

No. 095/26

30th March 2026

**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 General Conference Agenda Pad – Sunday 10th – Monday 11th May 2026

Branches would wish to know that the agenda for the CWU General Conference which is being held at the Bournemouth International Centre, Bournemouth on Sunday 10th – Monday 11th May 2026 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/2026/01/General-Conference-Agenda-2026.pdf>

Hard copies of the agenda will be sent in due course.

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

Yours sincerely,

Dave Ward
General Secretary

CWU CONFERENCE 2026

#CWU26



AGENDA

SUNDAY 10 - MONDAY 11 MAY 2026 | BOURNEMOUTH

GENERAL CONFERENCE

 [DaveWardGS](#)

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 [The Communications Union](#)

[#TheCWU](#)

Sunday 10th – Monday 11th May 2026
Bournemouth International Centre
Solent Hall

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.

LUGGAGE

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

PROHIBITIONS

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

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

STATEMENT

STATEMENT

Dear Colleagues

On behalf of the General Conference Standing Orders Committee can I welcome delegates and visitors to the General Conference of the Communication Workers Union. This General Conference will be the first time since 2022 we have had the opportunity to discuss the policy of the union within the wider trade union movement. As with previous years, we have continued to set the layout in a manner to reflect the National Executive Council's sub-committee structures.

Colleagues will be aware that the Restructuring and Special Rules Revision Conferences in 2025 made changes to changes to Rule 10.1 creating a Biennial 2-day General Conference with half a day dedicated to "Equality". For this conference that will take place on Sunday afternoon and as with the previous "Equality Day" under Standing Order 2b we have made sure that should we complete the business of Sunday morning we will move to the business of Monday morning, thus safeguarding Sunday afternoon for the Equality session.

We also have a Special Report "Labour Party Relationship" which is due to be moved on Monday Afternoon with the motions to amend the report taken after. As with the debates on the Restructuring reports, the NEC enabling motion will be the last motion taken in that section before moving to the next section of business.

As we have made minor changes to the Standing Orders, I would ask that you familiarise yourself with them. This is something we will continue to review on a yearly basis.

Within the timetable we have accommodated time for speakers, and I am sure you will give them your attention.

Finally, if delegates have any problems or queries regarding the General Conference Standing Orders or procedures please do not hesitate to contact the General Conference Standing Orders Committee.

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

Yours sincerely,



Joyce Stevenson
Chair, General Conference Standing Orders Committee

GENERAL CONFERENCE 2026 STANDING ORDERS

1. The sessions of the General Conference shall commence in accordance with the timetable.

2. TIMETABLE

- a (i) President's Address
(ii) Obituary List
(iii) Adoption of General Conference Standing Orders Committee Report (including appeals/reference back)
(iv) Sections of General Conference Business
- b Conference is divided into half-day sessions. If the business of any section is completed within the timetable, the Conference shall proceed immediately to the next section of business, subject to the following exceptions: If the business of the Sunday morning session is completed Conference shall proceed to the Monday morning session in line with rule 10.1.2

The NEC Enabling motion in the Political Fund Management section will be the last motion heard and decided before conference proceeds to the next section of business. No subsequent motions for the variation of the timetable to compensate for time lost by this procedure shall be admissible.

If all the business of the final section is completed within the timetable, the Conference shall return to the earliest uncompleted business (motions) and move sequentially through the entire agenda.

- c A motion that has been called for debate by the Chairperson before the end of a section is reached, shall be moved, seconded, debated and decided upon, subject to Standing Order 3n. **No subsequent motions for the variation of the timetable to compensate for time lost by this procedure shall be admissible.**
- d All motions contained within the agenda but not dealt with by the conclusion of General Conference shall be referred to the National Executive Council (NEC).

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) Motions standing in the name of a Branch must be moved by a delegate from that Branch.

STANDING ORDERS

- (ii) Motions standing in the name of the Young Workers Conference or the Retired Members Conference must be moved by a delegate from that appropriate body.
 - (iii) Motions standing in the name of a Regional Sub Committee (Equality, Education Learning & Training, Political, Health & Safety) must be moved by a delegate from the branch which moved the original motion at the Regional Sub-Committee in question.
 - (iv) Motions must be seconded or else they shall be deemed to have fallen.
- f A motion may be seconded formally or by a speaker making a seconding speech.

