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A**ELECTION RESULTS****PRESIDENT****Amarjite Sing- CWU****VICE PRESIDENT
David Evans- NUT****TREASURER****Andy Richards - UNITE****AUDITORS**

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

2012 CONFERENCE STANDING ORDERS COMMITTEE

NAME	UNION OR TRADES COUNCIL	SEATS
Alwyn Rowlands	Gwynedd TC	5
Gail Jones	UNISON	
John Burston	Unite	
Ted Jenks	Unite	

General Council 2012

Name	Union	
Philip Dixon	ATL	
Sian Gale	BECTU	
John James	BFAWU	
Gary Watkins	CWU	
Amarjite Singh	CWU	
Rob Edwards	Community	
Rex Philips	NASUWT	
Jane Setchfield	NASUWT	
Wayne Thomas	NUM	
David Evans	NUT	
Beth Davies	NUT	
Mike Smith	NUJ	
Gareth Howells	Prospect	
Brendan Kelly	RMT	
Nick Blundell	UCATT	
Peter Harris	PCS	
Katrine Williams	PCS	
Alison Burrows	PCS	
Nick Ireland	USDAW	
Anne Meacock	USDAW	
Sheila Bearcroft	GMB	
Mervyn Burnett	GMB	
Pamela Drake	GMB	
John Philips	GMB	
John Burgham	Unite	
Mick Moore	Unite	
Caroline Price	Unite	
Andy Richards	Unite	
Belinda Robertson	Unite	
Steve Wakefield	Unite	
Karl Wainwright	Unite	
Phil Jones	Unite	
Peter Crews	Unison	
Gillian Gibbons	Unison	
Malcolm Harrington	Unison	
Jane Illes	Unison	
Margaret E Thomas	Unison	
Win Wearmouth	Unison	
Margaret Wilkinson	Unison	
Neelo Farr	Unison	
Wendy Gilligan	Unison	
Margaret Davies	Merthyr Trades Council	
Mike Jenkins	GMB	
Roy McCabe	UCU	
Ruth Bennett	GMB	
Simon Ellis	Unite	

2012 Equalities Committee

Name	Union	Group
Karl Wainwright	Unite	Disabled
Phil Jones	Unite	LGBT
Alison Burrows	PCS	BME
Neelo Farr	Unison	BME
Simon Ellis	Unite	Youth
Jane Setchfield	NASUWT	Women
Beth Davies	NUT	Women
Win Wearmouth	Unison	Women
Peter Harris	PCS	LGBT
Mike Smith	NUJ	LGBT
Belinda Robertson	Unite	Women
Caroline Price	Unite	Women
Steve Wakefield	Unite	LGBT
Sian Wiblin	PCS	Women
Mike Salt	Unite	LGBT
Sian Gale	Bectu	Women
Amarjite Singh	CWU	BME

G			
Name	Union	Votes	Decision
Mike Smith	NUJ	110,811	
Steffan ap Dafydd	NUT	50,896	
Steve Donoghue	PCS	35,252	
Carl Wainwright	Unite	138,768	Elected
Florence Boardman	Usdaw	35,471	
1 Seat			

Group H			
Name	Union	Votes	Decision
Mark Robinson	PCS	94,639	
Phil Jones	Unite	267,125	Elected
1 Seat			

Group I			
Name	Union	Votes	Decision
Carrie Anne Watkins	PCS	98,498	
Simon Ellis	Unite	266,170	Elected
1 Seat			

B

2012 MOTIONS AND AMENDMENTS

RESOLUTIONS ADOPTED

Composite B - Regional Pay

(motion 1 with amendment and motion 8)

Conference is deeply concerned by the announcement in the Chancellor's autumn statement that the UK government plans to introduce regional pay in the public sector. Conference opposes these plans.

Conference believes regional pay to be tantamount to a pay cut for Welsh public sector workers, a race to the bottom that would be divisive, inequitable and harmful to the Welsh economy and society as a whole.

Conference recalls that, when the previous government first raised the possibility of regional pay, the Bevan Foundation produced a report entitled Regional Pay, Regional Poverty, which predicted that:

introducing geographical variation in pay would result in a general downward pressure on public sector pay;

the pressure would probably be greatest in those areas where average earnings are already relatively low, namely rural areas and the south Wales Valleys; and

it would particularly affect women.

Conference also notes that when regional pay was introduced in the Ministry of Justice in 2008, this resulted in five pay ranges, with the majority of Welsh staff in the lowest of these – receiving lower pay than colleagues in England for doing the same work, with the same responsibilities, qualifications and experience.

Conference welcomes the First Minister's statement that the Welsh Government will 'not be working with the [UK] Government over regional pay as many public sector workers may now find their salaries slashed' and resolves to work with the Welsh Government to ensure that no worker in the devolved Welsh public sector is subject to regional pay.

Conference welcomes initiatives already taken by unions to debunk the Government's ill-informed rhetoric on regional and market pay and to highlight the importance of skilled staff for the delivery of high quality public services.

Conference calls on the General Council to build a mass campaign to defeat this dangerous initiative.

Unite & PCS

Composite C – Public Sector Bargaining and Cuts

(motions 2 and motions 7)

Conference believes the UK Government's economic approach of austerity and cuts is not only an attack on the jobs, pay and conditions of public sector workers but also the vital services they deliver daily for our communities. In Wales, the £1.9bn real-term cut in the Assembly's budget is exacerbating the £300m annual shortfall identified by the Holtham Commission – a massive cut in the National Assembly's block funding which significantly harsher than the other devolved nations. These cuts are stretching public services to breaking point.

