector pay awards below 2% and to introduce 3 year deals.
- That public sector pay has been held below inflation for a number of years now resulting in a real pay cuts year on year for the workforce.
- The fact that public sector workers make up a significant proportion of the Welsh workforce, nearly one third, so the pay freeze has a massive detrimental impact on Wales.
- That the public sector is a large employer of women workers – 40% of all women workers in Wales. So the driving down of public sector pay will have an impact on worsening the gender pay gap.

- The Government propaganda around 3 year deals that they give stability to workers. This myth was exposed by the imposed 3 year pay offer in the DWP which gives all staff a nil pay rise in 2008.

This conference therefore calls on the WTUC to:

- Organise meetings of public sector trade unions in Wales to help coordinate campaigning and action against the public sector pay freeze.
- Campaign for more funding for NAW to pay a living wage to all employees in the devolved areas and to ensure that the gender pay gap is narrowed with no detriment to any section of workers.
- Campaign against Government imposed pay freeze for public sector workers as this disproportionately impacts on Wales especially our deprived communities.

CARDIFF TRADES COUNCIL

06. PUBLIC SECTOR PAY

Conference rejects the argument that pay levels for public service workers should be reduced in real terms in order to combat inflation and rejects the Westminster Government's 2% pay limit for public service workers.

Conference is concerned that a prolonged period of pay restraint will reduce the resources available to restructure and implement equal pay systems.

Conference strongly believes that all public sector workers are entitled to pay and working conditions that:

- i) appropriately recognise the demands upon them;
- ii) reflect their valuable contribution to the country and society as a whole; and
- iii) compare fairly with the pay and rewards available in other comparable employments.

Conference reaffirms its opposition to the Westminster Government's attempts to replace the Index of Retail Prices with the Consumer Price Index, which excludes housing, fuel and other relevant costs, as the recognised measure of inflation in pay bargaining.

Conference reasserts its opposition to regional pay in the public sector which would result in Welsh workers earning 13% less than in England for doing the same job, if wage rates were linked to regional markets

Conference therefore urges the Westminster Government to change its unfair, discriminatory and de-motivating public sector pay policies. It calls upon the Westminster Government to ensure fair pay levels and working conditions for all public service workers through proper levels of funding for all public services which also ensure funding for the implementation of equal pay systems.

Conference applauds the campaign of opposition to the Westminster Government's 2% pay limit by the TUC and affiliated unions and reaffirms its full support to all affiliated union efforts to protect the standards of living of their members and their families.

**NUT CYMRU
PROSPECT
PCS**

07. WAGE CUTS

Conference notes:

It also notes the below inflation pay rises being imposed on workers in the public sector. The £55billion the Government has spent on bailing out the rich speculators in Northern Rock.

Conference believes:

That the Government has the resources to pay its workers fair wages.

Conference Resolves:

To support unions in their efforts to ensure that public sector workers are not unfairly treated by Government decree and that they are

rewarded with fair and equitable pay rises and conditions of service and to encourage public sector unions to work together to fight this injustice, and calls upon the General Council to positively assist trade unions in Wales seeking to mobilise co-ordinated trade union action throughout the UK against Government policy in cutting public sector pay.

**TORFAEN TRADES COUNCIL
NEWPORT TRADES COUNCIL
CARDIFF TRADES COUNCIL**

08. PUBLIC SECTOR PAY

Conference condemns this Government's continued attempts to hold down public sector pay below the rate of inflation and its policy of three year pay deals in the public sector. Public sector pay is not the cause of inflation. Continuous real-term cuts in public sector pay will only undermine the quality of services in the long-run and further erode confidence in public service delivery.

Conference supports a co-ordinated campaign of strike action amongst all public sector unions to oppose the public sector pay policy and defend the quality of public services for the people of Wales.

UCU

09. POSITIVELY PUBLIC

This Conference calls upon the Welsh Assembly Government to recognise the importance of a high quality Home Care Service with well-trained staff employed by local authorities. This service is the basis of community support and fulfils a vital role in maintaining the health and wellbeing of families, carers and service users.

We believe that this issue is vitally important to women in Wales. The recent UK study of Abuse and Neglect of Older People (National Centre for Social Research) identifies women as more likely to have

experienced mistreatment than men, including neglect and various forms of abuse.

- The larger proportion of care receivers are women
- The majority of unpaid carers who depend on these services are women
- Overwhelmingly the Home Care workforce is women

This Conference believes that Wales must move away from viewing Home Care as a Cinderella service and to celebrating a well resourced, well trained, professional service based in Local Government with good pay and working conditions.

This Conference acknowledges that there are private providers and calls upon the Wales TUC to lobby the Welsh Assembly Government and Care Standards Inspectorate for Wales to effectively monitor these providers to ensure that they meet the same service and employment conditions, avoiding erosion of a quality service.

WALES TUC GENERAL COUNCIL

10. SPRINKLERS IN NEW BUILD DOMESTIC DWELLINGS

This Conference recognises the invaluable contribution that domestic sprinklers make to saving lives and properties in fires and welcomes the work of the Fire Brigades Union and fire service management in Wales, in supporting the Legislative Competency Order (LCO) submitted by Ann Jones AM to the Welsh Assembly to ensure that domestic sprinklers are compulsorily fitted to new build homes in Wales.

Domestic sprinkler systems tackle the fire in its earliest stages and allow a protected escape route for occupiers. Statistics show that nobody has ever died in a home protected by sprinklers and if a sprinkler is fitted at building stage the costs equate to little more than a central heating system. This is an opportunity for Wales to lead the way in instigating measures that will save lives, have safer homes and build a safer Wales.

Conference calls on the General Council to use all means at its disposal to lobby for legislation ensuring that sprinklers are fitted in all new build domestic properties by 2020 and to lobby the appropriate authority to ensure the LCO's adoption.

FIRE BRIGADES UNION

11. AFFORDABLE HOUSING IN WALES

Conference deplores the sharp decline in the availability of affordable housing throughout the UK and the limited availability of social housing particularly for the homeless and those still unable to buy despite recent declining prices.

The Welsh Assembly Government recognises that 'The quality of people's homes is critical to the quality of their lives.' It aims to tackle the problems of affordable housing in the social and private sectors, including addressing the problems of homelessness.

Conference notes that whilst unfit housing stock has reduced from 20% to 4% in the last twenty years, very little new social housing is being built. The rise in house prices has meant that many people in Wales have been priced out of the market. Others are now unable to move from their homes or are trapped in negative equity.

As a result of the current economic downturn, RICS research claims that 123 homes will be repossessed every day. The need for affordable homes is vital to prevent a sharp rise in homelessness.

Conference calls upon the Wales TUC to:

- Condemn the Housing Minister's statement linking employment with house tenancy. Support the Defend Council Housing amendments to the Housing and Regeneration Bill which would allow councils to improve existing homes, build a new generation of homes, introduce a Code of Practice for councils consulting tenants and oppose means testing

- Encourage affiliated Trade Unions to sign up to the Defend Council Housing Campaign.
- Campaign for the introduction of the 'Fourth Option' to secure a long-term future for existing council housing and the building of new council housing.
- Lobby the WAG to ensure it meets its objective of delivering affordable housing in both the public and private sectors guaranteeing the support of direct labour organisations in all Welsh local authorities'.
- Organise a united campaign throughout Wales involving the trade unions and trade councils to help bring about a level playing field in housing finance for council housing therefore effectively combating housing stock transfer.'

UNITE (AMICUS SECTION)
MERTHYR TYDFIL TRADES COUNCIL
RMT
DEESIDE TRADES COUNCIL

COMPOSITE C (motions 12 and amendment and motion 13)

PENSIONS

Conference believes that current Government policy is contributing to poverty amongst the UK pensioners, and that successive Governments have broken their election pledges to restore the State Pension to levels that would not be an insult to pensioners.

Conference rejects the attacks of employers on occupational pension schemes but believes that until the Government establishes sensible pension's legislation there is little other than effective collective bargaining that will restrain employers.

Conference further rejects that there is a pensions' crisis because people are living longer, this is clearly nonsense when the National Insurance Scheme has excesses of more than £35billion and successive Governments have found money to fund wars that no-one in Wales wants and nuclear weapon programmes that will never be used.

This Conference is concerned that the Government's decision to abolish the 10% tax rate will have a disproportionate affect on many pensioners who are in receipt of small company pensions. People who receive just a few pounds above the tax threshold will pay more in tax as a result of the change unless the Government acts to raise the minimum threshold for payment of tax beyond the current proposals.

Conference is further concerned that many of the people affected by the change in the tax thresholds are women who had interrupted careers and therefore did not accrue sufficient credits in their pension funds to gain qualification for a full company pension.

Conference therefore calls upon the Government to reconsider abolishing the 10% tax rate.

For many years now the Wales TUC has been calling for the following pension demands:

- A decent State Pension for all pensioners at Minimum Wage Legislation levels
- An end to Pensions' Means Testing
- An end to the discrimination of women pensioners and full restoration of pension credits for years lost from work due to caring responsibilities
- The immediate restoration of the link between the State Pension and average earnings or prices (whichever is higher)

This Conference calls on the General Council to:

- Work with the TUC and STUC and National Pensioner's Convention to organise a national rally and demonstration of Government
- Continue its excellent campaigning work on the issue of State Pensions and for effective legislation to protect Welsh occupational pensions

- Campaign for good quality, properly funded, fully resourced and accessible public delivery of support and benefits for pensioners

**ASLEF
NEWPORT TRADES COUNCIL
PCS AMENDMENT to 12**

15. MEDIA POLICY FOR WALES

Conference notes the good work done by the Wales TUC General Council in laying the foundations for a campaign to develop a media policy for Wales and instructs them to continue this work with a view to producing a working draft by September 2008.

**NUJ
EQUITY**

16. TELEVISION LICENCE FEE

Conference believes the television licence fee is central to a strong broadcasting industry. As such, Conference instructs the Wales TUC General Council to oppose any plans to top-slice the licence fee. It further instructs General Council to campaign for research into alternative funding models for public service broadcasting by commercial broadcasters.