COMPOSITE MOTIONS

- g All sponsors of a composite motion will be responsible for agreeing the allocation of moving and seconding speakers from amongst those named within the composite motion, notwithstanding the terms of SO3e(i), (ii) and (iii).
- h The mover of a motion shall be allowed to speak for not more than 3 minutes and any other speaker (including the mover exercising the right of reply) for not more than 3 minutes. **In EXCEPTIONAL CIRCUMSTANCES a speaker may request the special permission of Conference to speak for a longer period, if agreed, it shall not exceed a further 2 minutes.**
- i The moving speaker shall have the right of reply to the debate only if there has been opposition and shall not introduce any fresh matter but shall be limited to answering the debate.
- j The NEC shall be allowed one speaker (including all Officers and any NEC appointed representative) in debate on all proposals except those standing in the name the NEC. With the exception of Branches moving and seconding a proposal (under SO3e), Branches are entitled to only one speaker in each debate.
- k The NEC (including all Officers and any NEC appointed representative) shall only be allowed one speaker in debate on all other motions not standing in the name of the NEC.
- l No motion shall be spoken upon except by the mover, until it has been seconded. The mover of a motion who sits down without speaking upon it shall lose the right of addressing Conference, but shall still have the right of reply (SO3i) applies. The seconder of a motion who sits down without speaking upon it shall not lose the right of addressing Conference.

ENDING DEBATE

- m Any delegate who has not spoken on the motion before Conference may move "That the motion be now put" on the seconding of which the Chairperson shall immediately and without discussion put this motion to the vote. In the event of it being carried by a simple majority of Conference, Conference shall proceed to vote on the question itself, subject to SO3j and the right of reply as stated in SO3i being exercised.
- n Any delegate who has not spoken on the motion before Conference may move "That Conference proceeds to next business", on the seconding of which the Chairperson shall immediately and without discussion put this motion to the vote. In the event of it being carried Conference shall at once proceed to the next item on its agenda (subject to SO2b).

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

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

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

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

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

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

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

4. VOTING PROCEDURE

a Voting at the General Conference shall normally be by a show of hands in accordance with Rule 10.7

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

When a card vote is taken it shall be based upon a count of Branch membership excluding retired members conducted as close to conference as possible. Card votes on motions in the Political Fund Management section, shall be based upon the paid up political levy paying membership.

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

STANDING ORDERS

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.

Once the Standing Orders Committee have announced the conclusion of the card vote, no further voting cards shall be included in the count.

On completion of the vote the General Secretary shall arrange for the counting of the votes, and the issue of a circular to each delegate attending Conference recording the vote of each Branch and the result. When the motion being voted upon has a consequential effect on the following motion(s), Conference will proceed to the next item of business unaffected by the card vote result (subject to SO2b). When the card vote result is announced Conference will return to the earlier item provided it is within the timetable.

- c A motion will be deemed carried if it obtains a simple majority of the votes cast (apart from a motion under the terms of Rule 6.3.3, Rule 6.6.5 and SO4d).
- d Rules Revision Session – Any proposal to amend the rules must receive a two-thirds majority in support, including two-thirds majority within each of the following:
 - (i) the Postal Constituency
 - (ii) the Telecoms & Financial Services Constituency

5. PROCEDURE FOR EMERGENCY MOTIONS

- a Emergency motions may only be submitted for inclusion in the Agenda if they refer to a matter which because of the circumstances giving rise to them could not possibly have been submitted by the published closing date for motions. Such emergency motions will only be accepted by the SOC if they constitute a significant and important matter, which requires a decision by Conference.
- b Emergency motions must reach the Standing Orders Committee at CWU Headquarters by NOON on **Tuesday 28th April 2026**. Branches and Regional Sub Committees will be advised by the SOC whether or not the emergency motion has been accepted for inclusion to the Agenda prior to the commencement of General Conference.
- c Any emergency motion submitted after the above date must be notified to the Standing Orders Committee at conferences@cwu.org as soon as possible. Branches and Regional Sub Committees will be advised by the SOC whether or not the emergency motion has been accepted for inclusion to the agenda as a matter of urgency.
- d A decision taken by Conference shall not be open to the emergency procedure at the same Conference.
- e The NEC will also be required to follow these procedures.

6. APPEALS/REFERENCE BACK PROCEDURE

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

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

must reach the Standing Orders Committee at CWU Headquarters by Noon on **Tuesday 28th April 2026**. 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, Regional Sub Committees, Young Workers Conference and the Retired Members Conference wishing to continue their appeal/reference back must seek to do so by addressing Conference at the commencement of business on **Sunday 10th May 2026**.

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

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

7. SUSPENSION OF STANDING ORDERS

a Motions to suspend Standing Orders shall only be allowed to deal with business or circumstances that could not have been foreseen when the Timetable/Programme of Business was adopted.

b The Chairperson may accept a motion for the suspension of Standing Orders provided no motion is on the floor being debated.

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

The Chairperson shall immediately refer such a motion to the Standing Orders Committee who shall express their view before the vote is taken.

STANDING ORDERS

A motion for the suspension of Standing Orders will be carried if supported by a simple majority of the Conference.