Conference supports joint action, regular monitoring meetings and co-ordinated joint activities from all public sector unions in Wales to develop a bargaining framework encompassing the following:

No compulsory redundancies or relocation

No excessive workloads

End pay restraint and work towards a Living Wage for all public sector workers and contractors

No regional or local pay

Oppose the UK Government's public sector pension 'reforms'

Halt privatisation and use of consultants

No implementation of Cabinet Office facility time cuts

Make agency/fixed term staff permanent

Recognition of trade unions for all contractor providers

Equality impact assessments for all contractors

Facility time for union equality reps and environmental reps

Extension of WULF funding

Commitment to full trade union engagement and consultation

Conference additionally calls on the General Council to co-ordinate our own coalition of trade unions, community organisations, service user bodies, charities and campaigns groups as part of an ongoing campaign to defeat the UK government's cuts and continue to develop the arguments for tax justice and alternatives to the cuts.

General Council qualification

Unions are sovereign in deciding their own bargaining position in consultation with their members.

PCS & Unite

3. Local Labour Markets

This Conference is concerned by comments made by the Chancellor of the Exchequer in the autumn statement on Public Sector Workers. In the statement the Chancellor called on Public Sector Pay Bodies to look at how Public Sector Pay can be “made responsive to local labour markets.”

Conference believes a move to localised pay would not only be problematic for unions and their members, it would also be bad for Public Sector employers, taxpayers and for the Welsh economy. Conference believes localised pay bargaining is:

- Incredibly inefficient;
- Could lead to an explosion of localised disputes;
- Reinforce and entrench existing regional economic disparities;
- Risks opening up the gender pay gap and lead to increased gender inequality;
- Will widen income inequality and damage the economy.

Conference calls upon the Wales TUC General Council to support union campaigns and actions wherever there are efforts to undermine existing national pay bargaining arrangements.

General Council qualification

Wales TUC General Council supports legal campaigning activity.

Cardiff Trades Council

4. Police Cuts

This conference believes that the cuts imposed by the UK Coalition Government are regressive and damaging to the people of Wales and the Welsh economy.

The impact of the cuts is far ranging, from pensions to pay and services and is not just confined to the public sector. In particular the 1,600 cut in the number of police officers and the severe cuts in the number of police staff in Wales will deal a major blow to the tackling of crime in Wales.

These police cuts will not just affect communities and families but will also impact on violence at work in areas such as retailing. The increase in uniformed police patrolling the streets over the last ten years helped to lead to a 43% fall in incidents against shop staff. This improvement is likely to be reversed by the Coalition cuts. A reduction in the essential services performed by Police Staff, like responding to Emergency 999 calls, crime scene specialists and community support will also only serve to increase crime'.

Conference calls on the police cuts to be scrapped to help protect shop workers in Wales from violence and abuse at work.

Usdaw

5. Save Public Sector Jobs and Services

Conference notes:

1. The ongoing assault on public sector jobs and services, with its disproportionate effect here in Wales because of the public sector's relative size and importance.
2. The magnificent response of workers in Wales to the attacks on the public sector.
3. The importance of the TUC demonstration on March 5 2011 in inspiring trade unionists in Wales to actively participate in later anti-cuts activities, including the London demonstration later that month and the strikes, marches and rallies on June 30 and November 30.
4. The important role that Trades Councils have played in organising, building and supporting these and other activities against the cuts.

Conference calls on the General Council to:

1. Support public sector trade unionists continuing to strike in defence of their pensions and those private sector workers fighting for pension justice from companies like Unilever and Fords.

2. Give a boost to the fight against public sector cuts by organising an all Wales anti-cuts demonstration, in Cardiff, before the end of the year.
3. Ask WTUC-appointed anti cuts co-ordinators to work closely with Trades Councils on these and other events, encouraging affiliations and assisting in setting up new trades councils where none exist.
4. Encourage affiliates to build links with anti cuts campaigners in our communities, including those in the occupy movement.

Finally Congress notes the attacks are also taking place on a global scale with the EU, IMF and other institutions driving cuts and liberalisation. Congress sends solidarity to our brothers and sisters in Greece, Ireland, Portugal, Spain, and Italy and elsewhere who are fighting the cuts.

General Council qualification

It is part of the General Council's role to decide on the appropriate timing and nature of any marches or rallies

Swansea Trades Council & RMT

6 Regional Pay

Conference calls on the Wales TUC General Council to campaign with other sympathetic stakeholders to resist actively the imposition of regional pay for workers in Wales.

ATL

9 Regional Pay

Conference notes the recent announcement by the Chancellor of the Exchequer in his autumn statement which asked the NHS Pay Review Body to consider "how to make pay more market-facing in local areas" for NHS staff.

Conference believes the implications of local pay for NHS Wales staff are potentially very serious given average wages in Wales are considerably lower than the UK average.

Conference believes any reliance on market forces to determine pay for NHS staff will inevitably be to their detriment.

Conference calls on the WTUC General Council to:

1. Oppose the introduction of regional pay in NHS Wales with NHS unions highlighting the impact on Welsh workers and the Welsh economy.
2. Make representations to the Welsh Government calling on them to oppose regional pay in any discussions with UK Ministers.

General Council qualification

GC support for other organisations can not take precedence over Wales TUC policy and campaigns

CSP

10. Maritime Safety

This Conference condemns the Westminster government's cuts in the UK maritime safety network, which pose a particular threat to shipping in the often treacherous waters of the Irish Sea and around the coast of Wales. The withdrawal of emergency towing vessels – which were introduced in response to the lessons of the Sea Empress disaster in Milford Haven – have been forced through in the face of expert advice and evidence showing their value. This Conference believes the loss of these valuable resources will leave busy sea areas seriously dangerously deprived of salvage and emergency resources and Conference calls for sustained lobbying to safeguard the resources for protecting the safety of life and shipping in Welsh waters and to highlight the risks of the government cuts.