NUJ

17. ATYPICAL WORKERS

Conference calls on the Wales TUC to highlight and promote awareness of the atypical/freelance worker amongst government and policy makers in Wales. Unlike their employed counterpart the atypical worker does not have a relationship with one established employer, and is often engaged by a range of employers. In employment terms rights for paid time off for trade union activities

available to employed union members are not available to atypical workers e.g. for negotiation on terms and conditions with employers organisations, for the development and training of union learning reps. and health and safety reps. Government policies around employment and training often quote an “employer led” approach, a term that can provide challenges for all union members, but in particular atypical workers e.g. the Sector Skills Agreement. Conference thereby calls on the Wales TUC to work with unions who represent atypical workers to identify the issues that these workers face and to develop a realistic action plan to help overcome some of these barriers including campaigning for unions to be identified as valued and equal stakeholders in relevant policy documents.

BECTU

COMPOSITE D (motion 18 and amendment and motion 19)

SAFETY OF SHOPWORKERS

Conference calls on the Welsh Assembly Government, local authorities and the police to take action to stop the rise in abuse against shop workers. Conference is concerned that such incidents of violence, threats and abuse at work are increasing for many ‘frontline’ retail staff. The British Retail Consortium’s latest Annual Crime Survey showed that last year:

- violence against staff was up 50%
- threats of violence against staff doubled
- incidents of verbal abuse, threats of violence and physical abuse increased by one third.

Usdaw’s own survey of shop workers shows that 75% experienced verbal abuse over the last twelve months. One in ten are verbally abused on a daily basis.

Conference notes that betting shops are the only shops in Welsh high streets where cash-handling is increasing yet that many shops expect staff to work on their own. The need for action is urgent:

- to counter the increasing threats to the security of staff who are frequently the victims of crime in betting shops
- to reduce the health risks to women where they are typically under pressure from customers and employers to keep them open rather than close them
- to encourage improvement of services to customers as well as conditions of employees and their career development.
- to ensure that local councils and the police are working with retailers and shop workers to jointly tackle problems of crime and anti-social behaviour
- and to work with all unions to help promote a culture of respect in the workplace and protect all staff, particularly those dealing with the public.

Conference calls on the Welsh Assembly Government to:

- promote safer shopping partnerships in towns and shopping centres, ensuring sustainable funding is available
- ensure that local councils and the police are working with retailers and shop workers to jointly tackle problems of crime and anti-social behaviour
- work with all trade unions to help promote a culture of respect in the workplace and protect all staff, particularly those whose job requires them to deal with members of the public
- give sympathetic attention to introducing measures to end single staffing in betting shops and similar establishments.

COMMUNITY USDAW

20. PLEURAL PLAQUES

Conference condemns the decision by the House of Lords on 17th October 2007 to uphold the flawed verdict that Pleural Plaques would no longer be eligible for compensation.

This decision, by a cosseted judiciary, with little or no understanding of working lives or the conditions they may suffer within the

workplace, is all too typical of the vociferous, ongoing campaign by the insurance industry to ensure that they pay as little as possible, as late as allowable in all claims relating to asbestos related diseases.

Conferences calls upon the trade union and labour movement, inside and outside Wales to join the GMB in the campaign to restore compensation payments for Pleural Plaques and help ease the pain for sufferers and their families.

Conference also calls on the Wales TUC to lobby Parliament to reverse the House of Lord's decision and to restore the right to compensation for those diagnosed with pleural plaques, in recognition of the extreme distress caused by knowledge of the increased risk of developing a fatal condition such as mesothelioma.

GMB PROSPECT

21. TRADES COUNCILS

Conference calls upon the General Council to realistically support the trades council movement and to get trade unions not only to support us financially but to put people on seats at TUC meetings (delegates).

GWYNEDD TRADES COUNCIL

22. TRADE UNION FREEDOM BILL

Conference reiterates its support for the re-peal of all the anti – trade union laws and the campaign for the Trade Union Freedom Bill.

Conference believes the need for a Trade Union Freedom Bill is more urgent than ever, specifically Conference notes that,

- The anti – trade union laws have contributed to a massive reduction in collective bargaining coverage over the last 25 years, which also in turn has contributed to marked increases in inequality in the UK.

- The reactionary and outrageous decision of the Government to impose criminal legislation against the POA should it take any form of “disruptive action” to protect its members interests.
- The Viking and Laxholm judgements in the European Court of Justice will place further restrictions on the right to take collective action.

Conference welcomes the Wales TUC support for the United Campaign to repeal the Anti Trade Union Laws hugely successful Westminster rally for Trade Union Freedom held in October 2007, and requests that the General Council continues to support initiatives promoted by the United Campaign and mobilises maximum support for any trade union whose members are forced to break the anti trade union laws.

Whilst welcoming the support of over 180 MPs who have signed up for the Trade Union Freedom Bill Conference condemns the continued resistance of the Government to address the fact that UK trade unions endure the most punitive legal restrictions in Europe.

Conference therefore continues to vigorously campaign for the Trade Union Freedom Bill including the establishment of a contact group, open to representatives from all affiliates, to develop and promote the campaign in Wales.

**RMT
CARDIFF TRADES COUNCIL
GC qualification that maximum support would not include unlawful action.**

23. LEGAL THREATS TO INDUSTRIAL ACTION

This Conference notes that the POA has been threatened by the new Labour Government with a legal ban on taking industrial action.

This Conference believes that this could lead to further bans on other public sector workers deemed to be in the ‘public interest’ as the

Labour Government imposes public sector pay restraint and implements cuts in public services.

Conference further notes the high percentage of public sector jobs in Wales and the importance of the services provided by workers in this sector for the population of Wales as a whole. Bans that undermine the ability of unions representing public sector workers to defend jobs, wages and conditions and the services provided by their members are therefore an issue for all trade unionists in Wales.

The Conference resolves that should any trade union in Wales be attacked in this way, the Wales TUC Executive will co-ordinate solidarity action in support and will liaise with the TUC for all Britain action.

SWANSEA TRADES COUNCIL

GC qualification or clarification that coordinated solidarity action would not include illegal action

24. AGENCY WORKERS AND EMPLOYMENT RIGHTS

Conference welcomes the ongoing campaign for equal treatment for Agency Workers and notes that the EU Agency Workers Directive has still made no progress despite being discussed by the European Council of Ministers on 5 December 2007.

Conference notes that at this meeting the UK Government continued to oppose this Directive, which has now been stalled since 2002, and despite the fact that it is supported by a large majority of EU Countries.

Conference is appalled that the UK Government continues to take this position, despite having stated in the Warwick agreement that it would support the principles of the Directive, and conference reiterates its demand that UK domestic legislation is introduced, in this Parliament to end discrimination against agency workers.

Conference also notes that the power of employers to deny equal treatment for agency workers in respect of pay, pensions, sick pay and other conditions can be to undercut the conditions of directly

employed workers and also to undermine collective bargaining and trade union organisation.'

Conference calls on the UK Government to end its destructive attitude towards employment rights at European level which leaves UK workers the poor relations in Europe. This attitude is demonstrated by the ongoing insistence on a UK opt out from the 48 hour limit in the Working Time Directive and the UK opt out from the Charter of Fundamental Rights in the European treaty, which includes trade union rights.

Conference calls on the Wales TUC to give full support to the campaign for equal treatment rights for agency workers and to continue to support the campaign for a framework of decent employment rights in the UK in line with long established ILO conventions and EU legislation, including the measures set out in the Trade Union Freedom Bill.

UNITE (TRANSPORT AND GENERAL WORKERS SECTION) RMT

27. WALES TUC YOUTH COMMITTEE

The Cardiff County Trades Union Council, along with others, is deeply concerned by the low number of young, especially Black and Minority Ethnic Trade Union Delegates who attend the Wales TUC Conference and other events organised by the Wales TUC.

This Conference believes this issue has to be addressed and calls upon the Wales TUC General Council to look into the advantages of setting up, as part of its structure's a Young Person's (Youth) Committee.

This committee can be used as a vehicle to bring young people into our organisation, whilst at the same time, advising the General

Council of, among other things, issues that are pertinent to young trade unionists.

CARDIFF TRADES COUNCIL

28. WALES TUC DISABILITY COMMITTEE

This conference urges the Wales TUC to put into place a Wales TUC Disability Committee. This will bring the Wales TUC into line with the other TUC committees and bring consistency to this particular strand. The Wales TUC is instructed accordingly. Until such time as the Disability Committee is up and running the Wales TUC should engage in an election process to determine the delegates of this committee.

CWU

COMPOSITE F (motions 29 and 30)

MANUFACTURING IN WALES

Conference is proud that manufacturing has traditionally been the key component of the Welsh economy, generating around a third of the region's GDP per year.

The region has excelled in attracting foreign investment in the fields of automotive, metals, chemical and electronics production and is home to some of the UK's most successful and well-known manufacturers including Airbus UK, Angelsey Aluminium and Bosch.

However, while demand for UK manufactured goods has risen overall in recent times and the manufacturing sector has been making a partial recovery, especially in the English regions, at the end of 2007 Wales experienced a substantial fall in output. The forecast for manufacturing output in Wales for 2008 is similarly grim.

The fall just before Christmas 2007 of Alphasteel into receivership exemplifies problems afflicting Welsh manufacturing industry. Since

1997 there has been a 21% decline in manufacturing employment in Wales. Perhaps more startlingly, in the last five years, over 23,000 manufacturing jobs have disappeared. Only 156,000 jobs remain in Welsh manufacturing after years of steady decline during which the pursuit of financial stability, deregulation and employer-friendly policies have resulted in rates of manufacturing investment and productivity improvement much slower than in any other European Union country and the largest trade deficit in the EU.

Conference is convinced that economic growth in Wales cannot be maintained indefinitely in the absence of a thriving industrial base and without the contribution to growth of technical advance in manufacturing. The decline in the value of Sterling against the Euro is a great opportunity to begin the regeneration of manufacturing.

Conference welcomes the constructive role played by the First Minister and the Assembly in using to the full the powers available to promote manufacturing jobs and calls on the Assembly to work in close cooperation with the Wales TUC to establish a fair trading environment for manufacturing by addressing in particular the excessive costs of energy; inappropriate trade and public procurement policies; and the failure to utilise available EU resources to promote Welsh manufacturing. Resources and policy must be focused on creating highly skilled, sustainable employment and in making sure that manufacturing jobs are not vulnerable to global low wage competition.