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

8. NEC ACCEPTANCE (Motions/Rule Amendments)

- a The NEC will indicate, in an SOC document published prior to Conference, the motions/rule proposals (excluding their own) which they are prepared to accept. When the SOC report is adopted, those motions/rule proposals will be deemed to be carried subject to SO8d, and will not be debated. Subsequent consequential rulings will be applied accordingly.
- b Opposition to the acceptance can only be registered by advising the Standing Orders Committee prior to the Standing Orders Committee Report being moved at the commencement of Conference. The Branch(s) registering opposition to NEC acceptance shall be published in the relevant supplementary report, (Rule 10.8.6.i refers).
- c Challenges to NEC positions of "accept" referred to in subsequent supplementary SOC reports will be dealt with in accordance with Standing Order 6b.
- d The acceptance of motions under the terms of this Standing Order shall not take priority over consequential rulings.
- e However, notwithstanding the provisions of 8a-d, Branch(s) and Regional Sub Committees do not have the facility to register opposition to acceptance of motions standing in their own name.

9. PROHIBITIONS

Mobile phones or devices (Smartphones, Smartwatches, 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.

PROGRAMME OF BUSINESS GENERAL CONFERENCE

Sunday 10th May 2026

Time	Subject	
09.00	President Address and Obituary List	
09.10	Adoption of Standing Orders and Reference Backs	
09.20	General Secretary's Address	
09.35	Section 1A Policy	Motions 1-7
10.55	Section 4A Organising	Motions 8-11
11.40	Section 1B Policy	Motions 12-16
12.40	Section 1C Policy	Motions 17-18
13.00	Conference Adjourns for Lunch	
14.00	Kate Hudson, Head of Equality, Training and Education	
14.10	Section 1D Policy	Motions 19-21
14.55	Keynote Speaker	
16.10	Section 1E Policy	Motions 22-23
16.45	Speaker	
17.30	Section 1F Policy	Motions 24-25
18.00	Conference Adjourns	

Monday 11th May 2026

Time	Subject	
09.00	Section 9 National Discipline Committee	Motion 26
09.15	Presentation of Annual accounts	
09.30	Section 3 Finance	Motions 27-32
10.40	Section 5A Membership/Legal Services/Comms	Motions 33-36
11.25	Section 10 Rules	Motions 37-44
12.30	Guest Speaker	
13.00	Conference Adjourns for Lunch	
14.00	Special Report	
14.20	Section 8 Political Fund Management	Motions 45-51
15.40	Section 4B Strategy	Motions 52-54
16.15	Section 1G Policy	Motions 55-57
16.45	Section 2B Education and Training	Motions 58-61
17.30	Section 1H Policy	Motions 62-63
17.50	General Secretary closing remarks	
18.00	Conference Closes	

GENERAL CONFERENCE PROCEDURES

NOTES ON CONFERENCE PROCEDURES AND AGENDA

The General Conference Standing Orders Committee has prepared the Standing Orders, Agenda and timetable/programme of business in accordance with its responsibilities under the terms of Rules 10.8.2 to 10.8.3.

The General Conference SOC has asked that the following procedural points be specifically drawn to the attention of delegates:

1. Motions have been categorized in accordance with Rule 10.8.7

Category A: Those motions which in the view of the SOC require a decision by Conference;
Category B: Motions whose general point is to reverse policy decided at the previous year's Conference;
Category C; Those motions which in the view of the SOC seek only to confirm existing policy;
Category D; Those motions which in the opinion of the SOC could be dealt with in correspondence;
Category X; Those motions which in the opinion of the SOC are out of order. These shall be printed but shall not be admitted to the agenda.

2. Motions composited by the General Conference Standing Orders Committee are followed by the names of the sponsors* included in the Composite.

The consequential rulings indicated alongside certain motions are those determined by the General Conference Standing Orders Committee in consultation with the Conference Chairperson (President).

*The following may sponsor motions:

- NEC
- Branches
- Regional Health and Safety Sub Committees
- Retired Members' Conference
- Young workers Conference
- Regional Equality Sub Committee
- Regional Education, Learning and Training Sub Committee
- Regional Political Sub Committee

(Rule 10.5 refers)

GENERAL CONFERENCE

SOLENT HALL

**BOURNEMOUTH
INTERNATIONAL CENTRE**

**PRESIDENT: MICK KAVANAGH
VICE PRESIDENT: ANDY MERCER**

STANDING ORDERS COMMITTEE:

**Samantha Adeyosoye
John Ballard
John Gaby
Paddy Magill
Jacky Morrey
Tony Sneddon
Joyce Stevenson
Julia West**

VOTING STRENGTHS

MEMBERSHIP OF BRANCHES IN POSTAL CONSTITUENCY

REF	BRANCH	GENERAL	P/F
01/001	Essex Amal	2278	1539
01/002	Colchester and District Amal	589	398
01/003	Eastern No.3	1212	808
01/004	Eastern No.4	1093	617
01/005	Eastern No.5	1527	1007
01/006	Eastern No.6	1205	797
01/008	Suffolk Amal	827	573
01/009	South Central Postal	1744	1286
02/001	Birmingham District Amal	2516	1739
02/002	South Midlands Postal	5036	3194
02/003	Leicestershire	1101	622
02/005	Wolverhampton District Amal	1662	1229
02/006	Derbyshire Amal	851	549
02/007	North Staffordshire Postal	904	664
02/008	Nottingham District Amal	2204	1370
03/001	Doncaster and District Amal	1389	928
03/002	South Yorkshire and District Amal	2534	1730
03/003	Bradford and District Amal	967	634
03/005	Leeds No.1 Amal	2706	2031
03/006	York and District Amal	934	632
03/007	Hull and East Ridings Amal	477	360
03/008	Newcastle Amal	2351	1611
03/010	Cleveland Amal	773	620
03/011	North East Central	1117	905
04/001	Northern Ireland Postal Amal	1715	909
04/003	Northern Ireland West	679	351
05/002	Isle of Man	114	85
05/003	Cheshire No.1 Amal	343	215
05/004	North West Central Amal	2022	1487
05/006	Greater Manchester	2121	1628
05/007	North West No.1	1214	954
05/010	East Lancs Amal	435	318
05/011	North Lancs and Cumbria	2629	1932
05/012	Darwen Capita	271	226
05/013	Warrington Mail Centre	559	437
06/001	Glasgow District Amal	3256	2412
06/002	Scotland No.2	2523	1744
06/003	Grampian/Shetland Amal	818	594
06/005	Scotland No.5	685	490
06/006	Clyde Valley Amal	406	328
06/007	Orkney	37	27

VOTING STRENGTHS

REF	BRANCH	GENERAL	P/F
06/008	Highland Amal	512	316
07/002	Portsmouth and District Postal	979	643
07/003	Southdowns, Weald and Rother	2116	1735
07/004	Kent Invicta	1950	1352
07/005	South East No.5	4586	3173
08/001	Western Counties	2361	1568
08/002	Plymouth/East Cornwall Amal	1249	883
08/003	Bournemouth and Dorset Amal	1071	771
08/004	Wessex South Central	1517	1169
08/005	Bristol and District Amal	2385	1676
08/006	Gloucestershire Amal	682	512
08/007	South West No.7	1272	1040
08/009	Jersey	162	53
08/010	Guernsey	169	9
08/011	Worcester and Hereford Amal	666	531
08/012	Cornwall Amal	463	329
09/001	North Wales and Marches	1361	1065
09/002	Shropshire and Mid Wales	693	488
09/003	South East Wales Amal	1434	1082
09/004	South West Wales Amal	1092	909
09/005	Gwent Amal	702	457
10/002	Mount Pleasant	894	782
10/004	London Phoenix	394	324
10/009	Northern Home Counties Postal	1234	948
10/011	London Parcels & Station Amal	470	297
10/012	Northern/North West London	1684	1168
10/013	East London Postal	1151	661
10/015	West London Postal	548	392
10/016	South East London Postal and Counter	1240	929
10/017	London South West	1156	919
10/018	Kingston Area	628	376
10/019	Romford Amal	1400	927
10/020	Harrow and District	1314	1012
10/021	South and East Thames Amal	1189	796
10/022	Croydon and Sutton Amal	1110	748
10/023	South West Middlesex Amal	1086	829
21/006	South Central MT	137	85
22/239	Midlands MT	146	79
26/157	Scotland MT	128	72
30/122	London Regional MT	166	111
30/255	London Postal Engineering	292	231
45/001	Greater Mersey Amal	1538	1156
	TOTAL	103,151	72,583

VOTING STRENGTHS

MEMBERSHIP OF BRANCHES IN TELECOM AND FINANCIAL SERVICES CONSTITUENCY

REF	BRANCH	GENERAL	P/F
21/827	Essex and Central Counties	2018	1317
21/831	North Anglia	1268	772
22/032	Midland No.1	2640	1447
22/601	Albus National	1144	376
22/803	Midland Counties	1975	1237
23/404	South Yorkshire	623	367
23/669	Tyne and Wear Clerical	2142	670
23/808	North East	1261	784
23/817	Lincolnshire and South Yorkshire	1357	574
23/830	West Yorkshire	1324	765
24/024	Northern Ireland Telecom	1431	457
25/274	Manchester Combined	1791	1166
25/646	Mersey	1082	676
25/730	Bootle Financial Services	717	585
25/801	Isle of Man	165	74
25/821	Lancs and Cumbria	1806	913
25/833	VMO2 National	741	322
26/156	Glasgow and Motherwell	747	447
26/825	Edinburgh, Dundee and Borders	1347	857
26/829	Scotland No.1	2051	1283
27/049	South East Telecoms	1635	1053
28/459	Somerset, Devon and Cornwall	1637	829
28/828	Great Western	1877	1148
29/807	Mid Wales, the Marches and North Staffs	773	511
29/816	North Wales and Chester Combined	573	388
29/823	South Wales	2206	1284
30/252	Greater London Combined	2325	1612
30/810	Capital	1678	1160
30/834	South London, Surrey and North Hampshire	1427	1007
45/001	Greater Mersey Amal	809	533
99/002	UTAW National	5672	3459
	TOTAL	48,242	28,073