Nautilus

11. Coalition Welfare Reform Policy

Conference deplores the Coalition's welfare reform policy and acknowledges Department for Work and Pensions figures which state that the benefit cap will adversely affect 3,000 adults and 7,000 children in Wales.

Conference notes a report by the Institute for Fiscal Studies for the Welsh Government which states that on average, households in Wales will lose 4.1% of their income as a result of the tax and benefit reforms to be introduced by 2014-15 compared to an UK average loss of 3.8%.

Conference is concerned that children will suffer the most from these reforms with the IFS demonstrating that “families with children will lose more than pensioner households and working-age households without children across the income distribution, regardless of whether Universal Credit is accounted for.”

Conference believes that these measures are making vulnerable Welsh pay for the financial crisis caused by wealthy bankers and ensures that those with the broadest shoulders will share less of the burden than vulnerable groups such as the low paid, disabled and the young. Conference affirms that these measures are not designed to assist the unemployed into work but to help pay off the deficit from the poorest pockets.

Conference therefore calls on the General Council to lobby and campaign against the Coalition’s Welfare Reforms among the UK and Welsh Governments as well as Welsh MPs, Assembly members and other interested parties.

- Oppose job cuts planned by the ConDems with the automated delivery of Universal Credit.
- Campaign for public sector delivery of any work devolved to WAG like the replacement for social fund loans.
- Campaign against private sector companies using claimants as slave labour, undercutting TU rates of pay.

Aslef & PCS

12 Citizens UK

Conference welcomes the Wales TUC decision to implement localised campaign coordinators throughout Wales as a part of the Better Way campaign.

Conference believes that local campaign work is essential to the success of the ‘Better Way’ campaign as it engages members of the local community and empowers them to take action on the issues that are important to them.

Citizen’s UK has long been involved in community based organising, having a number of successes throughout the UK including the commitment from hundreds of employers to pay their employees a Living Wage, and a commitment that a community training academy would be built on the Olympic site to train local people in construction skills.

The goal of Citizen's UK is to build the power of communities who work together for the common good. Citizen's UK has built a sponsoring committee in Wales, which is the first stage in the process of building a broad based community organisation.

Conference believes that it is essential that trades unions are involved in this work which will be of great benefit to the communities of Wales.

This conference therefore calls upon the Wales TUC to

- Endorse the work undertaken by Citizen's UK;
- Encourage TUC affiliated trade unions to help build a broad based community organisation that could work for the benefit of Welsh communities;
- Encourage trade union representatives to engage and participate in Citizen's UK training.

General Council qualification

General Council to uphold principle that support for other organisations cannot take precedence over Wales TUC policy and campaigns

Unison

13. Government Cuts and the Impact on Women

Conference notes that the current UK government has failed millions of women in many ways. The deficit reduction programme - which has seen child benefit frozen, maternity grants and child trust funds removed, and cuts to tax credits to name a few – have meant that women are suffering more than ever. The Government's decision to accelerate the increase in women's State Pension Age will affect thousands of women who will have to work much longer in order to receive their basic State Pension."

Conference is concerned that female unemployment has reached its' highest since 1988, with two thirds of the 140,000 public sector jobs losses being lost by mainly low-paid women. Furthermore, housing benefit has been cut - with 90% of lone parent beings women, this will once again have an unequal impact on women and children.

Conference notes that Britain already has one of the worst gender pay gaps in Europe and recent UK government decisions have only served to worsen this. For instance, when tax allowances were increased they benefitted 23 million people, but 75% of beneficiaries were men.

Conference is concerned that women are being disproportionately affected by the UK government policies and calls upon the Wales TUC to:

- Raise public awareness of the effect of the cuts on women and children living in poverty;
- Work with other organisations to challenge cuts; monitor the impact of cuts on low paid women workers; produce materials on the impact of cuts on women;
- Demand that the original timetable for equalisation of the State Pension Age is maintained.”
- Incorporate training on the Equality Act and Equality Impact Assessment into TUC training courses, where appropriate, to aid negotiating, bargaining and representation skills to challenge inequality in the workplace.

Unison

14. Regional Pay/Tâl Rhanbarthol

Yn 2012, bydd Llywodraeth San Steffan yn rhoi Remit i'r School Teachers' Review Body i archwilio'r potensial am dâl rhanbarthol ar gyfer athrawon ysgol. Ar yr un adeg bydd tâl rhanbarthol ar gyfer gweithwyr eraill yn y Sector Gyhoeddus o dan drafodaeth. Mae hyn oll yn rhan o ymgais gan Lywodraeth San Steffan i wneud arbedion o ran cyflog ac i wanhau'r sector gyhoeddus. Mae Prif Weinidog Cymru, Carwyn Jones, wedi datgan yn gyhoeddus efallai bydd angen i Lywodraeth Cymru gymryd cyfrifoldeb dros gyflog gweithwyr y Sector Gyhoeddus os bydd Lywodraeth San Steffan yn dewis y llwybr o gyflog rhanbarthol, er mwyn diogelu gweithwyr yng Nghymru rhag colli cyflog, ac er mwyn diogelu economi Cymru rhag y problemau difrifol fyddai'n dod yn sgil hyn.