Wales TUC resolves to:

- Campaign for the creation of more manufacturing apprenticeships and increased investment in skills training for young people in Wales.
- Lobby the Welsh Assembly and UK government for better employment and pension rights and for an end to the off-shoring of manufacturing jobs.
- Campaign for a positive strategy for the future of Welsh manufacturing.

**UNITE (AMICUS SECTION)
COMMUNITY**

31. HEALTH SERVICE COMMISSIONING IN WALES

Conference is concerned that the ambitious strategy for improving health care provision in Wales over the next 10 years will be jeopardised by current commissioning structures.

The bulk of health care services are commissioned by 22 Local Health Boards that spent most of the £5.5 billion allocated for health care provision in Wales last year. The number of Local Health Boards and their limited size has led to a limited strategic vision in commissioning services across Wales and fragmented commissioning budgets. Lack of co-ordination across so many commissioning bodies inhibits effective linking of current and future health commissioning to national policy and planning, such as the vital need to integrate workforce planning and development to future demand and service need.

Conference believes that strong commissioning structures must be in place, with the technical expertise, leadership and purchasing strength to challenge health care providers and to ensure they are fully accountable to commissioners and patients. The recent creation of the three Regional Commissioning Units, acknowledges there is need to strengthen commissioning structures but does not go far enough.

Conference believes it is vital future commissioning structure has the purchasing power, economies of scale and workforce skills to effectively hold provider services accountable for the services they deliver.

In the light of these concerns, Conference asks for:

- An immediate review of the existing number and structure of local health boards.
- That provision made in future legislation to change the role and structure of commissioning in Wales to create a larger more effective commissioning body.

CSP

32. OCCUPATIONAL HEALTH PROVISION

The current provision of Occupational Health Services in the NHS in Wales is often inadequate and frequently fails to support staff.

Changes to the NHS injury scheme, currently under negotiation, will place emphasis on rapid return to work, rather than acting as a means to assess fitness to work.

This Conference calls on Wales TUC and all Health Service Unions to work with the Welsh Assembly Government to ensure that Wales has an Occupational Health Service with appropriately trained staff that is fully funded.

SOCIETY OF RADIOGRAPHERS

33. SCHOOL EFFECTIVE FRAMEWORK

The Wales TUC welcomes the broad principles specified as underpinning the drive towards higher school standards embodied in the Assembly Government's proposed "School Effective Framework".

It urges the Welsh Assembly Government to:

1. Demonstrate its commitment to high standards by allocating the appropriate levels of funding for both schools and school improvement services.
2. Consult effectively with stakeholders by utilizing clear lines of communication, which recognise roles and responsibilities.
3. Invest in on-going professional development of all teacher, school leader and school improvement professionals.
4. Ensure that the Framework compliments rather than duplicates existing systems and processes i.e. Estyn Framework and Rights to Action.
5. Recognises what is currently happening at the local level and seeks to build upon existing good practice in local authorities.

6. Ensure that all procedures focus on the provision of high quality advice, support and challenge rather than bureaucratic arrangements.
7. Recognise the importance of social deprivation in limiting educational standards and to bring out a comprehensive and funded plan for raising attainment in areas of high social deprivation.

ASPECT

34. GREENING SCHOOLS: PROVIDING SUSTAINABLE SCHOOL TRANSPORT

Conference welcomes the fact that the school curriculum includes issues such as sustainability and environmental impact. However, Conference is extremely concerned that the poor disproportionately suffer the consequences of environmental pollution and global warming. Conference therefore believes that a strong, rigorous and consistent 'green agenda' is crucial to tackling poverty and disadvantage. Research has shown that the lack of well-resourced, regular and extensive provision of public transport and safe routes to schools prevents many pupils from disadvantaged backgrounds from accessing a broad and balanced education, including after-school and extra-curricular activities, which have been linked to raising self-esteem and increasing participation in education. Noting that education is practical as well as theoretical, Conference calls upon the Wales TUC to cooperate with government and other partners to develop school transport policies that are safe, healthy, and environmentally friendly, and promote walking, cycling, and the use of public transport.

ATL

35. JUSTICE AND FAIRNESS FOR SCHOOL SUPPORT STAFF IN WALES

For too long our school support staff have had a rough deal.

The GMB is of the view that schools support staff have been exploited having been given ever-increasing responsibilities to further school remodelling and enhance our children's education. Teaching assistants, secretaries, caretakers, dinner ladies - why do they continue to be employed on cheapskate pay and suffer inequalities of term-time employment contracts?

GMB and other unions have lobbied successfully for this to change. Talks last year led to an announcement by Secretary of State Ed Balls that a new national negotiating council for support staff would be established in September 2008. He repeated this in the Children's Plan published in January. GMB welcomes Labour's commitment to end injustices for school support staff.

However, it seems that the commitment is not shared in Wales. Despite the intention that the new support staff council would include Wales, it appears the Welsh Assembly is dithering. Reports are that the Welsh authorities want to carry on exploiting support staff as they have before. Those same reports say that the Assembly might not want to be part of the new national council.

GMB is appalled. It is absolutely right that support staff in Wales should be part of the new national council. We call on the Assembly to quickly declare to the Secretary of State that Wales should be included. We should all join the commitment to end injustice and unfairness to support staff in schools – for Welsh staff as much as for others.

GMB

COMPOSITE G (motions 36 and amendments 1 & 2, motions 37, 38 and 39)

THE FUTURE OF FURTHER EDUCATION IN WALES

Conference welcomes the renewed awareness of the vital importance of further education to the promotion of economic prosperity and social justice in Wales. Conference notes reports such as *Promise and Performance* and government consultations based upon it such as *Skills that work for Wales*.

This conference notes the recommendations of the independent review on mission and purpose of further education (Webb Review). However, we feel that there are a number of omissions that should be addressed.

Most importantly, we believe that education is so much more than just providing a qualified workforce for employers. It is therefore of deep concern to us that the review is suggesting a greater involvement for employers in the management of education and training in Wales and that specific funds should be allocated for this purpose.

It is our experience that such arrangements are unsatisfactory. Indeed, given the failure of employers to invest in the training of their workforces we would be concerned that a greater involvement by employers could result in them transferring the responsibility for costs of all their training to the state. If such a direction was to be taken, we would insist that employers fund the training provision via a voluntary levy and if a voluntary mechanism was found not to work then compulsion applied.

‘To be a successful, bilingual society capable of competing in the global economy, delivering high quality public services and developing its social and cultural strengths, Wales must have an educated and well-trained population.’ That is the opening sentence of a review of education and training for young people aged 14 -19 in Wales, known as the Webb Report.

It’s an excellent sentence. Unfortunately, the Report forgets its own ideals. The Report concentrates exclusively on the immediate needs of the employer (and employer needs in Wales only). It ignores the

wider needs of young people as they progress to be employees, to be employers, and to be part of a much wider society; it forgets that young people live in an increasingly global culture; it even forgets that, as the pace of change gets faster, employer needs will also change rapidly.

A review into education and training for young people aged 14 to 19 was carried out by three people – schools were not even represented on the reference group.

Conference believes that public services exist to create a better society by tackling inequalities and by seeking to secure social and economic justice for all.

Conference asserts that public services must be democratically accountable, operate in the public interest, be owned by the public and managed in trust for them.

Conference recognises that in Wales democratic accountability for state education has largely been maintained through local authority control of schools

Conference believes that there is a threat to democratic accountability inherent in the recommendations of the Webb review 'Promise and Performance' which proposes to set up commissioning consortia and "super colleges" to manage post-14 education.

Conference calls upon the WTUC Council to campaign to ensure that both the public service ethos and democratic accountability is maintained in any proposals for the future of post-14 education in Wales.

Conference calls upon the Wales TUC to ensure that:

- Social partnership is identified as a best practice model in Wales;
- The Welsh Assembly Government ensures sufficient funding is available to provide an effective system for learners and reasonable pay and conditions for staffs;
- Workers' voices are more clearly heard in discussions about enhancing skills and vocational education, and the Welsh

- Assembly Government accepts that the needs and discernment of employees are as important as those of employers;
- The trades union movement in Wales develops and articulates a vision of skills enhancement and vocational education that is employee-led, sustainable, and promotes social justice.

We call on the Wales TUC to seek immediate discussions with the Welsh Assembly Government on this issue.

ACM
NUT Cymru
NASUWT
ATL

40. UNIONS INTO SCHOOLS

Conference notes that the continuing challenges in renewing and reinvigorating trade union membership in Wales. Conference is concerned over the lack of awareness among young people of the role played by trade unions at work and in the wider society.

Conference applauds the continued success of the STUC's "Unions into Schools" project. A key reason for the success of this project is the co-ordination by the STUC of real workplace reps from a range of unions including Prospect, the union for specialists and professionals, and general unions such as Unison and Unite. This approach means that no matter what field of employment school leavers go into, they know there is a union that can help them and represent their specific needs from the moment they enter the world of work.

Conference therefore calls on the General Council to develop a "Unions into Schools" project in Wales and to build and support a diverse range of union activists to participate in this work.

PROSPECT

COMPOSITE H (motions 41 and amendment and 42)
SCHOOL FUNDING

Conference is alarmed at the Welsh Assembly Government budget settlement for local government in Wales.

Conference notes that the poor funding settlement has serious consequences for the education service and schools across Wales. This will impact on jobs throughout schools, class sizes, pupil attainment, proposals for school closures and ultimately the whole community

Conference welcomes the recognition by the Welsh Local Government Association that there is a funding gap between Wales and England. Conference believes that this settlement will only serve to exacerbate that gap.

Conference asserts that the extensive programme of new education initiatives cannot be implemented appropriately and fully without additional funding. Initiatives affected will include the implementation of the Foundation Phase, key stage 2 and 3 assessment, curriculum changes, 14 – 19 Learning Pathways and the Welsh Baccalaureate

Conference calls upon the WTUC Council to support education union affiliates in lobbying the Welsh Assembly Government to address the funding shortfall as a matter of urgency to protect the jobs of public sector workers and standards of education.

Conference deplores the fact that the amount spent on the education of each child in Wales varies greatly between local authorities. This leads to a post-code lottery in Education as in so many other services. Conference calls on the Welsh Assembly Government to enter into dialogue with the Welsh Local Government Association to end this discrepancy and ensure that each child in Wales is valued equally in Wales.

