

**No. 111/25**

**13<sup>th</sup> June 2025**

**TO: ALL BRANCH SECRETARIES  
REGIONAL SECRETARIES  
DIVISIONAL REPRESENTATIVES  
SUB DIVISIONAL REPRESENTATIVES  
FLEET TERRITORIAL REPRESENTATIVES  
RM ENGINEERING REPRESENTATIVES  
RMPFS REPRESENTATIVES  
RMPFS CLEANER REPRESENTATIVES  
REGIONAL PARCEL ORGANISERS**

Dear Colleagues,

**CWU Special Rules Revision Conference Agenda Pad – Sunday 29<sup>th</sup> June 2025**

Branches would wish to know that the agenda for the CWU Special Rules Revision Conference which is being held at the Winter Gardens Conference and Convention Centre, Blackpool on Sunday 29<sup>th</sup> June has now been published on the website and can be accessed by opening the attachment or pasting the link into your browser:

<https://www.cwu.org/wp-content/uploads/2025/02/Special-Rules-Revision-Agenda-2025.pdf>

Hard copies of the agenda will be available to collect from the venue on Friday 27<sup>th</sup> June 2025.

Any enquiries regarding this LTB should be addressed to Angela Niven by telephoning 020 8971 7237 or by post to head office or by email to [conferences@cwu.org](mailto:conferences@cwu.org)

Yours sincerely,

**A P Kearns  
Senior Deputy General Secretary**

AGENDA



# **SPECIAL RULES REVISION CONFERENCE 2025**

**29TH JUNE 2025**

**CONFERENCE AND EXHIBITION CENTRE  
WINTER GARDENS | BLACKPOOL**



*The communications union*



**CWU.ORG #THECWU**

#CWU2025

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# SPECIAL RULES REVISION CONFERENCE

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**Sunday 29<sup>th</sup> June 2025**  
**Winter Gardens Convention Centre,**  
**Blackpool**

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## **Instructions to Delegates**

### **ADMISSION TO CONFERENCE**

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

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

### **OPENING OF CONFERENCE**

**The doors will be opened at 08.30 sharp on Sunday morning.** Please be early so that you are seated by 09.00 hrs.

### **STANDING ORDERS**

*Read your Standing Orders thoroughly.* If you have any doubt about any Standing Order consult the Standing Orders Committee.

### **VOTING**

Votes are normally by a show of hands. Each Branch should have a card vote book for card votes.

### **NOISE LEVEL DURING CONFERENCE**

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

### **PROHIBITIONS**

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

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

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# STATEMENT

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## STATEMENT

Dear Colleagues

On behalf of the General Conference Standing Orders Committee, welcome to the Special Rules Conference 2025 convened under Rule 15.2 to amend Rules 7, 8, 9 and 10 only.

As with the provisions of Rule 15, a proposal will be deemed carried by a simple majority in each constituency.

Also as with last years conference, we have made provision for any delegate with mobility issues to participate in the card vote process. This is detailed in SO4c and I urge any branch who believe any of their delegation requires this reasonable adjustment to utilise it.

Finally, on behalf of the Standing Orders Committee, may I wish you all a successful conference and, as always, should you have any questions over the Agenda or Standing Orders, please feel free to contact us.

Yours sincerely,

A handwritten signature in black ink, appearing to read 'P. Magill', is placed over a light grey rectangular background.

**Paddy Magill**  
**Chair, General Conference Standing Orders Committee**

## SPECIAL RULES REVISION CONFERENCE 2025 STANDING ORDERS

1. The sessions of the Special Rules Revision Conference shall commence in accordance with the timetable.

### 2. TIMETABLE

- a
  - (i) President's Address
  - (ii) Adoption of Rules Revision Conference Standing Orders Committee Report (including appeals/reference backs)
  - (iii) Sections of Rules Revision Conference Business
- b Conference is divided into half-day sessions. If the business of any section is completed within the timetable, the Conference shall proceed immediately to the next section of business.