Galw cynhadiedd ar Lywodraeth Cymru i ddiogelu holl weithwyr y Sector Gyhoeddus yn gyfartal yn gan gynnwys athrawon

In 2012, the School Teachers' Review Body was given a Remit from the Westminster Government to examine the potential for regional pay for school teachers. At the same time regional pay for other workers in the Public Sector is under discussion. This reflects the Westminster Government's attempts to make savings in pay and to further weaken the public sector. Wales' First Minister, Carwyn Jones, has publicly announced his opposition to regional pay but has stated that if the Westminster Government decides to follow this course it may be necessary for the Welsh Government to take responsibility to protect the pay of public sector workers in Wales and to protect the Welsh economy from the devastating effects of such pay cuts.

Conference calls on the Welsh Government to protect all public service workers equally, including teachers'

UCAC

15. Regional Pay

This Conference opposes regional pay and calls upon the General Council to make clear its opposition to the Westminster Government and to work with the Welsh Government to protect and safeguard the principle of a national pay structure.

This issue of regional pay is now back on the agenda, with the Chancellor in his autumn statement announcing not only a 1% public sector pay cap, but also that there would be an investigation into regional pay differentials. The obvious objective of the Con-Dem UK Government is to bring to an end public sector wage bargaining.

The advent of region pay would be morally wrong; one person working in the public sector in Wales should not expect to receive a lower salary than one of their counterparts in England doing the same job.

The introduction of regional pay would have a detrimental impact on the economy of Wales and the United Kingdom as a whole. Already Wales has been identified as one of the lowest paid regions in the United Kingdom and regional pay would widen the gap even further, creating further social and economic disadvantage in Wales.

GMB & Prospect

18. Devolution

Conference welcomes the overwhelming yes vote in the 2011 referendum on extending full legislative powers to all those areas covered by the National Assembly for Wales.

The extension of these powers gives us the opportunity to reduce the impact of the Coalition cuts on the people of Wales.

In addition we can now really shape those areas of the economy which are so important to the future of Wales and where we have already made significant advances. These include environmentally-friendly technology, retailing, tourism and education and training.

Conference believes that we now need to push the devolution agenda forward and in this regard, welcomes the establishment of the Silk Commission on devolution in Wales which will report on fiscal powers for the National Assembly for Wales to the Secretary of State for Wales in Autumn 2012.

Conference urges this commission to recommend an extension of powers to the assembly. In particular to those tax raising and borrowing measures which offer a serious prospect of improving the lives of people in Wales.

USDAW

19 Youth Unemployment

Conference notes, with concern, that youth unemployment reached the highest ever recorded figure at the end of 2011. Official figures show that a record one million people aged between 18 and 24 years old were economically inactive throughout the UK.

Conference notes that within Wales, the picture is particularly bleak

with an 80% increase in youth unemployment throughout 2011. With the Bank of England forecasting a heightened risk of a double-dip recession, conference believes that the situation will get worse before it gets better.

Conference congratulates young people in Youth Fight for Jobs for organising the Merthyr to Cardiff march last summer which highlights that youth are prepared to fight for a future.

Conference further believes that, with 40% of young people in Wales currently economically inactive, there is a very serious threat of a lost generation, which would not only have a devastating blow for the future of the Welsh economy but affect future job prospects for this generation thereafter.

Conference welcomes the Welsh Government's Jobs Growth Wales programme, which aims to create 4,000 jobs a year over the next three years for young Welsh jobseekers across Wales. Conference believes, however, that this job creation should not be restricted to the private sector and that opportunities within the public sector would be equally as valuable to Wales.

Conference calls on the Wales TUC General Council to:

1. Lobby the Welsh Government to create jobs through the Jobs Growth Wales programme in both the private and the public sector;
2. Press the Welsh Government and Local MPs to oppose the UK Government's current economic programme which is clearly damaging the economy in Wales and the rest of the UK.
3. In line with TUC policy present a clear alternative to the cuts including
 - Taking the key drivers of economic growth and wealth creation back into public ownership.
 - Exploring the benefits of Land Value taxes
 - Delivering a peace dividend through the scrapping of Trident replacement.
 - Campaign against the ConDem Government implementing workfare and those employers who are using youth unemployed as slave labour.

Unison

20. Composite A

Conference recognises the valuable role Remploy provides for Wales in training, employing and supporting disabled people into the world of work.

Conference notes that Remploy factories across Wales and the rest of the UK are facing an uncertain future after a review of disability employment by the UK Coalition Government which announced that Remploy was not a suitable model for the 21st Century. The consultation period on the recommendations of the Sayce report closed on the 17th October 2011 to which 1400 responses had been received and the result is still awaited. This is very unsettling for Remploy workers who already face inequality in society. Conference agrees that these front line disabled workers deserve dignity and respect, and must not be ignored when decisions are made about the future of their factories.

Conference opposes any moves to either privatise or close down Remploy factories and opposes proposed changes in the structures of the Remploy-linked Employment Services.

Conference applauds the stance of the Welsh Government in opposing the proposal to privatise or close Remploy factories. Conference calls upon the Welsh Government to deliver on this commitment by supporting Remploy in Wales can develop. Conference agrees that the Welsh Government can also use public procurement policy to place work with Remploy factories so that they can produce at full capacity making them a viable operation and protecting the employment of these dedicated workers.

Conference therefore calls on the General Council to:

1. Work with the Remploy Consortium of Trade Unions to resist by appropriate means any announcements of closure.
2. Work with the Welsh Government to promote Remploy manufacturing sites with all public bodies.

**GMB
Unite
Swansea Trades Council**

21. Supporting the Welsh Economy

Conference welcomes the continuing availability of the ProAct and ReAct support programmes that help employers and employees with the challenges raised by the continuing economic downturn. Conference notes the ability for the Welsh Government to set its own distinct industrial policy that secures the long-term future of Welsh industry. Conference calls on the General Council to continue to engage with the Welsh Government to ensure that both traditional and

emerging industries can play an effective role in providing secure and sustainable employment whilst contributing economic recovery.