NASUWT
VALE OF CLWYD TRADES COUNCIL

43. HIGHER EDUCATION FUNDING GAP

UCU Wales views with concern the continuing funding gap between HEFCW funded HE Institutions in Wales and those in England supported via HEFCE. Conference calls upon the NAW, WAG, and HEFCW to address this issue as a matter of urgency.

UCU

44. ASSEMBLY WORKPLACE LEARNING PROVISION

Conference welcomes the increasing growth in trade union activity in the promotion and delivery of workplace learning. In an effort to maintain progress and encourage further growth in worker participation, Conference agrees to engage with the Welsh Assembly Government on the following issues:-

- Joint activity to promote the Assembly's 'Employer Pledge' and to engage in discussions about the possibility of additional funding to facilitate support for training up to level 2, including ICT as a basic skill.
- To extend the lifetime of Wales Union Learning Fund projects to up to 3 years.
- To consider the possibility of the WTUC making applications to the European Social Fund to support lifelong learning in eligible areas through initiatives such as funding project officers, creation of workplace/community learning centres and learning support for migrant workers.
- An increase in funding for TU reps training, to bring Wales into line with English provision.

PCS

45. PUBLIC OWNERSHIP

Conference recognises that rail privatisation has been a disaster for the travelling public and that the time is right to redress the situation.

Billions of pounds of tax payer's money is being poured into rail franchises and passengers are facing higher ticket prices for more overcrowded, less efficient train services and the prospect of train seats being removed to cram yet more passengers in.

It is time for an innovative approach, as successive governments seem too frightened to admit their failures and take the railways back into public ownership.

Conference believes that the next time a franchise comes up for renewal in Wales the company should be taken back into public ownership - to be run as a not for profit organisation along the lines of Network Rail.

The Government could then use this company as a comparator for other rail franchises to see if it could be run more efficiently and cheaper. If successful it would enhance the chances of other franchises being taken back into the public sector as they become due for renewal.

Conference believes that taxpayers are tired of subsidising the rail industry and lining the pockets of shareholders whilst paying twice for the privilege of travelling by rail.

Conference therefore calls on the General Council to:

- Campaign for a franchise to be taken back into public ownership
- Work with the TUC and STUC to raise the issue with all affiliates so that they can pressure their MPs, MSPs and Welsh Assembly members.

ASLEF

46. TRANSPORT

Conference notes the most recent UK Government statistics reveal rail investment costs three times more than under British Rail, while

punctuality and reliability remain below pre-privatisation levels. Conference condemns the continued wasteful failure of rail privatisation and reiterates its support for re-nationalisation of the railways.

Conference also emphatically rejects proposals by the Conservatives to break up Network Rail and transfer its responsibilities to private train operating companies.

Conference notes the failure of rail privatisation has been graphically demonstrated by the continued poor performance of First Great Western Services. Despite the company recording a 36% increase in profits and introducing inflation busting fares, one in four trains run late and passengers travelling to and from Wales continue to endure service cuts and severe overcrowding.

Conference reiterates its support for the role of the railways in reducing carbon emissions and social exclusion and welcomes the progress made by the Welsh Assembly Government including the development of Wrexham to London services.

Conference agrees to work with the Assembly to secure improvements in linking urban centres with more isolated communities and to develop high-speed services between South Wales and London and the electrification of Wrexham to Bidston/Wirral/Liverpool.

Conference notes the continued exploitation of non-domicile seafarers in the Irish Sea and agrees to work with maritime affiliates to build support for the campaign aimed at securing for these workers:

- implementation of minimum employment standards
- the full protection of Race Relations Act
- the removal of the National Minimum Wage exemption.

RMT
DEESIDE TRADES COUNCIL

47. SWANSEA – CORK FERRIES

This Conference notes report that services between Swansea and Cork could be revived later this year, pending talks about the funding of the operation. Conference welcomes the efforts to re-establish the vital transport link between Wales and Ireland. However, recalling the long running problems with safety and working conditions on the Swansea - Cork Ferries service, Conference resolves to continue campaigning to ensure that any new ferry line on this route is run on the basis of decent working conditions. In particular, Conference resolves to uphold the principle that either Irish or UK employment standards should be applied to a service operating between the two countries.

NAUTILUS

48. FACILITIES FOR LORRY DRIVERS

We ask Conference to lobby the Welsh Assembly to introduce a scheme to improve present drivers' facilities by refurbishing or the new build of truck-stops when drivers have to stop overnight. Funding for this should be made available through central or European funding programmes. A lack of facilities results in a large number of drivers parking in areas and lay-bys with no facilities whatsoever. This is putting drivers in a very vulnerable position and putting at risk his/her own safety and also the safety of the vehicle and its contents.

URTU

49. LGV DRIVERS

We ask Conference to lobby the Welsh Assembly to set up a group to monitor and assess the competence and legality of all LGV drivers who are driving on UK roads, but have not passed the LGV test in accordance with the regulations covering the United Kingdom. In particular those drivers who are employed by UK companies within the transport industry who possess LGV licences which have been

issued by countries outside of the United Kingdom. These drivers must be fully conversant with drivers' regulations, which would include UK road signage and the Highway Code.

URTU

50. WELSH LANGUAGE POLICY

Conference calls on the Wales TUC to revisit its current outdated Welsh language policy and to work with the Welsh Language Board to develop a fit for purpose Welsh language policy that the organisation and its affiliates can be proud of in a modern and dynamic Wales.

BECTU

COMPOSITE I (motions 51 & 52) EQUALITY AND HUMAN RIGHTS COMMISSION

Conference is concerned by the continuing equality challenges facing Wales. These include the exploitation of vulnerable workers, the persistent pay gap between men and women and very high levels of unemployment among disabled people.

Conference wishes to affirm its support for the work of the Equality & Human Rights Commission (EHRC). However there is concern that the extensive remit of the Commission could affect its ability to carry out its work as effectively as hoped. In a recent survey carried out by the EHRC almost half of people believed that they had faced unfair discrimination. Two thirds of those interviewed said that work was the most common setting for experiencing discrimination. Conference therefore calls on the Commission to make tackling inequality in the workforce a key priority.

Conference also calls for:

- Better integration of trades unions into the work of the Commission;

- All affiliates to ensure that they are involved with and support the work of the Commission;
- A review of progress of the Commission's work to be undertaken within the next two years.

This Conference urges the Wales TUC to liaise with the Welsh Assembly with a view to ensure that a monitoring process of the newly formed EHRC is in place to ensure that we continue to see solid support for not just the established strands that had supported via the CRE, EOC and DRC but also the new strands i.e. Age, Religion, Sexual Orientation and Gender Identity in Wales. The monitoring should ensure that as a minimum the status quo prevails in terms of issues covering funding of "test" cases and investigatory powers that allow the new single equality commission to launch investigations that fall foul of implementing solid equality practices.

CWU
CSP

53. TRADE UNIONS AND MIGRANT WORKERS

Conference recognises the benefits to the Welsh economy, public services and local communities of the presence of migrant workers. Migrant workers have been predominantly welcomed in Wales over many years but recent increases in numbers have prompted concerns in various areas. From a trade union point of view, workers often experience discrimination and exploitation, low pay and poor conditions of employment.

Conference acknowledges the work of the Welsh Assembly Government in assisting migrant workers to settle. However, there remain a number of difficult barriers to inclusion, including language, where funding cuts for English for Speakers of Other Languages (ESOL) will mean that low paid and vulnerable migrant workers will lose access to essential language training.

Conference also welcomes the recent work of the Wales TUC in publishing:

- i) a leaflet of facts about asylum seekers, refugees and migrant workers;
- ii) a report from the Bevan Foundation on Migrant Workers in Wales; and
- iii) campaign posters to challenge myths that exist about migrant workers.

The Bevan report identifies a number of recommendations unions should consider.

Conference, therefore, calls on the General Council to:

- a) continue to campaign against the exploitation and abuse of migrant workers and for better regulation and enforcement of employee rights;
- b) assist unions to co-operate on the range of issues identified e.g. challenging the myths, recruitment strategies, support structures for migrant workers; and
- c) include consideration of a Wales TUC led migrant workers' support unit.

UNISON

54. ASYLUM SEEKERS AND REFUGEES

Wales TUC Cymru is deeply concerned about the plight of asylum seekers and refugees and, as a step towards community cohesion, calls upon the Welsh Assembly Government and/or local authorities, as appropriate to:

- increase financial support to voluntary organisations which support refugees and asylum seekers;
- ensure that all refugees and asylum seekers wishing to access ESOL lessons are able to do so, free of charge in appropriate surroundings;
- ensure that failed asylum seekers have access to primary health care;
- increase funding for translation services;

- encourage the widespread use of hate crime reporting by third parties;
- develop teaching and learning packages for schools, colleges and community groups.

DEESIDE TRADES COUNCIL

55. END THE 21ST CENTURY SLAVE TRADE

This Conference calls upon the Welsh Assembly Government to provide more support for the victims of human trafficking found in all areas of Wales. The Slave Trade Act was passed in 1807 but today in Wales victims of this modern form of slavery can suffer extreme violence and live in constant fear. We are concerned that victims are treated as such and not as criminals. We are aware that many are trafficked for the sex trade and children are often trafficked to be trained in pick pocketing and shoplifting.

We support the good work being done by Amnesty International and their report 'Under the Covers' and their postcard campaign 'Welcome to Slaves'. We encourage unions to participate in this campaign.

We welcome the support the WAG has already given but urge additional practical help to those escaping human trafficking by way of the provision of accommodation, personal support, counselling and health services. This is essential to prevent victims returning to the criminal gangs that brought them here, because no other option is open to them.

NEWPORT TRADES COUNCIL

56. YOUTH SERVICE

Conference recognises that youth work greatly benefits the young people and communities of Wales. It is also crucial in helping to deliver on numerous strategic and policy frameworks - as outlined in

the National Youth Service Strategy for Wales and the Youth Work Curriculum Statement for Wales.

Conference notes that despite Wales having one of the best policy frameworks in Europe its Youth Service is the most underfunded per head of the population in the UK. There are 575,000 young people aged 11-25 in Wales. Previous studies have shown that for every £1 of government money spent on the Youth Service at least £8 worth of added value can be reaped.