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

- c A proposal that has been called for debate by the Chairperson before the end of a section is reached, shall be moved, seconded, debated and decided upon, subject to Standing Order 3n. **No subsequent proposals for the variation of the timetable to compensate for time lost by this procedure shall be admissible.**

### 3. PROCEDURE IN DEBATE

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

#### SPEAKERS

- b A delegate when speaking from the rostrum shall address the Chairperson. If two or more persons desire to speak at the same time the Chairperson shall decide to whom priority will be given. No person shall be allowed to speak twice on the same question, except the mover's right of reply under Standing Order 3i.
- c All speeches shall be confined to the subject under discussion.
- d Delegates may only refer to documents which have a bearing on the subject under discussion.
- e
  - (i) Proposals standing in the name of a Branch must be moved by a delegate from that Branch or by the Secretary of the Regional Committee to which the Branch is attached, if specifically requested to do so by the Branch responsible for the proposal.
  - (ii) Proposals standing in the name of a Regional Committee must be moved by a delegate from that body.
  - (iii) Proposals must be seconded or else they shall be deemed to have fallen.
- f A proposal may be seconded formally or by a speaker making a seconding speech.

#### COMPOSITE PROPOSALS

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

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## STANDING ORDERS

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- h The mover of a proposal shall be allowed to speak for not more than 3 minutes and any other speaker (including the mover exercising the right of reply) for not more than 3 minutes.

**EXCEPTIONALLY the mover and/or seconder of a motion may request special permission of conference to speak for a longer period, if agreed, it shall not exceed a further 2 MINUTES.**

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

- j **All submitting bodies moving and/or seconding proposals shall not be allowed an additional speaker (subject to SO3i)**

- k The NEC (including all Officers and any NEC appointed representative) shall be allowed a maximum of one speaker in all debates NOT standing in their name.

**EXCEPTIONALLY that NEC speaker may request special permission of conference to speak for a longer period, if agreed, it shall not exceed a further 2 MINUTES.**

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

### ENDING DEBATE

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

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

### WITHDRAWAL

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

### POINT OF ORDER

- p **POINT OF ORDER**

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

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

- q The Chairperson's ruling on a point of order shall be final unless it is challenged. The correct method of challenging the ruling shall be to move: "I wish to challenge your ruling." Such a proposal shall be carried by a simple majority.
- r The Standing Orders Committee shall have the right to enter debate on all matters affecting the decisions and role of the Committee.
- s Debates In Camera which have not previously been notified in the Agenda can be requested by a delegate or the NEC prior to the commencement of the debate. If such a request is supported by a simple majority of the Conference, it will be granted.

#### **4. VOTING PROCEDURE**

- a Voting at the Special Rules Revision Conference shall normally be by a show of hand voting cards, in accordance with regulations established under Rule 15.1.4
- b A card vote may be called for, either by the Chairperson of the Special Rules Revision Conference or when 25 delegates are on their feet (or following alternative accessible arrangements detailed in SO4c) calling for such a vote, immediately on the announcement of the decision of the hand voting card vote.

When a card vote is taken it shall be based upon a count of Branch membership as published in the agenda.

**During a card vote all persons must remain in their seats and no person shall enter or leave the floor of Conference.**

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

Procedure for a card vote shall be as follows. The voting delegate/s of each Branch shall be required to place in a ballot box a card indicating the effective voting membership of the Branch for, against, or abstention on the question requiring the decision, subject to the provisions of Rule 6.6.5. Once the SOC have announced the conclusion of the card vote, no further voting cards shall be included in the count.

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

- c The Standing Orders Committee recognises that for some people, temporary and more longer-term mobility issues can make it difficult to fully participate in calling for a card vote as per SO4a. By way of an adjustment, the SOC have introduced a new system. A different coloured card will be a "plus 1" indicator for the purposes of any card vote being called for by the floor.

**Branches will be required to advise the SOC of any persons in their delegation who would require this adjustment so we can issue the card. The delegation leader will have the responsibility of organising this and when the "plus 1" card is used, the relevant delegate must be seated with the delegation.**

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## STANDING ORDERS

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- d A proposal to amend the Rules must receive a majority, of the votes cast in support, including a majority within each of the following:

- (i) The Postal Constituency
  - (ii) The Telecoms & Financial Services Constituency

to be deemed carried, and shall then become operative immediately following the close of conference.

(Rule 15.1.4 refers)

### 5. APPEALS/REFERENCE BACK PROCEDURE

- a Written notice of appeals/intention to move reference back against decisions of the Standing Orders Committee as published in the Agenda regarding:-

- (i) proposals not admitted to the agenda
  - (ii) inclusion/exclusion of proposals in a composite
  - (iii) the priority/placement given to a proposal
  - (iv) timetable/programme of business
  - (v) the Standing Orders for Conference
  - (vi) the consequential rulings on proposals

must reach the Standing Orders Committee by noon **Thursday 26<sup>th</sup> June 2025** by email to [conferences@cwu.org](mailto:conferences@cwu.org) Such written notice must advise of the intention to appeal/move reference back to alter the published agenda with details and reasons for doing so.