Community

22.

Wales Economy

Conference notes with alarm that despite the best efforts of organisations such as the Welsh Government and the WTUC, attacks on workers in Public and Private Sectors are going ahead at pace.

Pay freezes, pay caps, job losses, reduced terms and conditions are now common in Public Services and the private Sectors.

This is demonstrated at the manner in which RBS pulled the plug on Peacocks, how it forced people out of work throughout Wales with little consideration being given to the workforce or customers, and in cuts to Public Services.

We believe the WTUC must develop existing policy to produce an alternative economic policy agenda for Wales including investment and expansion of public services as an alternative to cuts and privatisation.

Conference agrees both trade union members and the general public are looking for the real leadership and direction our movement can give.

We believe more support for co-operatives of people acting together to meet the common needs and aspirations of its members, sharing ownership and making decisions democratically must be considered.

Conference calls upon the General Council, affiliates and the Welsh Government to work together in a manner which ensures Wales as a nation is considered economically innovative. We demand a nation which has a modern, dynamic, and sustainable economy, where it is beneficial to invest, and has a successful world class economy.

Cardiff Trades Council

23. Agency worker regulations

Conference welcomes the new Agency Worker Regulations (AWR) 2010 that came into effect in October 2011 and the aim to give agency workers the right to the same employment conditions they would enjoy as someone directly employed to do the same job.

However, Conference notes that some agency companies are seeking to avoid their obligations under the AWR 2010, especially in relation to the 12 week rule which guarantees that after an agency worker completes a 12 week qualifying period with the same hirer, in the same role, they will be entitled to have the same basic terms and

conditions of employment as if they had been employed directly by the hirer.

Conference considers that there is a role to be played by the Welsh Government and therefore calls upon the Welsh Government to set out its intentions for working with local authorities in Wales to ensure that the AWR 2010 regulations are upheld for all workers in Wales in ensuring that agency workers are not exploited.

Conference further calls on the Welsh Government to work with local authorities in Wales to reopen their supply pools to reduce the reliance on agency workers and the casualisation of teaching in Wales.

NUT

24. Living Wage Campaigns

Conference welcomes the increasing number of Living Wage campaigns run by both trade unions and civil society organisations. Conference recognises that a Living Wage for Wales ought to be a vital tool in ensuring more people are lifted out of poverty. Conference recognises and respects existing bargaining structures but calls on the Welsh TUC to assist trade unions in co-ordinating living wage campaigns across the Welsh economy.

Community

25. Affiliations

Conference calls on trade unions to encourage branches to affiliate to their respective trades union council.

Gwynedd Trades Council

26. CPD

Continual Professional Development is a fundamental right for all professions. Wales will only be competitive and prosperous if professionals can access the CPD they need. Conference calls on the Wales TUC General Council to work with the Welsh Government to ensure that workers receive adequate support and funding to access relevant CPD.

ATL

27. Attacks on Trade Union Rights

Conference reiterates its support for repeal of all the anti – trade union laws.

Conference believes that to support its austerity programme the Coalition Government is embarking on a campaign to rapidly destroy already limited individual and collective rights.

Proposals from the Government, coalition MPs and right wing think tanks include,

- Calls for increased turnouts and removal of simple majorities in industrial action ballots, which would mean many MPs would not have been elected if this rule was applied to them
- Banning strikes in essential public services
- Attacks on Trade Union facility time, including proposals that unions will have to pay members loss of earnings for undertaking trade union duties.
- Attacking TUPE and consultation requirements, increasing the qualifying periods for unfair dismissal and introducing massive costs to deter employees taking claims to tribunals.
- The Jackson Review which could also massively increase unions legal costs

Conference believes that these attacks will not only further massively shift the balance of power against workers in favour of big business and corporate greed but is also designed to undermine and break the trade union movement.

Conference agrees to seek to establish the broadest possible campaign against these attacks and to make the positive case that individual and collective rights are enshrined in International Law and conventions and ensure safer, effective workplaces, reduced inequality and securer communities

RMT

28. The People's Charter

In line with the motion passed at the TUC Congress in 2009, Conference states its support for the Peoples Charter and its six principles:-

1. A fairer economy for a fairer Britain
2. More and better jobs
3. Improved public services
4. Fairness and Justice

5. Decent homes for all
6. A secure and sustainable future for all

Conference instructs the General Council to organise meetings in the North and South of Wales to build support for the Peoples Charter.

General Council qualification

GC support for other organisations cannot take precedence over Wales TUC policy and campaigns

Torfaen Trades Council

29 Transport in Wales

Conference reiterates its support for the re-nationalisation of the railways.

Conference is concerned that the Westminster Government's McNulty review into the railways will have a detrimental impact on rail services including,

- The loss of tens of thousands rail workers including train guards, station and ticket office staff and safety critical infrastructure and operational workers.
- greater commercial freedom for train operators to introduce higher fares, cuts in services, and more crowded trains
- the breakup of Network Rail and an end to its Not for Dividend status, making the railway more fragmented and inefficient, putting profit before safety

Conference is concerned the consultation for the new Great Western Franchise reflects much of the McNulty report and believes the report will also exacerbate the inefficiencies and failure of rail privatisation. Conference notes it is the uncoordinated short-termism of our railways that has put the UK's last train manufacturer in Derby on the brink of closure.

Conference calls on the Welsh Government to work with affiliates, passengers and the wider community to oppose any attempts by the Westminster Government to impose the McNulty report on Wales and also to campaign to persuade the Westminster government to ensure the electrification of rail services through to Swansea and to provide resources to electrify valley services.