If Carried 5 and 6 Falls

1

Conference notes with alarming concern that since Motion 76 was carried in 2017 (instructing the NEC to work with likeminded organisations nationally and internationally in order to develop a strategy to ensure that the effects of the Fourth Industrial Revolution are utilised to the benefit of all humankind’) the pace and scale of technological change, especially in Artificial Intelligence (AI), robotics, and automation has expanded beyond imagination. We now face the emergence of Artificial General Intelligence (AGI) and Artificial Superintelligence (ASI) systems which threaten to surpass human capability and understanding across most fields.

Already the 'Tech' companies, Meta, Open AI, Oracle, Google, Palantir etc are harvesting data and building infrastructure in order to monopolise control of AI. Palantir, known for its work with the CIA and with US military intelligence in use of AI has been given a lucrative contract to organise data for the NHS.

Worryingly Donald Trump has already signed an executive order prohibiting States from passing laws regulating AI.

Conference believes that the impact of these developments are not merely industrial but civilisational. The same technologies that promise medicinal breakthroughs, precision agriculture, clean energy design, and reduced drudgery could, if left in private hands deepen inequality, destroy jobs, and concentrate power in a way unprecedented in human history. The world cannot afford a future where a handful of corporations or governments wield technological supremacy over humanity itself.

Conference recognises that AI and robotics, under democratic and public control, could be a transformative force for good. Properly implemented, it could help eradicate hunger, build affordable and sustainable housing, accelerate climate neutral production methods, expand renewable energy, and deliver efficient, high quality public services. With intelligent resource planning and automation overseen by workers and communities, the planet has the tools to provide for all, not just the wealthy few, efficiently, cleanly, and cost effectively.

The alternative, under corporate or authoritarian control, is a world of escalating inequality, social dislocation, and democratic erosion. Superintelligent systems, deployed without moral or public oversight, could act beyond human comprehension or accountability. The trade union movement must therefore provide global leadership to ensure that technology serves humanity rather than the other way around.

Conference believes that the benefits of AI must be socially owned, internationally coordinated, and governed through democratic principles. Automation should be used to shorten the working week without loss of pay, encourage human creativity, and strengthen collective wellbeing and not used to intensify exploitation and undermine bargaining power.

Conference instructs the NEC to develop a suitable strategy and consider the following:

- 1.** Establish a Working Group on Artificial Intelligence, Automation, and Superintelligence to assess technological developments, their impact on work, and their potential to deliver social benefits such as affordable housing, sustainable production, and equitable resource distribution.

SECTION 1A – POLICY

Sunday (09.35 – 10.55)

2. Work with the TUC, international labour organisations, and other appropriate groups, to develop a global framework for worker led technology governance grounded in social ownership, ecological sustainability, and democratic transparency.
3. Support for a pause in order to develop appropriate safeguards.
4. Campaign for government policy and legislation that:
 - Guarantees human oversight and accountability in AI systems affecting workers and citizens
 - Restricts the application of autonomous or AI drivendriven systems in warfare and surveillance
 - Enforces limits on workplace monitoring and algorithmic control.
 - Ensures public or cooperative ownership of vital AI infrastructure and data networks
 - Promotes shorter hours with no loss of pay to share productivity gains fairly.
 - Licensing and regulating companies collecting and using data for AI
5. Develop public education and training programmes that empower workers to understand and shape AI use in their industries, highlighting its potential to improve quality of life and environmental outcomes.

The above is not exclusive and the National Executive is further instructed to provide periodic reports, mindful of the relative urgency and speed of developments.

The question of technological control is the defining struggle of our age. The CWU, in solidarity with the global labour movement, must lead the call for a future where intelligence, natural or artificial serves people, planet, and peace.

London Postal Engineering

COMPOSITE MOTION

2

Conference notes that offshoring remains a serious threat to secure, skilled and well-paid jobs across the UK communications sector. Employers continue to relocate work overseas in pursuit of lower labour costs and increased profit margins, with damaging consequences for CWU members and their communities

Conference believes that government policy should actively support and incentivise companies to retain and create skilled employment within the UK.