After consideration of appeals/reference backs by the SOC, Branches or Regional Committee's wishing to continue their appeal/reference back must seek to do so by addressing conference at the commencement of business on **Sunday 29<sup>th</sup> June 2025**.

All parties advised by the SOC that their appeal/reference back has not been accepted will require an appeal card entitling them to address conference when called to do so by the chairperson of conference during the adoption of the Rules Revision Conference Standing Orders Committee report.

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

### 6. SUSPENSION OF STANDING ORDERS

- a Motions to suspend Standing Orders shall only be allowed to deal with business or circumstances that could not have been foreseen when the timetable/Programme of Business was adopted.
- b The Chairperson may accept a motion for the suspension of Standing Orders provided no proposal is on the floor being debated.

Any such motion must state the Standing Order/s involved and also state the nature and urgency of the business as to why the suspension is required.



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

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

### **7. NEC ACCEPTANCE (Rule Amendment Proposals)**

- a The NEC will indicate, in an SOC document published prior to Conference, the proposals (excluding their own) which they are prepared to accept. When the SOC report is adopted, those proposals will be deemed to be carried subject to Standing Order 7d and will not be debated. Subsequent consequential rulings will be applied accordingly.
- b Opposition to the acceptance can only be registered by advising the Standing Orders Committee prior to the Standing Orders Committee Report being moved at the commencement of Conference. The Branch(s) registering opposition to NEC acceptance shall be published in the relevant supplementary report (Rule 10.6.6.(i) refers).
- c Challenges to NEC positions of "accept" referred to in subsequent supplementary SOC reports will be dealt with in accordance with Standing Order 5b.
- d The acceptance of proposals under the terms of this Standing Order shall not take priority over consequential rulings.
- e However, notwithstanding the provisions of 7a–d, all sponsors of proposals do not have the facility to register opposition to acceptance of proposals standing in their own name.

### **8. PROHIBITIONS**

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

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

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

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# PROGRAMME OF BUSINESS

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## PROGRAMME OF BUSINESS SPECIAL RULES REVISION CONFERENCE

**Sunday 29<sup>th</sup> June 2025**

Time	Subject	
09.00	President Address	
09.10	General Secretary Address	
09.15	Adoption of Standing Orders	
09.25	Rule 9 - Officers	<b>Motions 1 - 5</b>
10.55	Rule 10 – Conferences	<b>Motions 6 - 10</b>
12.30	Conference Adjourns for Lunch	
13.45	Rule 8 – National Organisation	<b>Motions 11 - 16</b>
15.15	Rule 7 – Regional Structure	<b>Motions 17 - 20</b>
16.20	General Secretary Closing Remarks	
16.30	Conference Closes	

# **SPECIAL RULES REVISION CONFERENCE**

## **CIRCLE LEVEL**

## **WINTER GARDENS CONVENTION CENTRE**

**PRESIDENT: ANDY MERCER**

**VICE PRESIDENT: MICK KAVANAGH**

### **STANDING ORDERS COMMITTEE:**

**Samantha Adeyosoye**

**John Ballard**

**John Gaby**

**Paddy Magill**

**Jacky Morrey**

**Tony Sneddon**

**Joyce Stevenson**

**Julia West**

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## VOTING STRENGTHS

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### MEMBERSHIP OF BRANCHES IN POSTAL CONSTITUENCY

REF	BRANCH	GENERAL
01/001	Essex Amal	2339
01/002	Colchester and District Amal	593
01/003	Eastern No.3	1199
01/004	Eastern No.4	1150
01/005	Eastern No.5	1553
01/006	Eastern No.6	1204
01/008	Suffolk Amal	792
01/009	South Central Postal	1765
02/001	Birmingham District Amal	2471
02/002	South Midlands Postal	4887
02/003	Leicestershire	1150
02/005	Wolverhampton District Amal	1680
02/006	Derbyshire Amal	862
02/007	North Staffordshire Postal	933
02/008	Nottingham District Amal	2300
03/001	Doncaster and District Amal	1357
03/002	South Yorkshire and District Amal	2490
03/003	Bradford and District Amal	981
03/005	Leeds No.1 Amal	2719
03/006	York and District Amal	930
03/007	Hull and East Ridings Amal	495
03/008	Newcastle Amal	2289
03/010	Cleveland Amal	787
03/011	North East Central	1134
04/001	Northern Ireland Postal Amal	1632
04/003	Northern Ireland West	700
05/002	Isle of Man	117
05/003	Cheshire No.1 Amal	369
05/004	North West Central Amal	2055
05/006	Greater Manchester	2220
05/007	North West No.1	1199
05/010	East Lancs Amal	435
05/011	North Lancs and Cumbria	2606
05/012	Darwen Capita	294
05/013	Warrington Mail Centre	558
06/001	Glasgow District Amal	3290
06/002	Scotland No.2	2456
06/003	Grampian/Shetland Amal	776
06/005	Scotland No.5	685