Conference deplores the rundown of Wales' bus services penalising our rural communities, the elderly and infirm to the detriment of their leisure and the economy. Conference demands that the bus pass scheme is maintained.

Finally Conference is concerned at the continued exploitation of seafarers in the Irish Sea and Conference agrees to continue to campaign for seafarers to receive the full protection of the Equality Act and National Minimum Wage.

RMT

30. Welsh Rail Policy

Conference notes that in 2011 Government advisor Sir Roy McNulty identified industry fragmentation as the reason why Wales's railway is so unsustainably expensive and inefficient.

Conference notes figures from the Office of Rail Regulation which state that the Welsh rail franchise is the most heavily subsidised passenger rail operation in the United Kingdom per passenger mile receiving £170 million of public money over the term of its 15 year contract between 2003 and 2018.

Conference therefore supports the Welsh Labour Government's commitment to explore options for running the franchise on a not-for-dividend basis and believes such a structure for rail operations could deliver improvements to services by retaining profits and surpluses and investing them in Wales.

Conference acknowledges new rail 'alliances' whereby train operators will become responsible for infrastructure maintenance and is concerned by the possible conflicts of interest in such a development, particularly to the detriment of freight. Conference believes track maintenance is one of the most important components of rail safety which should never be run for profit.

While welcoming plans for electrification of the Great Western mainline to Cardiff, Conference regrets that this important rail infrastructure development will not continue on to Swansea.

Conference also calls for the improvement to links between south and north, the extension of the electrification to all Wales' main lines, the upgrading of track, rolling stock and services vital to passengers and our economy nationally.

Conference urges the General Council to campaign for Great Western electrification to be extended to Swansea to support the economy of South West Wales and restates its policy aspiration of a reintegrated railway under public ownership as the only way to deliver the efficiency and cost savings the industry must make to grow sustainably.

General Council qualification

Wales TUC will continue to seek prioritisation of the most economically important infrastructure investment.

ASLEF

31. Welsh Newspapers

This Conference expresses strong concern at the crisis affecting the Welsh newspaper industry, which has already led to some title closures and is likely to lead to more.

Conference condemns those newspaper owners who refuse to offer titles for sale before closing them, and calls for legislation that would oblige them to do so.

Conference takes the view that the provision of news about Wales to the people of Wales is a vital service whose survival is more important than who owns the news providers. Conference therefore calls on the Welsh Government to declare newspapers published in Wales national and community assets with a view to working with the UK Government in the development of a strategy aimed at securing their future.

Also develop a working relationship with the Morning Star whose readership and growth is vital to the labour movement of Wales.

General Council qualification

- *GC to pursue if action is within the powers of the National Assembly for Wales*
- *GC to pursue if the working relationship referred to entails provision of news copy and articles rather than share or other investment*

NUJ

32. Disability/Newspapers

This Conference warmly supports moves by the Welsh Government to introduce free blue badges for disabled people, a concession that will enable them to identify their vehicles without the need to pay a fee.

Nevertheless, Conference expresses strong concern about the proposal to fund such a measure by relieving local authorities of the need to advertise road traffic orders in Welsh newspapers. Such notices provide a clear public benefit in information terms, as well as crucial advertising revenue for newspaper companies. Depriving

newspapers of such revenue would be highly likely to lead to significant job cuts.

Conference calls on the Welsh Government to find alternative means of funding the blue badge initiative and reaffirm that local authorities should continue to place such advertisements in Welsh newspapers.

NUJ

33. Pleural Plaques

Conference notes the decisions of the Scottish Parliament and the Northern Ireland Executive to pass legislation to provide that the asbestos-related condition of Pleural Plaques is actionable as a personal injury. Conference calls on the Wales TUC to urge the Welsh Government to follow suit.

General Council Qualification

GC to pursue if action is within the powers of the National Assembly for Wales

Prospect

34. Mind the hunger gap

Conference is shocked to learn that an estimated one million older people in the UK eat less than one meal a day.

This scandalous “hunger gap” contributes to the massive problem of malnutrition that impacts on people regardless of age, gender or race, costing the NHS over £13 billion-twice the burden of obesity.

The British Dietetic Association’s “Mind the Hunger Gap” campaign highlights this major public health issue and will focus particularly on the plight of older people living in our communities.

Poverty, social isolation and fragmented services have left many older people, a high proportion of who are women, excluded and invisible.

Dieticians, the only qualified health professionals that assess, diagnose and treat nutrition problems, have the expertise to lead the nutrition pathway across the health and social care system.

Conference calls upon all Trade Unions, Welsh Local authorities, the Voluntary sector, Care providers and the Welsh Government to sign up to the Mind the Hunger campaign and work with us to eliminate this unrecognised problem.

British Dietetic Association

35. Palestine

In line with the motion passed at the TUC Congress in 2009, Conference states its belief that only when a sovereign, independent, democratic contiguous and viable Palestinian state is created will there be a chance for peace and stability in the Middle East. Conference states its concern about the situation in Gaza and reiterates its opposition to the Israeli blockade, which is in contravention of international law and prevents vital supplies from reaching the people of Gaza.

Conference calls on the Welsh Government to

- (a) Condemn Israeli military aggression and the continuing blockade of Gaza;
- (b) Lobby for an EU agreement to impose a ban on the importing of goods produced in the illegal settlements;
- (c) Support campaigns to suspend the EU-Israel Association Agreement which provides preferential trade facilities to Israel.

Conference states its support for a boycott of those goods and agricultural products that originate in illegal settlements and for campaigns for disinvestment by companies associated with the occupation as well as engaged in building the separation wall.

Conference urges unions to affiliate to the Palestine Solidarity Campaign and to raise greater awareness of the issues.