The Youth Service in Wales works with 300,000 young people each year. However minimum standards on funding and staffing levels are not being met. Conference notes that the re-sourcing of the Youth Service in Wales is pitifully low compared to other similar nations. Investment in young people, youth work and the Youth Service makes sense. This situation needs to improve to ensure a 'world-class' Youth Service that the young people of Wales deserve.

Conference calls upon the Wales TUC to urge the Welsh Assembly Government to:

- Help reaffirm the value of a publicly funded Youth Service for young people in Wales, by signing up to the Manifesto for Youth Work.
- Introduce a Youth Service Development Plan for Wales, implementing practical measures to improve the funding and staffing levels.
- Bring Wales in line with National Standards by implementing a ratio of 1 nationally qualified youth worker for every 400 young people between the ages of 13-19.

UNITE (TRANSPORT AND GENERAL WORKERS SECTION)

57. SUPPORTING CARE WORKERS

Conference recognises the invaluable work done by carers. Despite Welsh carers saving the economy £3.5 billion only a small minority receive any financial recognition from the State.

We need to make it easier for carers to juggle work with caring. One in five carers has had to give up work because of their working responsibilities.

Conference welcomes the Westminster Government's extension of the Right to Request Flexible working to carers of adults.

However more needs to be done. There is an urgent case for more government, employer and union action to help carers stay in work and to better support them financially. Conference warmly welcomes the work being done by Carers Wales with the National Assembly for Wales around the national carers strategy in Wales.

Carers in Wales need:

- The right to paid time off work for family/caring emergencies;
- Removal of the earnings rule from Carers' Allowance enabling many more carers to access it.

Conference asks the Wales TUC to:

- Support the work being done by affiliates to negotiate paid time off for family/caring emergencies;
- Help affiliates make the case for more support for carers to the Westminster Government;
- Circulate examples of how unions and employers working together have made a difference to carers;
- Continue in its work on the gender pay gap to highlight the high price women in particular pay for having to take unpaid time out of the labour market to care.

USDAW

58. VALUING PART-TIME WORK

Conference welcomes recognition by the Women and Work Commission of the importance of part-time work and the necessity to

achieve culture change to promote the value of part-time work. This is particularly necessary as an initial stage in opening up senior roles and “quality” occupations to flexible working patterns.

However, Conference is concerned that the initiatives outlined in the Government’s action plan won’t do enough to deliver the WWC’s recommendations.

Conference calls for a high priority and high profile Wales TUC campaign to promote the value of quality part-time working, including pressing the Wales Assembly to:

- a) fully adopt the WWC recommendations dealing with part-time and flexible working; and
- b) implement its own policy, as an employer, that all senior civil service posts, as well as the “feeder grades”, are available on a flexible working basis.

Conference recognises the excellent work of many trade unions in promoting work-life balance issues in the workplace, but believes that more needs to be done in order to value and encourage part-time workers to join and become active in unions.

Conference calls on the Wales TUC also to investigate and address the difficulties faced by part-time trade union members in fully participating in the activities of their union.

WALES TUC GENERAL COUNCIL

59. DOUBLE DISCRIMINATION IN THE WORKPLACE

Conference welcomes the research carried out by the Equal Opportunities Commission earlier this year on the position of Black women in the labour market.

Conference believes that through both race and gender discrimination, black women face a double disadvantage in accessing and participating in the labour market. Establishing collective bargaining on equality is key if the double discrimination faced by black women in the labour market is to be defeated.

Affiliates need to take a strategic approach to the organisation and recruitment of black women if the problems faced in the workplace and in encouraging increased participation in the trade union movement is to be realised.

This conference calls upon the Wales TUC to:

1. Monitor the work of the Equality and Human Rights Commission on the combined impact of gender and race;
2. Provide a framework for affiliates to ensure that public sector duties promote race and gender equality remains at the heart of the collective bargaining agenda;
3. Lobby for adequate resourcing to ensure that plans are implemented.

WALES TUC GENERAL COUNCIL

60. ONLY ONE ASSEMBLY MEMBER AND NO MEMBER OF PARLIAMENT FROM BLACK AND MINORITY ETHNIC COMMUNITIES IN WALES

Conference is deeply concerned that there are no Black and Minority Ethnic Members of Parliament representing Wales. Conference is further concerned that there is only one Welsh Assembly Member from Black and Minority Ethnic communities in Wales.

Conference applauds the efforts made by Plaid Cymru for electing the first Black and Minority Ethnic Assembly Member in Wales.

Conference requests Wales TUC to work with relevant political organisations to develop strategies to identify and support Black and Minority Ethnic people for selection as candidates for the Welsh Assembly Government and Parliament and to stand for election in constituencies in Wales.

This conference believes that Labour Party policy on all women shortlists has successfully increased the numbers of women Assembly Members, and Members of Parliament within the Labour Party.

Therefore, this conference also asks the Wales TUC to lobby and campaign for a similar policy across political parties that will increase the numbers of Black and Minority Ethnic Welsh Assembly Members and Members of Parliament.

WALES TUC GENERAL COUNCIL

GENERAL COUNCIL STATEMENTS

General Council Statement on Colombia

The Wales TUC condemns continuing violence and criminality in Colombia and calls for an end to the killing of trade unionists and the impunity enjoyed by those responsible for their deaths, including sections of the Colombian army.

The Wales TUC calls on the British government to freeze all military aid until the human rights record of the Colombian government improves, and to provide humanitarian aid.

The Wales TUC expresses its dismay at the way a photo of Kim Howells with soldiers of the High Mountains Brigade reinforced the perception in the region and here that the UK Government is focused only on one side of the violence, and supports the Uribe regime's collusion with the paramilitaries and right-wing economic and industrial relations agenda. The UK Government needs to do more to convince trades unionists in Wales that it supports social dialogue, social and economic justice and a negotiated peace in Colombia.

The Wales TUC condemns the 25 murders of trade unionists that have taken place in recent months including Gildardo Antonio Gomez and Carmen Cecilia Carvajal Ramirez, both of the teachers' trade union FECODE, who were shot and killed, and Leonidas Gomez

Rozo, of the bank workers' trade union UNEB, who was brutally murdered in his home.

The Wales TUC General Council expresses its condolences at the recent death of Edilberto Poveda, President of the Colombian agricultural workers union, FENSUAGRO who died while under house arrest.

Amongst numerous violations, 4,000 trade unionists have been murdered in recent years as well as many thousands of others including human rights defenders, journalists, student leaders and members of the political opposition.

The Wales TUC reiterates its support for the Colombian trade union movement, the need to respect core labour standards, and our opposition to all violence.

D PREVIOUS CONFERENCE DETAILS		
YEAR / VENUE	CHAIR	INVITED SPEAKERS
1974 / ABERYSTWTH	LEN MURRAY (TUC)	LEN MURRAY, TUC GENERAL SECRETARY
1975 / SWANSEA	DAI FRANCIS (NUM)	JOHN MORRIS, SEC OF STATE FOR WALES LEN MURRAY, TUC GENERAL SECRETARY
1976 / LLANDUDNO	W JOHN. JONES (USDAW)	JOHN MORRIS, SEC OF STATE FOR WALES TONY BENN, SEC OF STATE FOR ENERGY LEN MURRAY, TUC GENERAL SECRETARY
1977 / TENBY	D IVOR DAVIES (M GLAM TCs)	JAMES CALLAGHAN, PRIME MINISTER JOHN MORRIS, SEC OF STATE FOR WALES LEN MURRAY, TUC GENERAL SECRETARY
1978 / LLANDUDNO	GLYN PHILLIPS (NALGO)	MICHAEL FOOT, LEADER OF COMMONS JOHN MORRIS, SEC OF STATE FOR WALES LEN MURRAY, TUC GENERAL SECRETARY
1979 / TENBY	ARCHIE KIRKWOOD (NUR)	NO SPEAKERS (GENERAL ELECTION)
1980 / LLANDUDNO	SYLVIA JONES (M GLAM TCs)	ALEC JONES, SHADOW WELSH SECRETARY LEN MURRAY, TUC GENERAL SECRETARY
1981 / PORTHCAWL	JOHN GRIFFITHS (T&GWU)	MICHAEL FOOT, LEADER OF LABOUR PARTY ALEC JONES, SHADOW WELSH SECRETARY IVOR RICHARD, EC COMMISSIONER ALAN FISHER, TUC PRESIDENT
1982 / LLANDUDNO	LES PAUL (IRSF)	ALEC JONES, SHADOW WELSH SECRETARY LEN MURRAY, TUC GENERAL SECRETARY
1983 / CARDIFF	JIM MORRIS (CLWYD TCs)	DENIS HEALEY, DEP LEAD LABOUR PARTY DENZIL DAVIES, SHADOW WELSH SEC. NORMAN WILLIS, TUC DEP. GEN. SEC.