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## VOTING STRENGTHS

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REF	BRANCH	GENERAL
06/006	Clyde Valley Amal	415
06/007	Orkney	35
06/008	Highland Amal	484
07/002	Portsmouth and District Postal	991
07/003	Southdowns, Weald and Rother	2062
07/004	Kent Invicta	2001
07/005	South East No.5	4587
08/001	Western Counties	2337
08/002	Plymouth/East Cornwall Amal	1310
08/003	Bournemouth and Dorset Amal	1046
08/004	Wessex South Central	1572
08/005	Bristol and District Amal	2251
08/006	Gloucestershire Amal	705
08/007	South West No.7	1271
08/009	Jersey	169
08/010	Guernsey	176
08/011	Worcester and Hereford Amal	671
08/012	Cornwall Amal	474
09/001	North Wales and Marches	1377
09/002	Shropshire and Mid Wales	726
09/003	South East Wales Amal	1460
09/004	South West Wales Amal	1137
09/005	Gwent Amal	698
10/002	Mount Pleasant	897
10/004	London Phoenix	496
10/009	Northern Home Counties Postal	1207
10/011	London Parcels & Station Amal	457
10/012	Northern/North West London	1752
10/013	East London Postal	1137
10/015	West London Postal	566
10/016	South East London Postal and Counter	1314
10/017	London South West	1158
10/018	Kingston Area	590
10/019	Romford Amal	1441
10/020	Harrow and District	1361
10/021	South and East Thames Amal	1201
10/022	Croydon and Sutton Amal	1066
10/023	South West Middlesex Amal	1078
21/006	South Central MT	119
21/827	Essex and Central Counties	80
21/831	North Anglia	11
22/032	Midland No.1	64
22/239	Midlands MT	132

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## VOTING STRENGTHS

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REF	BRANCH	GENERAL
22/803	Midland Counties	90
23/404	South Yorkshire	59
23/808	North East	33
23/830	West Yorkshire	117
24/024	Northern Ireland Telecom	11
25/821	Lancs and Cumbria	31
26/156	Glasgow and Motherwell	27
26/157	Scotland MT	111
26/825	Edinburgh, Dundee and Borders	27
27/805	Meridian	54
28/459	Somerset, Devon and Cornwall	22
28/828	Great Western	75
29/807	Mid Wales, the Marches and North Staffs	6
29/823	South Wales	31
30/122	London Regional MT	147
30/255	London Postal Engineering	175
45/001	Greater Mersey Amal	1614
99002	UTAW National	9
	<b>TOTAL</b>	<b>104,173</b>

## MEMBERSHIP OF BRANCHES IN TELECOM AND FINANCIAL SERVICES CONSTITUENCY

REF	BRANCH	GENERAL
21/827	Essex and Central Counties	2227
21/831	North Anglia	1385
22/032	Midland No.1	2788
22/601	Algas National	1167
22/803	Midland Counties	2240
23/404	South Yorkshire	793
23/669	Tyne and Wear Clerical	2091
23/808	North East	1352
23/817	Lincolnshire and South Yorkshire	1217
23/830	West Yorkshire	1771
24/024	Northern Ireland Telecom	1623
25/274	Manchester Combined	1725
25/646	Mersey	1063
25/730	Bootle Financial Services	870
25/801	Isle of Man	163
25/821	Lancs and Cumbria	1830
25/833	Preston Brook and Bury	465
26/156	Glasgow and Motherwell	806
26/825	Edinburgh, Dundee and Borders	1403
26/829	Scotland No.1	2139
27/049	South East Central	724
27/353	Portsmouth, West and Isle of Wight	490
27/805	Meridian	524
28/459	Somerset, Devon and Cornwall	1751
28/828	Great Western	1994
29/807	Mid Wales, the Marches and North Staffs	794
29/816	North Wales and Chester Combined	626
29/823	South Wales	2260
30/252	Greater London Combined	2467
30/810	Capital	1843
30/834	South London, Surrey and North Hampshire	1510
45/001	Greater Mersey Amal	869
99/002	UTAW National	4495
	<b>TOTAL</b>	<b>49,465</b>

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## **RULE 9 – OFFICERS**

### **Sunday (09.25 – 10.55)**

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**1**                      **Delete Rule 9.3**

**National Executive Council**

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**2**                      **Amend Rule 9.1.4 (a)**

Delete "Senior Deputy General Secretary (SDGS)."