General Council qualification

Congress policy has been further developed in 2010 and 2011 and this needs to be reflected in GC actions taking the motion forward. In particular the 2009 and subsequent Congress policy explicitly supports a two state solution and a position on how any boycott of goods should be implemented.

Torfaen Trades Council

36. Public Sector Equality Reps in Wales

This Conference applauds the Welsh Government commitment to establish a network of trade union equality reps across the public sector to ensure that organisations meet their statutory equality obligations and work towards creating the fairest and most diverse public sector workforce in the UK. The trade union movement has

campaigned hard for trade union equality reps to be given statutory rights, and this is a significant step towards this aim.

Conference notes that equality reps can be uniquely placed to promote fairness in the workplace, firstly by raising the equality agenda amongst workers and their own unions, secondly by encouraging employers to make equality and diversity part of mainstream collective bargaining, and thirdly by working with vulnerable workers and trying to ensure that every worker receives fair treatment irrespective of gender, race, disability, religion, age, gender reassignment or sexuality.

Conference calls on the Wales TUC General Council to:

- work with the Welsh Government, employers and trade unions to turn this policy commitment into reality
- to develop a toolkit and training programme to assist reps in their duties as equality reps
- to develop a network of equality reps around Wales

General Council

EM1. Cuts to rail safety

Conference notes with concern recent attempts by network rail as part of the efficiency savings that are being driven from Westminster to cut safety critical roles from the railways in Wales.

Conference notes that under the McNulty report the rail industry is looking to make £3.5 billion in savings by 2019. We are alarmed that safety critical jobs have been among the first to be targeted.

Conference believes that safety critical jobs should not be re-classified in order to cut them and save money. Conference does not believe that a price can be put on a human life and will

Press the Welsh Government to call for no cuts to safety

Lobby MPs to call for a halt to all job cuts that could have an impact on rail safety

Start a campaign to protect the service in Wales especially the service in the Valleys

TSSA

C	PREV CONFERENCE DETAILS
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YEAR / VENUE SPEAKERS	CHAIR	INVITED
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 PARTY

		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 NOTE THAT LAWRENCE FAIRCLOUGH (TGWU) WAS PRESIDENT FROM MAY UNTIL SEPTEMBER 1988
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 SEC 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. SECRETARY JOHN MONKS, TUC GENERAL SECRETARY
1995 / TENBY	PAT PHILLIPS (USDW)	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 MINISTER EDWINA HART, NAT ASSY SECRETARY JANE HUTT, NAT ASSY SECRETARY CHRISTINE GWYTHYR, 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 MINISTER 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 SEC PAUL MURPHY, SECRETARY 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 ASSY 1 ST MINISTER BRENDAN BARBER TUC GENERAL SEC NEIL KINNOCK 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 ASSY 1 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 & LUISADAN 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
2009/LLANDUDNO	VAUGHAN GETHING (GMB)	PAUL MURPHY SEC STATE FOR WALES SHEILA BEARCROFT TUC PRESIDENT BRENDAN BARBER TUC GENERAL SEC RUTH MARKS OLDER PEOPLE'S COMMISSIONER FOR WALES FIRST MINISTER RHODRI MORGAN SCOTT QUINNELL
2010/LLANDUDNO	PAUL O'SHEA (UNISON)	FIRST MINISTER CARWYN JONES VICTORIA WINCKLER BEVAN FOUNDATION
2011/CARDIFF	ANDY RICHARDS (UNITE)	FIRST MINISTER CARWYN SIAN WIBLIN JONES WALES TUC PRESIDENT BRENDAN BARBER TUC GENERAL SECRETARY JANE HUTT MINISTER FOR BUDGET AND BUSINESS GRAHAME SMITH STUC GENERAL SECRETARY PETER BUNTING ICTU ASSITANT GENERAL SECRETARY
2012/LLANDUDNO	AMARJITE SINGH (CWU)	FIRST MINISTER CARWYN JONES BRENDAN BARBER TUC GENERAL SECRETARY PETER BUNTING ICTU ASSITANT GENERAL SECRETARY HARRY DONALDSON STUC TREASURER PAUL NOWAK HEAD OF OSD EUGENE MCGLONE PRESIDENT ITUC/REGIONAL COORDINATING OFFICER FOR UNITE

Rule changes

Wales TUC Role and responsibilities

Purpose - to reflect in rule the areas of Wales policy devolution within the TUC as agreed by Wales TUC General Council and the TUC Executive Committee

Rename 'Rule 2 Objects' as 'Rule 2 Objects and Responsibilities'.

Rename 'Rule 2B' as 'Rule 2E'.

In first line of new Rule 2E after '...of the above objects' add 'and responsibilities'.

Insert new Rules 2B, 2C and 2D as below:-

'B)

The Wales TUC has devolved responsibility within the TUC for;
i)matters which are within the powers of the Welsh Government and National Assembly for Wales,

ii)matters which are wholly specific to Wales.

In giving effect to these responsibilities the Wales TUC shall give due regard to the position of members outside Wales.

C)

The Wales TUC will develop policy on matters which impact substantially differently on Wales than elsewhere in the UK. The implementation of such policy shall be subject to agreement of the TUC General Council.

D)

The Wales TUC will give effect within Wales to the policies of the TUC with regard to matters not covered under Rules 2B and 2C.

Rename Rule 8A 'Secretary' as 'Wales TUC General Secretary' and revise subsequent references accordingly.

In Rule 8A paragraph 3 sentence 1 replace 'the internal affairs of Wales' with 'matters covered by Rules 2B and 2C'.

In Rule 8A paragraph 3 sentence 2 replace 'TUC national and international policy' with 'matters covered by Rule 2D'.