Across the communications industry, jobs are now at risk of being offshored as part of major cost-cutting programmes. Digital product teams, finance functions, and even core algorithmic work are being considered for transfer to overseas contractors and US tech giants.

With the expansion of offshoring within telecommunications and customers service operations, including practises within companies such as BT Group, VMO2, and Capita. These decisions result in UK job losses, weaken collective bargaining strength, erode the domestic skills base, and undermine long term employment security.

Some companies engaging in offshoring have benefitted from public contracts, subsidies, tax incentives, or other forms of state support.

Conference believes that companies operating in the UK and service a UK customer base should not offshore work purely to maximise shareholder return whilst UK workers face redundancy. That public money should never subsidise the transfer of jobs overseas.

Given the scale of outsourcing across all our industries – from Capita to BT, Royal Mail, Santander, and now the BBC – CWU must lead the national conversation and push for a new framework that places workers’ rights, job security, and community stability at its core.

The growing threat of offshoring across the communications industry—including digital product, finance, customer operations, and technical roles—and the UK’s failure to match protections found in nations such as France, Germany, the Netherlands, Sweden, Australia, and Japan, where employers must retrain, redeploy, and exhaust all alternatives before redundancy.

The NEC are instructed:

- to develop and implement a National Anti-Offshoring Strategy; to campaign for an end to outsourcing and offshoring across the communications, tech, financial services, and public service sectors; and to prioritise strong collective-bargaining protections against the relocation of work.**
- to lobby the UK Government for statutory protections including mandatory consultation with recognised unions, a ban on companies receiving public funds or contracts from offshoring UK work, financial penalties and clawback provisions where public money has been used, and new legal obligations requiring employers to meaningfully pursue alternatives to redundancy.**
- to oppose current offshoring and outsourcing proposals; work with Bectu, the NUJ, and other unions to defend UK jobs; promote publicly delivered, properly funded in-house services; and support branches to organise outsourced workers and challenge employers undermining pay, conditions, and job security.**

Edinburgh, Dundee and Borders
Glasgow & District Amal

COMPOSITE MOTION

3

This conference agrees that the attacks on pensioners and the elderly by the current and previous governments is completely unacceptable and instructs the National Executive to support and promote a campaign uniting employers with our members in, other trade unions, TUC, charities and pensioners organisations to campaign for a “New Deal for Pensioners”. The aim of this campaign will be to assist our members in the workplace approaching retirement, lobby government to look at housing in retirement, care in the community for the elderly, the problems the NHS are facing due to people living longer and finally to protect decent state/occupational pensions for current and future generations. This list is not exhaustive.

Essex Amal
Retired Members Conference

Conference notes that:

4

1. The right to take industrial action in the UK is one of the most restricted in the Western world, with the 1990 ban on secondary (solidarity) action being one of the most debilitating restrictions.
2. This ban makes it unlawful for workers to take action in support of workers in another employer, even if they are part of the same supply chain, share the same workplace, or are fighting the same ultimate employer.
3. The ban directly undermines the effectiveness of disputes in key sectors relevant to our members allowing large corporations to pit workers against each other.
4. The UK government’s own anti-union laws are in direct contravention of International Labour Organization (ILO) Convention 87, which protects the right of workers to express solidarity through industrial action.

Conference believes that:

1. An injury to one is an injury to all. The legal ban on solidarity action is a fundamental attack on the principle of collective action and working-class strength.
2. The fragmentation of our movement through outsourcing and supply chains requires us to have the legal right to act in unity, or our power will continue to be neutered.
3. Repealing this ban is not a fringe issue, but a core trade union demand to restore basic freedoms and rebalance power in the workplace.
4. A campaign for the right to solidarity action can unite the whole labour movement and people sympathetic to the workers struggle.

Therefore, conference instructs the NEC to:

1. Declare its commitment to campaigning for the immediate repeal of the legislation banning solidarity and secondary industrial action in the UK.
2. Make the right to solidarity action a key priority in the union’s political and campaigning work.
3. Open discussions with the Trades Union Congress (TUC) and other affiliated unions with the aim of coordinating a cross-union,

- movement-wide campaign on this issue.
4. Commit to building public support for this demand by:
 - a. Producing model motions for branches to submit to other bodies, such as local trades councils, political party branches.
 - b. Creating rank-and-file facing materials (leaflets, briefings, social media content) that explain why the ban on solidarity action hurts all workers.
 - c. Identifying future disputes involving our members where the ban on solidarity action becomes a flashpoint, and using these moments to highlight the issue.
 5. Call upon the union to support any future lawful industrial action that tests the boundaries of the current law, with the aim of exposing its undemocratic nature.
 6. Affiliate to and support any future TUC or campaign group coordinating a legal challenge to the UK's anti-union laws.