**National Executive Council**

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**If Carried 4 Falls**

**3**                      **Insert New Rule 9.1.4.C**

C)      Substitution for Assistant Secretaries (Postal) will be decided by election at the first Postal Executive Committee meeting following the National Election of the Postal Executive Committee.

**South West Regional Committee**

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**4**                      **Insert New Rule 9.1.4.C**

Substitution for Postal Assistant Secretaries will be determined by a vote of the Postal Executive after each biennial election.

**Western Counties**

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**5**                      **Delete Rule 9.6.3 and insert new rule 9.6.3**

There shall be the following Industrial Officers elected every 5 years:

- a) The Assistant Secretaries elected by the Postal Constituency
- b) The Assistant Secretaries elected by the T&FS Constituency

**National Executive Council**

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**If Carried 7 and 8 Falls**

## **6**

**Delete Rules 10.1, 10.2 and 10.3 and insert new Rule**

### **1. Conferences**

1. There shall be a Biennial Conference of the Union held at a date determined by the NEC every two years to debate and determine matters of policy.
2. The normal length of the Biennial Conference shall be 5 days with 2 days allocated to General Conference of which half a day will be dedicated to Equality Policy and up to half a day dedicated Rules Revision session and 3 days allocated to the Postal and Telecoms and Financial Services Conference.
3. There shall also be the following Conferences held each year:
  - a) Retired Members
  - b) Young Workers

### **2. Conference Delegations**

1. Branch representation at General and Industrial Conferences shall be:

<b>Membership</b>	<b>Delegates</b>	<b>Membership</b>	<b>Delegates</b>
<b>1-750</b>	<b>2</b>	<b>3001-3750</b>	<b>6</b>
<b>751-1500</b>	<b>3</b>	<b>3751-4500</b>	<b>7</b>
<b>1501-2250</b>	<b>4</b>	<b>4501-5250</b>	<b>8</b>
<b>2251-3000</b>	<b>5</b>	<b>5251 and above</b>	<b>9</b>

2. Where the Branch Secretary attends General and Industrial Conferences then they be included in the delegation entitlement.
3. Branch representation shall be based on the Branch Membership excluding retired members conducted as close to the Conference as possible.
4. Branches may vary its delegates within the Branch delegation entitlement
5. Each branch shall strive to ensure proportionality in its delegation.
6. Business Based Field Officials shall attend in an ex- officio capacity. They may participate in discussion at the specific request of their respective parent Committee or of a Branch within that Committee but shall not vote.

### **3. General Conference**

- a. The General Conference is the supreme authority of the Union on matters of common policy whilst it is in session. The main role of

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## **RULE 10 – CONFERENCES**

### **Sunday (10.55 – 12.30)**

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the NEC is to carry out the instructions of the General Conference. To this end the supreme authority is vested in the NEC between General Conferences. Decisions taken and policies determined by the NEC are ultimately subject to ratification by General Conference.

- b. The procedures for promoting policy in the TUC, and the wider labour movement, and associated delegations will be the responsibility of the NEC.

#### **4. Business of the General Conference**

The business of the General Conference shall be to consider motions submitted by the NEC and Branches and to receive a report from the Officers and the NEC. The audited statement of accounts of the Union funds will be contained within the report. The decisions of the General Conference shall be binding upon the NEC and all members.

**National Executive Council**

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#### **Delete Rule 10.1 and insert**

**7**

#### **General**

1. There shall be a General Conference of the Union held at a date determined by the NEC to debate and determine matters of policy. General Conferences shall be held no more than 2 years apart.

The normal length of the General Conference shall be 5 days comprising of 2 ½ days allocated to General / Rules / Equality Conference and 2 ½ days allocated to the Postal and Telecoms and Financial Services Industrial Conferences.