1984 / LLANDUDNO	HARRY HARRIS (GMB)	NEIL KINNOCK, LEADER OF LABOUR PARTY BARRY JONES , SHADOW WELSH SEC. LEN MURRAY, TUC GENERAL SECRETARY
1985 / TENBY	BRYN DAVIES (T&GWU)	NEIL KINNOCK, LEADER OF LABOUR PARTY BARRY JONES , SHADOW WELSH SEC. NORMAN WILLIS, TUC GENERAL SECRETARY
1986 / LLANDUDNO	JIM RYAN (W GLAM TCs)	ROY HATTERSLEY, DEP LEAD LABOUR PTY. BARRY JONES, SHADOW WELSH SEC. NORMAN WILLIS, TUC GENERAL SECRETARY
1987 / TENBY	LYN TREGONNING (T&GWU)	NEIL KINNOCK, LEADER OF LABOUR PARTY BARRY JONES, SHADOW WELSH SEC. NORMAN WILLIS, TUC GENERAL SECRETARY
1988 / LLANDUDNO	IAN SPENCE (GMB)	ALAN WILLIAMS, SHADOW WELSH SEC. STANLEY CLINTON DAVIES, EC COMMISSION NORMAN WILLIS, TUC GENERAL SECRETARY
1989 / SWANSEA	ELWYN MORGAN (M GLAM TCs)	NEIL KINNOCK, LEADER OF LABOUR PARTY BARRY JONES, SHADOW WELSH SEC. JOHN MONKS, TUC DEP. GEN. SECRETARY
1990 / LLANDUDNO	GEORGE WRIGHT (T&GWU)	BARRY JONES, SHADOW WELSH SEC. NORMAN WILLIS, TUC GENERAL SECRETARY
1991 / LLANDUDNO	IDRIS JONES (NALGO)	BARRY JONES, SHADOW WELSH SEC. TONY BLAIR SHADOW EMPLOYMENT SEC. NORMAN WILLIS, TUC GENERAL SECRETARY
1992 / LLANDUDNO	KEVIN CROWLEY (IRSF)	BARRY JONES, SHADOW WELSH SEC. NORMAN WILLIS, TUC GENERAL SECRETARY
1993 / LLANDUDNO	BOB HART (NUCPS)	RON DAVIES, SHADOW WELSH SECRETARY BRUCE MILLAN, EC COMMISSIONER NORMAN WILLIS, TUC GENERAL SECRETARY
1994 / LLANDUDNO	BRIAN JOHN (W GLAM TCs)	RON DAVIES, SHADOW WELSH SECRETARY JOHN PRESCOTT, SHADOW EMPLOY. SEC. JOHN MONKS, TUC GENERAL SECRETARY
1995 / TENBY	PAT PHILLIPS (USDAW)	RON DAVIES, SHADOW WELSH SECRETARY LEIF MILLS, PRESIDENT, TUC NOREEN BRAY, WALES COMMISSIONER EOC
1996 / LLANDUDNO	ALLAN GARLEY (GMB)	RON DAVIES, SHADOW WELSH SECRETARY JOHN MONKS, TUC GENERAL SECRETARY ELIZABETH HAYWOOD, WALES CBI BARRY HARTOP, CHIEF EXECUTIVE, WDA ROGER JONES, COUNCIL OF WELSH TECs
1997 / LLANDUDNO	DAVID WHITE (UNISON)	RON DAVIES, SEC. OF STATE FOR WALES JOHN MONKS, TUC GENERAL SECRETARY PHIL JENNINGS, GENERAL SECRETARY FIET ELUNED MORGAN MEP
1998 / LLANDUDNO	EDWINA HART (BIFU)	RON DAVIES, SEC. OF STATE FOR WALES JOHN MONKS, TUC GENERAL SECRETARY PETER HAIN, UNDER S OF S FOR WALES WIN GRIFFITHS, UNDER S OF S FOR WALES BRIAN WILLOTT, CHIEF EXECUTIVE, WDA
1999 / SWANSEA	DENISE CARTER(WREXHAMTC)	ALUN MICHAEL, SEC. OF STATE FOR WALES JOHN MONKS, TUC GENERAL SECRETARY TERESA REES, WALES COMMISSIONER EOC RAY SING, CRE COMMISSIONER FOR WALES JON O JONES, UNDER S OF S FOR WALES PETER HAIN, UNDER S OF S FOR WALES

2000 / LLANDUDNO	ALWYN ROWLANDS (AEEU)	RHODRI MORGAN, NAT ASSY FIRST SECRET. EDWINA HART, NAT ASSY SECRETARY JANE HUTT, NAT ASSY SECRETARY CHRISTINE GWYTHER, NAT ASSY SEC. ROSEMARY BUTLER, NAT ASSY SEC PAUL MURPHY, SEC. OF STATE FOR WALES JOHN MONKS, TUC GENERAL SECRETARY
2001 / CARDIFF	DEREK GREGORY (UNISON)	RHODRI MORGAN, NAT ASSY FIRST SECRET EDWINA HART, NAT ASSY SECRETARY JANE HUTT, NAT ASSY SECRETARY JANE DAVIDSON, NAT ASSY SECRETARY PAUL MURPHY, SEC. OF STATE FOR WALES JOHN MONKS, TUC GENERAL SECRETARY RT REV R WILLIAMS, ARCHBISHOP OF WALES
2002/LLANDUDNO	JIM HANCOCK (T&GWU)	JOHN MONKS, TUC GENERAL SECRETARY PAUL MURPHY, SEC OF STATE FOR WALES RHODRI MORGAN, NAT ASSY 1 ST MINISTER EDWINA HART AM, NAT ASSY MINISTER
2003/LLANDUDNO	BRIAN CURTIS (RMT)	PETER HAIN, SEC OF STATE FOR WALES JOHN MONKS, TUC GENERAL SECRETARY BRENDAN BARBER, TUC GEN SEC ELECT RHODRI MORGAN, NAT ASSY 1 ST MINISTER JANE DAVIDSON AM, NAT ASSY MINISTER EDWINA HARTAM, NAT ASSY MINISTER
2004/LLANDUDNO	TED JENKS (CONWY TC)	PETER HAIN SEC OF STATE FOR WALES RHODRI MORGAN NAT ASS1 ST MINISTER BRENDAN BARBER TUC GENERAL SEC NEILKINNOCK VICE PRES EURO COMMISSION JOSEF NIEMIES ETUC CONFEDERATION GLENYS KINNOCK MEP OPEN MIKE SESSION WITH WELSH ASSY GOVERNMENT CABINET MEMBERS
2005/LLANDUDNO	MARGARET HAZELL (AMICUS/UNIFI)	PETER HAIN SEC OF STATE FOR WALES RHODRI MORGAN NAT ASS1 ST MINISTER BRENDAN BARBER TUC GENERAL SEC BRIAN GIBBONS AM NAT ASSY MINISTER ANDREW DAVIES AM NAT ASSY MINISTER EDWINA HART AM NAT ASSY MINISTER JANE HUTT AM NAT ASSY MINISTER
2006/LLANDUDNO	DAVID LEWIS (AMICUS-GPM)	PETER HAIN SEC OF STATE FOR WALES BRENDAN BARBER TUC GENERAL SEC ELUNED MORGAM MEP OPEN MIKE SESSION WITH WELSH ASSEMBLY GOV CABINET MEMBERS (EXCLUDING JANE DAVIDSON)
2007/LLANDUDNO	JOHN BURGHAM (T&GWU)	PETER HAIN SEC STATE FOR WALES FIRST MINISTER RHODRI MORGAN FRANCES O'GRADY DEP GENERAL SEC TUC RITADONAGHEY ACAS EBERTO DIAZ JUSTICE FOR COLUMBIA SALEEM KIDWAI MUSLIM COUNCIL OF WALES NEIL WOODING PUBLIC SERVICE MANAGEMENT WALES
2008/ LLANDUDNO	RUTH JONES (CSP)	ECLIDES MANCIPE TABARES & LUIS ADAN ARGUELLO MARTINEZ ASDEBER JUSTICE FOR COLOMBIA FIONA FARMER STUC RT HON PAUL MURPHY SEC OF STATE FOR WALES TOM WILSON TUC HEAD OF OSD FIRST MINISTER RHODRI MORGAN

E**RULES AND STANDING ORDERS****PART 1 - CONSTITUTION****RULE 1
NAME MEMBERSHIP AND FINANCE****A) NAME**

The name of the organisation constituted by these Rules shall be the Wales Trades Union Council / Cyngor Undebau Llafur Cymru (hereinafter called the "Wales TUC").

B) MEMBERSHIP

The Wales TUC shall consist of:

- i) those trade unions which are affiliated to the Trades Union Congress and which have members in Wales
- ii) trades union councils in Wales recognised by the Trades Union Congress.

C) FINANCE

i) The Trades Union Congress will meet the normal administrative expenses of the Wales TUC including the costs of running the Wales TUC office, the Annual Conference and its General Council and Committees. The Wales TUC shall not incur any additional such expenses without obtaining the approval of the TUC General Council.

ii) The Wales TUC may raise additional funds over and above the finance provided by the Trades Union Congress, provided as far as affiliated unions are concerned this is on a voluntary basis. Such

funds shall be used in accordance with Rule 2 and shall be separately accounted for.

iii) The audited accounts of the Wales TUC shall be included in the Annual Report, a copy of which shall be submitted to the Trades Union Congress.

RULE 2 OBJECTS

A) The objects of the Wales TUC shall be:

i) To promote the interests of all or any of its member organisations or the interests of past and present individual members of such organisations living or working in Wales.

ii) To improve the economic and social conditions of workers in Wales whether or not such workers are employed or have ceased to be employed.

iii) To give effect in Wales to the policies adopted by the Trades Union Congress and the Annual Conference of the Wales TUC and to keep trade union members in Wales informed of those policies.

iv) To co-operate with and assist other organisations having similar objects to the Wales TUC.

v) To assist in the complete organisation of all workers in Wales eligible for membership of its member organisations.

B) In the interpretation of the above objects the General Council of the Wales TUC (hereinafter called the "General Council") shall have complete discretion subject only to the powers of the Annual Conference and the Trades Union Congress to revise its decision.

RULE 3

COMPOSITION OF THE GENERAL COUNCIL

A) The General Council shall be composed of four groups as follows:

Group A shall consist of members from those member trade unions with a numerical membership of 5,000 or more members in Wales. Each such organisation shall be entitled to nominate one or more members of the General Council, provided that where a Group A organisation is entitled to nominate more than one member then at least one of that organisation's nominees must be a woman member. The maximum number of members to which organisations comprising Group A shall be entitled shall be determined by their numerical membership on the following basis:

95,000 and over	7 members
80,000 - 94,999	6 members
65,000 - 79,999	5 members
50,000 - 64,999	4 members
35,000 - 49,999	3 members
20,000 - 34,999	2 members
5,000 - 19,999	1 member

Group B shall consist of members from those member trade unions with a numerical membership of 4,999 or less members in Wales. Each such organisation shall be entitled to nominate one member and from the Group B nominations so made, those organisations comprising Group B shall be entitled to elect, by ballot vote at Annual Conference, one member to the General Council for every 7,500 members or part thereof of the total membership in Wales of Group B organisations.

Group C shall consist of three women members. Each member trade union in Group A with a membership of 5,000 - 19,999 shall be entitled to nominate one woman member and from the nominations so made, trade unions in Group A with a membership of 5,000 - 19,999 shall be entitled to elect, by ballot

vote at Annual Conference, two members to the General Council. Each member trade union in Group B shall be entitled to nominate one woman member and from the nominations so made, trade unions in Group B shall be entitled to elect, by ballot vote at Annual Conference, one member to the General Council.