UTAW National

If Carried 6 Falls

5

The rapid expansion of artificial intelligence (AI) technologies across workplaces and public services.

Increasing evidence that automation and algorithmic decision making are being deployed without adequate consultation, transparency, or assessment of risks to jobs, safety, and wider society.

The growing influence of large technology corporations whose primary motivations are profit, market dominance, and speed of deployment rather than ethical responsibility or worker protection.

Conference believes:

AI and human workers can coexist in a way that enhances productivity, improves services, and reduces harmful or repetitive tasks.

However, without strong safeguards, democratic oversight, and worker involvement, AI deployment risks:

Job displacement and deskilling
Unsafe working practices
Erosion of privacy and civil liberties
Increased inequality and social harm

Decisions about AI must not be left solely to corporations whose incentives prioritise profit over people, The leaders in the development of Artificial General Intelligence (AGI), have agreed there is between 10-20% chance AGI will lead to the extinction of the humanity.

Trade unions have a vital role in shaping how AI is introduced, ensuring it benefits workers and society rather than undermining them. We also have a responsibility to raise the dangers in the development of Artificial General Intelligence.

SECTION 1A – POLICY

Sunday (09.35 – 10.55)

The Executive is instructed:

1. To launch a unionwide campaign raising awareness among members and the wider public about the risks and opportunities of AI, with a focus on protecting jobs, safety, rights and the wider danger of Artificial General Intelligence.
2. To demand that employers consult unions at the earliest stage of any proposed AI deployment, including full impact assessments on jobs, workload, safety, and equality.
3. To lobby government for:
Stronger regulation of all AI technologies
Mandatory transparency and accountability standards
Worker centred safeguards and ethical frameworks
4. To develop training and guidance for members, reps, and branches on AI, automation, and digital rights.
5. To be proactive in identifying where IA will become a challenge to CWU members jobs, in the short, medium and long-term and to develop and strategy to protect jobs and the CWU.
6. To work with other unions, civil society groups, and experts to promote a vision of AI that serves the public good rather than corporate greed.

This list is not exhaustive.

Kent Invicta

6

Conference notes that Artificial Intelligence (AI) and algorithmic management systems are increasingly being deployed embedded into CWU member workplaces across the postal, telecoms, financial services, and associated sectors. These technologies are being used in workload allocation, performance monitoring, recruitment screening, attendance management, and customer interaction to determine bonus payments.

Conference further notes that current UK legislation provides limited workplace-specific protections regarding algorithmic transparency, bias, surveillance, and automated decision-making. Without clear national standards, there is a risk of inconsistent application, erosion of negotiated agreements, intensification of work, and reduced accountability in disciplinary and performance processes.

Conference believes that technological innovation must be subject to collective bargaining and democratic oversight. AI must support and enhance skilled unionised labour, not undermine job security, equality, or agreed terms and conditions. Workers have the right to transparency, meaningful human oversight, and the ability to challenge decisions made or influenced by automated systems.

Conference resolves:

1. To instruct the National Executive Council to develop a CWU National AI Framework establishing minimum bargaining standards, including:

- Mandatory prior consultation and collective agreement before AI deployment.
 - Full transparency regarding purpose, data use, and decision-making processes.
 - A prohibition on fully automated disciplinary, dismissal or pay decisions.
 - Guaranteed human review and appeal rights.
 - Equality impact assessments to address algorithmic bias.
 - No compulsory redundancies arising directly from AI implementation.
 - Employer-funded retraining and redeployment on no detriment terms.
2. To produce model workplace agreements and guidance for branches and reps.
 3. To campaign for stronger statutory protections on workplace AI, data rights, and algorithmic accountability.

Edinburgh, Dundee and Borders

7

This Conference Agrees with and fully supports the stance taken by thousands of College and University Students across the UK and their Mass Refusal to accept their classes to be taught by AI and assessed by AI, students rights and concerns must be recognised before any further deployment of AI and if needed further legislation to protect students and those working in education.

Furthermore, this conference also agrees that Adult Health and Social Care cannot be allowed to be dictated by algorithms, the increasing move to Apps and online healthcare will also disadvantage those without access to online services. Patient groups concerns must also be recognised and legislation must be drawn up to protect patient's rights and protections for those that are lost in the digital divide.

As tech and social media giants have become increasingly more powerful, they have also become unrestrained in their efforts to proliferate the use of AI in moderating content and engaging in union-busting tactics that have no place in a modern society. This unrestricted rise has seen job losses in our Telecoms and Financial Services Sectors with large numbers of jobs being offshored potentially putting at risk our key infrastructures at a time of world security concerns. Workers' rights must be at the heart of any policy making around AI and the further deployment of these technologies, across all sectors and all platforms. This is not only essential for protecting our industries and those work within them but for creating truly safe online spaces for all.