2. The General Conference is the supreme authority of the Union on matters of common policy whilst it is in session. The main role of the NEC is to carry out the instructions of the General Conference. To this end the supreme authority is vested in the NEC between General Conferences. Decisions taken and policies determined by the NEC are ultimately subject to ratification by General Conference.
3. The procedures for promoting policy in the TUC, and the wider labour movement, and associated delegations will be the responsibility of the NEC.
4. There shall also be the following Conferences held each year:
  - a) Industrial
  - b) Retired Members
  - c) Young Workers

**South London, Surrey and North Hampshire**

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## **RULE 10 – CONFERENCES**

### **Sunday (10.55 – 12.30)**

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**If Carried 9 and 10 Fall**

## **8 COMPOSITE AMENDMENT**

**Amend Rule 10**

**Delete 10.3 and insert**

**Representation shall be based on a count of Branch membership excluding retired members conducted as close to conference as possible. All Regional Secretaries (Regional Officer) and Business Based Field Officials shall attend in an ex-officio capacity. They may participate in discussion at the specific request of their respective parent committee or of a Branch within that committee but shall not vote. A Branch may vary its delegates within the total Branch entitlement. Each Branch shall strive to ensure proportionality in its delegation.**

#### **New Delegation size for General and TFSE Conference**

<b>Membership</b>	<b>Delegates</b>	<b>Membership</b>	<b>Delegates</b>
<b>1-750</b>	<b>2</b>	<b>3751-4500</b>	<b>7</b>
<b>751-1500</b>	<b>3</b>	<b>4501-5250</b>	<b>8</b>
<b>1501-2250</b>	<b>4</b>	<b>5251 and above</b>	<b>9</b>
<b>2251-3000</b>	<b>5</b>	<b>6001 and above</b>	<b>10</b>
<b>3001-3750</b>	<b>6</b>		

#### **New Delegation size for Postal Conference**

<b>Membership</b>	<b>Delegates</b>	<b>Membership</b>	<b>Delegates</b>
<b>1-750</b>	<b>3</b>	<b>3751-4500</b>	<b>10</b>
<b>751-1500</b>	<b>4</b>	<b>4501-5250</b>	<b>11</b>
<b>1501-2250</b>	<b>5</b>	<b>5251 and above</b>	<b>12</b>
<b>2251-3000</b>	<b>7</b>	<b>6001 and above</b>	<b>13</b>
<b>3001-3750</b>	<b>9</b>		

South West Regional Committee  
Western Counties

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## **9 Delete Rule 10.9.3**

**National Executive Council**

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## **10 Delete Rule 10.15**

**National Executive Council**

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## **RULE 8 – NATIONAL ORGANISATION**

### **Sunday (13.45 – 15.15)**

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#### **11 Delete Rule 8.1.3e and replace with**

1 lay Retired Member elected biennially by all members of the retired sector. The Retired Members NEC representative shall be entitled to vote on all issues except issues that could be considered to have an industrial context except where they apply only to Retired Members.

**Greater Mersey Amal**

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#### **12 Amend Rule 8.1.7**

Second Line after "NEC" and before "Regulations" insert Except that in addition, the NEC in the period between Biennial General Conferences will convene as appropriate a minimum of one policy forum on General and Equality matters relevant to the business of the NEC.

**Greater Mersey Amal**

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#### **13 Amend Rule 8.1.7**

Insert "decision making" after "convene" in line 1.

**National Executive Council**

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#### **14 Amend Rule 8.4.3**

Insert "decision making" after "convene" in line 1

**National Executive Council**

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#### **15 Delete Rule 8.9 and replace with**

The NEC, T&FSE and PE must provide regular updates to branches on progress of all policies decided by any conference or policy forum. Minutes taken at the NEC, T&FSE and PE including recorded votes, shall be circulated to branches.

**Edinburgh, Dundee and Borders**

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#### **16 Amend Rule 8.9**

Minutes taken at the NEC, T&FSE and PE including recorded votes, will be circulated to branches within one week of being agreed.

**North East Region**

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# 17

**If Carried 19 Falls**

**Delete current Rule 7 and replace with new Rule 7**

## **Rule 7 Regional Structure and National Networks**

### **1. CWU Regional Structure**

1. From September 2025, there will be five CWU Regional Areas. Each Regional Area will elect a Regional Official.
2. The Regional Official will work under the direction of the General Secretary and the NEC and their responsibilities will include:
  - Develop and implementation of the new National Networks and support national non-industrial strategies of the union
  - Implement CWU strategies that further grows the CWU's influence across the wider trade union movement
  - Involvement in all Regional Sub Committees within their Regional Area
  - Implementing the CWU Political strategy
  - Solidifying the CWU links to external political networks, including the Regional Labour Parties and Regional TUC
3. The NEC will review the roles and the structures 12 months following introduction.