Group D shall consist of eight members nominated by Trades Union Councils in Wales. Each Trades Union Council in Wales shall be entitled to nominate one member and from the Group D nominations so made, Trades Union Councils shall be entitled to elect, by ballot vote at Annual Conference, one member to the General Council from within each of eight regional Trades Union Council electoral groups.

Group E shall consist of two black or ethnic minority members. Each member trade union shall be entitled to nominate **one black or ethnic minority member** and from the nominations so made, trade unions shall be entitled to elect, by ballot vote at Annual Conference, two members to the General Council.

B) Member trade unions will be allocated to Group A or B on the basis of the numerical membership as at 1 January each year as notified to the General Council.

C) Trades Union Councils in Wales will be allocated to one of eight regionally based electoral groups. This allocation and any subsequent changes shall be made by the General Council and shall be put to Annual Conference for approval.

D) Members of the General Council shall take office at the termination of the Annual Conference and shall remain in office until the termination of the next Annual Conference and shall be eligible for re-election to or continued membership of the General Council.

E) In the event of death or resignation of any member of the General Council the vacancy shall be filled by the organisation holding that position.

RULE 4

QUALIFICATION FOR THE GENERAL COUNCIL

A) No candidate shall be eligible for election to the General Council unless he or she is a delegate to the Annual Conference. If a nominee is unable to attend the Conference because of illness, or other reasons acceptable to the General Council, his or her nomination shall stand.

B) A candidate shall not be eligible for election to the General Council, its Committees or any other structures established by and reporting to the General Council where the candidate has reached the age of 65 at the time of election and is no longer in employment.

RULE 5

NOMINATION OF MEMBERS OF THE GENERAL COUNCIL

A) Each trade union with members in Wales shall have the right, in accordance with Rule 3, to nominate candidates to represent its Group a black or ethnic minority candidate to represent the Black and Ethnic Minorities Group and women candidates to represent the Women's Group on the General Council. Each trades council shall have the right to nominate a candidate to represent its Group on the General Council.

B) All nominations for members of the General Council shall be sent to the Secretary at least five weeks prior to each Annual Conference, and the list of names shall be published on the agenda paper containing the propositions that are to be discussed at the Annual Conference.

C) Where because of the death or withdrawal of a candidate before election, or because of any other cause, there is an insufficiency of candidates to fill the number of seats in the Group at Annual Conference, the vacancy shall be filled by the General Council from nominations submitted by the unions or trades councils in the group concerned.

RULE 6

ELECTION OF THE GENERAL COUNCIL

A) The members of the General Council shall be elected by ballot vote at each Annual Conference, the nominees in each Group securing the highest number of votes to be declared elected. Delegates shall not be permitted to cast votes on any ballot papers for a number of candidates in excess of the number of persons required to be elected.

B) Canvassing or the bartering of votes for any position or purpose shall be strictly forbidden. Any candidate on whose behalf such means are employed shall be disqualified for election to any position at that Conference and at any subsequent Conference for a period of three years unless it can be proved to the satisfaction of the General Council that he or she was in no way responsible for the infringement of this Rule.

C) The ballot papers shall be issued by the Standing Orders Committee and after being completed shall then be immediately placed in the box without inspection by the delegates other than those of the organisation voting.

D) Any delegates found guilty of violating this Rule shall at once be reported to the Conference, named by the Chairperson and expelled. Such delegate or delegates shall not be eligible to attend the Conference again for three years.

RULE 7

DUTIES OF THE GENERAL COUNCIL

The duties of the General Council shall be:

i) To make representations, where necessary in consultation with trades councils, to and to meet with bodies at all levels, on economic, political, industrial, social, environmental and cultural matters pertaining to Wales.

- ii)** To appoint representatives to bodies within Wales and to appoint representatives to other bodies designated by the Trades Union Congress.
- iii)** To service such representatives
- iv)** To perform a public relations function for the trade union movement in Wales
- v)** To promote the exchange of information between trade unions in Wales
- vi)** To assist trade unions in the recruitment of members in Wales
- vii)** To assist in the development of the work of trades councils in Wales
- viii)** To convene, after consultation with the General Council of the Trades Union Congress, a special conference, to deal with matters that may arise and to arrange the agenda and procedure whereby the business of such meetings shall be conducted.
- ix)** To convene at its discretion, but subject to Rule 1C (i) and 1C(ii), consultative Conferences, to deal with matters that may arise and to arrange the agenda and procedure whereby the business of such meetings shall be conducted
- x)** To appoint such committees as may be considered necessary to carry out the work of the Wales TUC
- xi)** To prepare an Annual Report of its work for submission to the Annual Conference
- xii)** To give effect to any directions by the General Council of the Trades Union Congress
- xiii)** To keep the General Council of the Trades Union Congress informed of developments in Wales through the provision of a copy of the minutes of each meeting of the General Council and

its committees and through other means that may be identified from time to time.

RULE 8 OFFICERS

A) SECRETARY

The Secretary shall be appointed following interview and selection by representatives of the General Council and the TUC. Only a candidate acceptable to the Wales TUC and the TUC will be considered for appointment by the TUC General Secretary.

The Secretary of the Wales TUC will be responsible for the functioning and administration of the Wales TUC, its Annual Conference, its General Council and Committees; initiating and organising the activities of the Wales TUC in accordance with its constitution; liaising with the TUC on all such aspects of the work of the Wales TUC as are relevant; and representing the Wales TUC at trade union and other meetings.

The Secretary will be responsible to the Wales TUC and its General Council for implementing all policies relating to the internal affairs of Wales and applying all TUC policies as they affect Wales. The Secretary will be responsible to the TUC General Secretary for implementing TUC national and international policy or other such matters as may be determined by the TUC from time to time.

The Secretary will be, ex officio, a member of the Wales TUC Annual Conference, its General Council and its committees and shall be entitled to attend all such meetings.

Should the Secretary's position become vacant for any reason or should the Secretary be absent from office, the elected President of the Wales TUC following consultation with the General Secretary of the TUC, shall arrange for the duties of the Secretary to be covered for the temporary period of absence or until a new appointment is made.

B) PRESIDENT AND VICE PRESIDENT

Each year at the Annual Conference the General Council shall elect a President and Vice President from amongst its members. The President and Vice President so elected shall be proposed to Conference for ratification.

The President's duties shall be to preside at all meetings of the General Council, its Executive Committee and at any Special Conferences for one year following the date of election and at the Annual Conference concluding the term of office.

The Vice President shall support the President in these duties and shall deputise for the President when necessary. Subject only to being re-elected to the General Council the Vice President shall be elected as President the following year.

In electing the President and Vice President the General Council shall apply the principle of proportionality and shall ensure so far as is practicable that over time the holders of these two positions shall reflect the diverse membership of the General Council. The General Council shall report to Annual Conference each year on this matter when proposing the new President and Vice President for ratification.

C) TREASURER

The Treasurer shall be elected by the Annual Conference from the members of the General Council.

D) AUDITORS

Annual Conference shall elect two Auditors (not from the members of the General Council), whose duty it shall be to audit all accounts and the Annual Financial Statement, certify as to their correctness or otherwise, and report upon their findings to the following Annual Conference.

E) TRUSTEES

Two or more Trustees shall be appointed by the General Council in whose names the funds and property of the Wales TUC shall be vested. Such Trustees shall hold office until their respective successors have been duly appointed by the General Council and have accepted office. The Trustees shall deal with the funds and property held by them in accordance with the directions of the General Council.

RULE 9 WOMEN'S COMMITTEE

- i)** There shall be a Women's Committee to the General Council which shall be comprised of twelve directly elected members together with the women members of the General Council.
- ii)** The ballot for the directly elected members of the Women's Committee shall take place at the Wales TUC Annual Conference and shall be held immediately following the declaration of the result of the General Council election. Any candidates declared elected to the General Council will be declared ineligible for direct election to the Women's Committee.
- iii)** Each member union shall be entitled to nominate one candidate in the trade union section and each member trades council shall be entitled to nominate one candidate in the trades council section. All nominations shall be sent to the Secretary at least five weeks prior to each Annual Conference and the list of names shall be published on the agenda paper containing the propositions that are to be discussed at the Annual Conference. Nominees for election to the Women's Committee shall be delegates to the Annual Conference.
- iv)** Eight members shall be elected by the trade unions present from the nomination made in the trade union section. Four members shall be elected by the trades councils present from the nominations made in the trades council section.

- v)** Where because of the death or withdrawal of a candidate before election, or because of any other cause, there is an insufficiency of candidates to fill the number of seats in the section at Annual Conference, the vacancy shall be subsequently filled by the General Council from further nominations submitted by the unions or trades councils in the section concerned.
- vi)** In the event of death or resignation of any member of the Women's Committee, the vacancy shall be filled by the organisation holding the position.
- vii)** The Women's Committee shall elect annually, at the first meeting following Annual Conference, a Chair and Vice Chair from amongst those members of the Committee who also serve as elected members of the General Council.
- viii)** The duties of the Women's Committee shall be:
 - a)** To make representation to and to meet with bodies at all levels on matters pertaining to women in Wales.
 - b)** To perform a public relations function for the trade union movement in Wales on matters pertaining to women in Wales.
 - c)** To convene and make arrangements for an Annual Women's Conference.
 - d)** To prepare an annual report of its activities for submission to the Annual Conference of the Wales TUC.
 - e)** To keep the General Council informed of matters pertaining to women in Wales and to give effect to any decisions of the General Council and Annual Conference.