A. Annual Conference

Purpose - to reflect in rule (as agreed by Wales TUC General Council) changes to Annual Conference required as a result of the Wales TUC Role and Resources Review, the move to a rotating three day and one day Conference and to reflect changes to the organisation of Conference which have developed over time.

Rule 1C(i) sentence 1 delete 'the Annual Conference and its General Council and Committees'.

Rule 12A(i) delete all following 'There shall be an Annual Conference of the Wales TUC' and replace with 'which shall meet in the week immediately preceding the last Monday in May as set out in Rule 12A(ii) and (iii)'.

Rename existing Rule 12A(ii) as Rule 12A(iv).

Insert new Rule 12A(ii)

'In 2012, and subsequently every other year, Conference shall meet in north Wales on Tuesday, Wednesday and Thursday commencing no later than 2pm on Tuesday and closing no later than 2pm on Thursday unless otherwise decided by the General Council. In these years matters covered will be; Wales TUC elections, rules revisions and general policy.

Insert new Rule 12A(iii)

'In 2013, and subsequently every other year, Conference shall meet in south Wales on Wednesday commencing no later than 9.30pm and closing no later than 5.30pm unless otherwise decided by the General Council. In these years matters covered will be; Wales TUC elections and urgent policy development.

In Rule 12B(i) add new final sentence 'Unions shall, as far as practicable, ensure the diversity of their delegations reflect the profile of their union membership in Wales.'

In Rule 12B(ii) after '.....by three delegates' add 'subject to the requirement that the third delegate position must be filled from one of the equality streams (women, BME, disability, LGBT or Youth).

Revise Rule 15 as below (changes in italics)

'RULE 15
VOTING

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

B) *Card vote entitlement for member unions shall be that utilised under Rule 3.*

C) *Card vote entitlement for trades union councils shall be the number of union branches formally affiliated to that organisation as registered with the TUC in the year of Conference.'*

Revise Rule 19 as below (changes in italics)

'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 *rules revision* Conference *with at least two thirds of those voting to be in favour* for confirmation.'

Under Standing Order A replace 'each speaker limited to five minutes' with 'each speaker limited to three minutes'

Revise Standing Order C as below (changes in italics)

'C) LIMITATION OF SPEECHES

The mover of a motion shall be allowed *five* minutes, the seconder *three* 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 *three* minutes in doing so.'

Under Standing Order I after '.....Conference for approval' add 'with at least two thirds of those voting to be in favour for confirmation.'

B. Equalities Structure

Purpose - to establish a new Equalities Committee with membership and responsibilities as agreed by November General Council.

Under Rule 3A rename Trades Union Council group as 'Group H' and rename BME group as 'Group D'

Before new Group H insert;

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

***Group F** shall consist of one disabled member. Each member trade union shall be entitled to nominate **one disabled member** and from the nominations so made, trade unions shall be entitled to elect, by ballot vote at Annual Conference, one member to the General Council.*

***Group G** shall consist of one youth member. Each member trade union shall be entitled to nominate **one youth member** and from the nominations so made, trade unions shall be entitled to elect, by ballot vote at Annual Conference, one member to the General Council.'*

Revise Rule 5A as below (changes in italics);

'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; *an LGBT candidate to represent the LGBT group; a disabled member to represent the disabled group; a youth member to represent the youth 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.'

Delete Rules 9, 10 and 11.

Replace with new Rule 9 as below

‘RULE 9
EQUALITIES COMMITTEE

- A) There shall be an Equalities Committee of the General Council which shall be comprised of General Council members elected under Rule 3A groups C, D, E, F and G.
- B) Women, BME, LGBT, Disabled and Youth General Council members elected under Rule 3A groups A, B and H shall be entitled to full membership of the Equalities Committee by self nomination on election at Conference. Such nominations received will be put for agreement to the first meeting of the newly elected General Council at Conference.
- C) The Equalities Committee shall elect annually, at the first meeting following Annual Conference, a Chair and Vice Chair.
- D) The Equalities Committee shall elect one member from each of Women, BME, LGBT, Disabled and Youth members of the Committee. These members shall each be responsible for ensuring the Committee, and therefore the General Council, is kept informed of matters specific to each equality stream. For this purpose these members may convene and chair a forum of relevant trade union activists. Participants in these fora shall be identified by affiliate unions and trades council via the Wales TUC office. Meetings of these forums will be advisory to the Equalities Committee and will be administered by the relevant members of the Equality Committee.
- E) The duties of the Equalities Committee shall be:
 - 1. To keep the General Council informed of matters pertaining to equalities in Wales.
 - 2. To give advice to the General Council on the equalities impacts of Annual Conference resolutions and any Wales TUC campaigns or activities.
 - 3. As agreed by General Council, to give effect to those Annual Conference resolutions and Wales TUC campaigns or activities which are specific to the area of Equalities.
 - 4. To make representation to and to meet with relevant bodies on matters pertaining to equalities in Wales in pursuance of 9E(i)-(iii).
 - 5. To provide, in its own name, up to five motions specific to equalities matters and reflecting the diversity of equality streams. These motions shall meet the process and timetable for SOC approval and potential amendment prior to debate at Annual Conference.
 - 6. To prepare an annual report of its activities for submission to the Annual Conference of the Wales TUC.’

Re-number existing Rules 12-19 accordingly.

In Rule 14 (previously Rule 16);

Rename Rule '14E' as Rule '14F',

Insert new Rule 14E

'The Equalities Committee as established under Rule 9 may submit two motions specific to equalities matters subject to the requirement that these shall meet the process and timetable for SOC approval and potential amendment prior to debate at Annual Conference.'