### **2. Regional Area**

The 5 CWU Regional Areas will combine 2 of the CWU regional boundaries (as of June 2025) which will paired as follows:

- Eastern & Midlands
- London & South East
- North East & North West
- Northern Ireland & Scotland
- South West & Wales and the Marches

### **3. Election Arrangements**

1. Each of the 5 Regional Areas will elect a Regional Official.
2. The Regional Official will be elected by and from all Branches from within the Regional Area on a Branch Ballot basis of all branches within the respective former CWU Boundaries as of June 2025.
3. All CWU members in the Regional Area, who are employed in CWU recognised companies, will be eligible to stand for election and hold the Regional Official position.
4. The successful candidate shall be the individual who receives the highest number of votes cast.
5. The period of office for the Regional Official will be 18 months from September 2025.
6. The Regional Official will be engaged by the CWU on a secondment basis for the period they hold the position.

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## **RULE 7 – REGIONAL STRUCTURE**

### **Sunday (15.15 – 16.20)**

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7. Members who subsequently leave employment in CWU recognised companies during their period of office will no longer be able to hold the position and would be required to immediately relinquish the position.

#### **4. National Networks**

There will be a series of National Networks for specific non-industrial and the wider trade union and political work that will provide a direct link between CWU HQ and the existing Regional Sub-Committees.

1. The National Networks will be as follows:

- National Equality Network
- National Education Network
- National Political Network
- National Health and Safety Network
- National Young Workers Network
- National Retired Members Network

#### **5. Regional Sub-Committees**

1. To support the National Networks, there will be the following Regional Sub-Committees:
  - Regional Equality Sub-Committee comprising of Branch Women's Officers, Branch Equality Officers, Branch BAME Officers and other representatives from the 4 equality streams.
  - Regional Health and Safety Sub-Committee comprising Lead Health and Safety Representatives from all Branches.
  - Regional Young Workers Sub-Committee comprising of 1 delegate per branch.
  - Regional Retired Members Sub-Committee comprising of 1 delegate per branch.
  - Regional Education, Learning and Training Sub-Committee comprising of Branch Lead ULR's and Branch Secretaries.
  - Regional Political Sub-Committee comprising of Branch Political Officers.
2. The boundaries for the regional sub-committees will be the existing boundaries of the CWU regions as of June 2025.
3. Regional Sub-Committees shall elect a lead who will oversee the respective Regional Sub-Committees
4. Regional Sub Committees shall adopt and operate the Regional Sub Committee constitution approved by the NEC.

**National Executive Council**

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**Amend Rule 7.1.3**

**18**

**Add bullet point.**

To support the development of the union's work within the wider trade union movement, including building stronger links to TUC (STUC, WTUC & ICTU) Regional Structures.

**Northern Ireland Telecoms**

**19**

**If Carried 20 Falls**

**Amend Rule 7**

**7.1.6 Regional Executive Committee Officers**

**Delete 7.1.6.1 and replace with:**

The Principal Officers of the Regional Committee shall be the Chair, Administrator, and Financial Secretary. At least 1 of these positions should be held by women and no single individual can hold more than one of these positions at any one time.

**Rule 7.1.7 Regional Executive Committee**

**Delete and replace with:**

There will be within each CWU Region a Regional Executive Committee who will oversee the work of the Region in between full Regional Committee meetings.

The Regional Executive Committee will meet 4 times per year in between full Regional Committee meetings.

The CWU Regional Executive Committee will comprise of the following elected representatives:

Regional Administrator  
Regional Chair  
Regional Financial Secretary  
Regional Political Officer  
Regional Lead – Women  
Lead – BAME  
Regional Regional Lead – LGBT+  
Regional Lead – Disability  
Regional Lead – Young Workers  
Regional Lead – Retired Members  
Regional Lead – Health and Safety  
Regional Lead – Education, Learning and Training

The Regional Executive Committee will also comprise of the following ex-Officio members:

Regional, Territorial and Field Industrial Leads  
Designated NEC Member

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## **RULE 7 – REGIONAL STRUCTURE**

### **Sunday (15.15 – 16.20)**

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#### **7.1.8 Election Procedures**

##### **Delete and replace with:**

All elections for the Principal Regional Committee Officer positions and the Regional Executive Committee positions will be elected by Branches within the Regions on a one union basis.

Elections for the Regional Chair, Regional Administrator, Regional Financial Secretary and all Executive Committee positions will be conducted at the Regional AGM. All Branches shall be eligible to vote and will be allocated to vote in accordance with their membership size at the time of the elections. The successful candidate(s) will be the individual(s) who receive the highest number of votes cast.