RULE 10

RACE EQUALITY COMMITTEE

i) There shall be a Race Equality Committee to the General Council which shall be comprised of **fourteen** directly elected members together with Black and Ethnic Minority members of the General Council. Nominees for the **14** directly elected positions on the Committee must be black or ethnic minority trade union members and must meet the age related qualifications governing membership of Committees reporting to the General Council.

ii) The ballot for the directly elected members of the Race Equality Committee shall take place at the Wales TUC Annual Conference and shall be held immediately following the declaration of the result of the General Council election. Any candidates declared elected to the General Council will be declared ineligible for direct election to the Race Equality Committee.

iii) The 14 directly elected members will be elected as follows:

Unions with over 50,000 members	4 Seats (1 seat each)
Unions between 5,000 and 50,000 members	7 Seats (by election)
Unions below 5,000 members	2 Seats (by election)
Trades Union Councils	1 Seat (by election)

iv) All nominations shall be sent to the Secretary at least five weeks prior to each Annual Conference and the list of names shall be published on the agenda paper containing the propositions that are to be discussed at the Annual Conference. Nominees for election to the Race Equality Committee shall be delegates to the Annual Conference.

v) Where because of the death or withdrawal of a candidate before election, or because of any other cause, there is an insufficiency of candidates to fill the number of seats in the section at Annual Conference, the vacancy shall be subsequently filled by the General

Council from further nominations submitted by the unions or trades councils in the section concerned.

vi) In the event of death or resignation of any member of the Race Equality Committee, the vacancy shall be filled by the organisation holding the position.

vii) The Race Equality Committee shall elect annually, at the first meeting following Annual Conference, a Chair and Vice Chair from amongst those members of the Committee who also serve as elected members of the General Council.

viii) The duties of the Race Equality Committee shall be:

a) To make representation to and to meet with bodies at all levels on matters pertaining to black or ethnic minority trade union members in Wales.

b) To perform a public relations function for the trade union movement in Wales on matters pertaining to black or ethnic minority trade union members in Wales.

c) To convene and make arrangements for an Annual Race Equality Conference.

d) To prepare an annual report of its activities for submission to the Annual Conference of the Wales TUC.

e) To keep the General Council informed of matters pertaining to black or ethnic minority trade union members in Wales and to give effect to any decisions of the General Council and Annual Conference.

RULE 11 LGBT COMMITTEE

- i. There shall be an LGBT Committee to the General Council which shall be comprised of **fourteen** directly elected members together with any LGBT members of the General Council.
- ii. Nominees for the **14** directly elected positions on the Committee must be LGBT trade union members and must meet the age-related qualifications governing membership of Committees reporting to the General Council.
- iii. The ballot for the directly elected members of the LGBT Committee shall take place at the Wales TUC Annual Conference and shall be held immediately following the declaration of the result of the General Council election. Any candidates declared elected to the General Council will be declared ineligible for direct election to the LGBT Committee.

The 14 directly elected members will be elected as follows:

Unions with over 50,000 members	4 Seats (1 seat each)
Unions between 5,000 and 50,000 members	7 Seats (by election)
Unions below 5,000 members	2 Seats (by election)
Trades Union Councils	1 Seat (by election)

All nominations shall be sent to the Secretary at least five weeks prior to each Annual Conference and the list of names shall be published on the agenda paper containing the propositions that are to be discussed at the Annual Conference. Excepting where the individual wishes to remain anonymous when the organisation represented shall be listed. Nominees for election to the LGBT Committee shall be delegates to the Annual Conference.

WALES TUC RULES AND STANDING ORDERS

PART 2 CONFERENCE ARRANGEMENTS

RULE 12 ANNUAL CONFERENCE

A) DATE

i) There shall be an Annual Conference of the Wales TUC, the dates and times of which shall be the Wednesday, Thursday and Friday immediately preceding the last Monday in May, commencing at 11.00am on the Wednesday and closing no later than 1.00 pm on the Friday, unless otherwise decided by the General Council.

ii) To enable member organisations to comply with the various requirements of these Rules where time limits are fixed by reference to the date of the Annual Conference, the General Council shall, in the event of any change in such date, direct that notice of such change shall be given to member organisations in due time.

B) REPRESENTATION

i) Trade unions shall be entitled to be represented at the Annual Conference by one delegate and by one additional delegate for every 2,000 members or fraction thereof in Wales.

ii) Each trades council shall be entitled to be represented at the Annual Conference by three delegates.

iii) Each member organisation must provide the Secretary with the details of its delegation at least five weeks before the date fixed for the Annual Conference.

C) DELEGATES QUALIFICATIONS

Delegates to the Annual Conference must be financial members of a trade union affiliated to the TUC and shall represent a trade union or a trades council in Wales.

RULE 13

CONFERENCE STANDING ORDERS COMMITTEE

A) A Standing Orders Committee of five members for the ensuing Annual Conference shall be nominated and elected by ballot, this ballot to take place after the result of the General Council election has been declared. Any member declared elected by the General Council shall not be eligible for election to the Standing Orders Committee. If any member elected is not a delegate to the ensuing Annual Conference, or a vacancy arises from any other cause, the unsuccessful candidate with the highest number of votes shall be called upon to fill the vacancy. Standing Orders Committee members shall not be counted as part of a delegate entitlement for the purposes of Rule 9(B).

B) The members of the Standing Orders Committee shall appoint from their body a chairperson and secretary. The duties of the Standing Orders Committee shall be:

- i)** To co-operate with the movers of motions and amendments in order that composite motions may be obtained wherever possible.
- ii)** To circulate to the delegates copies of the composite motions they have approved
- iii)** To submit to the President of the Conference a programme of all motions and amendments approved by them as being in accordance with the Rules and Standing Orders, together with all suggestions for the proper conduct of the business of the Annual Conference.
- iv)** To report to the General Council of the Wales TUC any

violation of the Rules and Standing Orders that may be brought to its notice, together with any recommendations agreed upon.

C) All nominations for the Standing Orders Committee shall be sent to the Secretary at least five weeks prior to the date fixed for the Annual Conference.

D) All nominees for the Standing Orders Committee must be delegates to the Annual Conference at which the election takes place.

RULE 14 TELLERS AND BALLOT SCRUTINEERS

The General Council shall nominate four or more Tellers and four Ballot Scrutineers from the names of the delegates received. The nominations shall be submitted to the Conference delegates for their approval.

RULE 15 VOTING

The method of voting at each Conference shall be by voice, show of hands or card vote at the discretion of the President.

RULE 16 MOTIONS FOR CONFERENCE

A) Each trade union or trades council shall be entitled to submit for consideration at the Annual Conference two motions which shall relate to the objects of the Wales TUC as stated in Rule 2. The text of the motion not to exceed 250 words. In the case of unions, such motions must be signed by two appropriate officials and in the case of trades councils, by the Chairperson and Secretary. They must reach the Secretary at least ten weeks before the time fixed for the Annual Conference.

B) Such motions shall be sent to each member organisation not less than eight weeks before the Annual Conference. The order in

which these subjects are to be discussed shall be decided by the General Council.

C) Each trade union and trades council shall be allowed to put forward two amendments to motions. The text of the amendment not to exceed 250 words. In the case of unions, such amendments must be signed by two appropriate officials, and in the case of trades councils by the Chairperson and Secretary. They must reach the Secretary at least four weeks before the time fixed for the Annual Conference.

D) The General Council shall be entitled to put forward additional motions on matters which both relate to the objects of the Wales TUC as stated in Rule 2 and which would otherwise not be considered at the Annual Conference.

E) Notwithstanding the provision of this Rule, any member organisation shall, subject to the approval of the General Council, be permitted to submit an emergency motion for the consideration of the delegates to the Conference. No such permission shall, however, be granted unless agreed to by at least two-thirds of the votes cast by the delegates to the particular Annual or Special Conference.

RULE 17 AGENDA

A complete Agenda of the motions and amendments shall be sent not less than 14 days before each Annual Conference to each delegate.

RULE 18 CONFERENCE REPORT

The Secretary of the General Council shall keep a record of the Conference proceedings. This Report shall be considered by the General Council and, on approval as a correct record, the Report of the Conference shall be sent to member organisations.

RULE 19 AMENDMENT OF RULES

The General Council may between each Annual Conference propose amendments to these Rules. Such proposed amendments shall be submitted to the General Council of the Trades Union Congress, and if approved by that body, shall be submitted to the next Annual Conference for confirmation.

WALES TUC RULES AND STANDING ORDERS

WALES TUC STANDING ORDERS

A) GENERAL COUNCIL'S REPORT

After the opening of each Annual Conference, the General Council shall present its Report for the previous calendar year, this shall be laid on the table for discussion. The items of the Report shall be discussed seriatim, and not as a whole; each speaker to be limited to five minutes. Such Report shall be given precedence over all other business provided that where a motion on the Agenda bears directly upon any part of the Report, such motion may at the discretion of the President be taken in conjunction with such part of the Report.

B) AGENDA

The Agenda compiled by the General Council shall be taken as the first business of Conference, immediately following the passage of the General Council's Report.

C) LIMITATION OF SPEECHES

The mover of a motion shall be allowed seven minutes, the seconder five and any or each succeeding speaker three minutes. A delegate shall not speak more than once on a question, except the mover of

the original proposition, who shall have the right to reply but shall not exceed five minutes in doing so.

D) ORDER OF SPEAKERS

Each delegate shall stand at the rostrum when speaking. If the President rises to call a delegate to order, or for any other purpose connected with the proceedings, the member speaking shall thereupon resume his or her seat, and no other delegate shall arise until the President has authorised the discussions to proceed.

E) PRESIDENT'S RULING

Should any delegate cause any disturbance at any session of the Annual or Special Conference, and refuse to obey the President when called to order, the delegate shall be named by the President, and shall be expelled from the hall for the remainder of the session, and shall not be allowed to take part in the Conference proceedings without the consent of Conference delegates.

F) CLOSURE

The Previous Question, Next Business, or the Closure may be moved and seconded by those delegates only who have not previously spoken during the debate, and there shall be no speeches on such motions. Should Closure be carried, the mover of the original motion shall have the right to reply in accordance with S.O.(C). Should the President consider that there is no practical difference of opinion amongst the delegates, the President shall have power to stop the discussion and submit the proposition to the vote of the Conference delegates.

G) SPECIAL CONFERENCES

In the case of Special Conferences the above Standing Orders shall be adhered to wherever applicable as closely as possible.

H) SUSPENSION OF STANDING ORDERS

These standing Orders may be suspended if such suspension is agreed to by at least two-thirds of the votes cast by the delegates of the particular Annual or Special Conference.

I) AMENDMENT OF STANDING ORDERS

The General Council may between each Annual Conference propose amendments to these Standing Orders. Such amendments shall be submitted to the next Annual Conference for approval.