#### **7.1.10 Composition**

##### **Delete and replace with:**

The Regional Committee shall be composed of Regional Chair, Regional Administrator and Regional Financial Secretary. Regional Executive Committee members and delegates from branches (the delegations strength of each Branch shall be detailed in each Regional Committee Constitution).

#### **7.1.11 Conferences**

##### **Delete 7.1.11.1 and replace with:**

Regional Administrators, when they are not Branch delegates, shall attend General Conference and Industrial Conferences in an ex-officio capacity having the right to speak but not vote.

**Mid Wales the Marches and North Staffs**

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**20**

#### **COMPOSITE AMENDMENT**

##### **Insert New Rule (7.1.6)**

##### **Assistant Regional Officials**

**There will be five Assistant Regional Officials. If the Regional Official is a male then the Assistant Regional Official must be a female and should:**

**A: Be from a different constituency as the elected Regional Official**

**B: Not be from the same region as the elected Regional Official**

North East Regional Committee  
North Lancs & Cumbria

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### 21

#### Add New Rule

##### Rule 10 – Conferences

New rule to be added to section as 10.1.1:

If conferences get moved to biennially from annually, a motion should be allowed to be submitted in between conferences.

To be worded as: Branches will be able to submit motions in between conferences.

(If accepted, to be debated at a policy forum organised by HQ)

**South Midlands Postal**

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### 22

#### Amend Rule 7

Replace Rule 7 in its entirety with:

1. Formal regional structures, including Regional Committees are abolished.
2. As a consequence, any reference to regional structures, including "Regions" or "Regional Committees" in this rulebook shall be disregarded.
3. Where there is any rule where remaining references to regional structures cause ambiguity, the NEC shall decide and declare how the ambiguous rules should be interpreted.
4. Branches are encouraged to coordinate action in geographic regions by directly contacting each other.
5. The NEC shall publish details to all branch secretaries of all branches, their contact details, and the number of members they have in each of Northern Ireland, Scotland, Wales and the administrative regions of England (North West, North East, Yorkshire and the Humber, West Midlands, East Midlands, South West, South East, London, East of England).

**UTAW National**

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### 23

#### Delete Rule 10.1 and Add New Rule 10.1

##### Rule 10 Conferences

###### 1. General

1. There shall be a Biennial Conference of the Union held at a date determined by the NEC every other year to debate and determine matters of policy plus an online General Conference to be held every other year, when there is not a Biennial Conference. The normal length of the Annual Conference shall be 5 days with 2 days allocated to General/Rules Conference and 3 days allocated to the Postal and Telecoms and Financial Services Conference. However, in alternative years commencing from 2020 the duration of Annual Conference will normally be 6 days. With 3 days allocated to General/Rules Conference (including 1 day on Equality) and 3 days allocated to the Postal and Telecoms and Financial Services Conferences.

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## MOTIONS NOT ADMITTED TO THE AGENDA

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2. The General Conference is the supreme authority of the Union on matters of common policy whilst it is in session. The main role of the NEC is to carry out the instructions of the General Conference. To this end the supreme authority is vested in the NEC between General Conferences. Decisions taken and policies determined by the NEC are ultimately subject to ratification by General Conference.
3. The procedures for promoting policy in the TUC, and the wider labour movement, and associated delegations will be the responsibility of the NEC.
4. In addition there shall be the following Conferences held each year:
  - a) Retired Members
  - b) Young Workers

**London Postal Engineering**

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**24**

### **Amend rule 8.1.3**

The NEC is instructed to amend Rule 8 as follows: 8.1.3. Insert after 'members' the following: ',plus the elected Regional Officials'  
Add under new sub section following f) 'g) The elected Regional Officials.'

The NEC is instructed accordingly

**London Postal Engineering**

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**25**

### **Add new Rule 7**

We propose 6 regions that would comprise of Northern Ireland region, A Scottish region extending into the north of England and a Welsh region extending into some parts of the northwest and west midlands of England. And three English regions being North, Midlands and South. The extended regions will be assisting in the English regions size being a manageable workload for the 6 regional officials. And importantly this will protect the three devolved nations and enable them to continue the important political work they need to carry out.

**Shropshire and Mid Wales**

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**26**

### **Amend Rule 10**

Replace General 1. There shall be an Annual Conference of the Union held at a date determined by the NEC each year to debate and determine matters of policy.

Replace with "There shall be a Biennial Conference of the union held at a determined date set by the NEC every two years. In intervening years there will be an online General Conference to determine matters of policy."

**Shropshire and Mid Wales**

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*The communications union*

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**08339 Published by The Communication Workers Union 2025**

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