The Labour movement cannot allow new eras of mass unemployment whereby human beings are slaves to machines.

Conference instructs the NEC to campaign in the wider Labour Movement to support students and patient's groups in their concerns regarding the continuing reliance of AI and to lobby this government to enact public and workers safeguards as AI continues to grow.

Greater Mersey Amal

SECTION 4A – ORGANISING

Sunday (10.55 – 11.40)

8

This Conference instructs the NEC to bestow National Honorary Membership upon:

Jane Loftus – Former NEC President (Posthumous)
Andy Kerr – Former Deputy General Secretary (Telecoms) (Posthumous)
Dave Joyce – Former National Health & Safety Officer
Terry Pullinger – Former Deputy General Secretary (Postal)
Chris Bennett – Former Policy Advisor to the DGS(P)
Diane Wyatt – Former Policy Advisor to Davie Robertson
Lynn Browne – Former Senior Organiser Postal
Brian Irvine – Former Postal SOC Member
Tony Kearns – Former Senior Deputy General Secretary
Pete Metcalfe – Former Policy Advisor to the SDGS
Mark Baulch – Former Assistant Secretary, Outdoor Department
Steve Fishwick – Former Policy Advisor, Outdoor Department
Sally Bridge – Former National Officer, Telecoms Department
Davie Bowman – Former Assistant Secretary, Telecoms Department
Dave Jukes – Former Assistant Secretary, Telecoms Department
Simon Edwards – Former NEC member
Nick Darbyshire – Former NEC member
Rob Alldritt – Former Telecoms SOC member
Dave Tee – Former NEC member
Dave Stuart – Former T&FSE member
Amarjite Singh – Former Branch Secretary, SE Wales Amal
Allan Eldred – Former Assistant Secretary T&FS
Phil Thomas – Former T&FS SOC member
John Turnbull – Former T&FSE Member
Janina Jackson – Former Executive PA to the General Secretary

National Executive Council

9

Conference notes that against a backdrop of both substantially increased postal costs; and a reduced Branch Rebate, the costs of running postal ballots for Branch elections is getting increasingly onerous.

Conference also notes that in the recent ballot for the "Rebuilding Royal Mail" agreement the CWU used a service that allowed for ballots to be posted out, but with electronic return, substantially reducing the cost to the CWU of the ballot.

Whilst conference entirely understand that many Branches will prefer to retain a postal ballot to and from the member, where a Branch wishes to use an electronic return facility, they should be able to do so.

Therefore, the NEC is instructed to set up a facility where Branches having elections organised via CWU HQ, can optionally choose to have their ballots returned electronically, similar to the process used for the Rebuilding Royal Mail agreement.

The NEC is instructed accordingly

Plymouth and East Cornwall Amal

10 Trade union activity and representation in the private sector is at an all time low. Recruitment for Local Rep positions and Branch Committee positions is getting harder and harder. While training courses are available and essential to these roles there needs to be more.

The NEC are instructed to work to provide any person entering a new role, whether that be a Local Rep, new Committee member or a Branch Trustee role with a more detailed job description of what the role entails, what is expected, an explanation of where to start, in written form and a guidebook that they can refer to. Also, more for Committee roles, the allocation of a mentor, who would be able to guide them through those early days, as they wait for a relevant course which can sometimes take as much as a year.

People take up these positions because they want to help and become frustrated when they find themselves not sure what they are doing or how to achieve what they want. We have a responsibility to educate and guide, lets do that.

Scotland No.2

11 Conference is alarmed at the low level of member participation and turnout in recent National internal elections.

Conference instructs the National Executive to run a publicity campaign through the Communications department for all national elections. This would involve using CWUTV and its social media outlets to update and publicise to members information on such matters as nomination deadlines, voting dates and close of ballots, and provide a forum for election addresses, hustings etc.

This campaign must of course be totally impartial, with strictly specified and equal amounts of airtime and other publicity opportunities for all candidates.

Cleveland Amal

12 Conference notes that the government's position on the NHS, the previous governments broken promises on new builds, misleading numbers on recruitment and blatant lies about real time funding.

The CWU also notes that the increase in outsourcing and privatisation of NHS services is also a threat to the services remaining Free as this ideology grows at pace seeking the lowest bidder rather than reinvesting into the NHS.

The use of 'NHS' and the NHS logo is being abused by contractors and the public users are being duped into believing they are using an NHS facility or service when in reality their illness is being used for privatised profiteering taking money out of the NHS.

The letters NHS and the NHS logo are already protected by laws as registered trademarks and copyright protected by the Company, Limited Liability Partnership and Business Names (sensitive Words and Expressions) Regulations 2014.

Now more than ever we have to fight to keep our beloved NHS out of the hands of private companies, the CWU have always campaigned for a free national health service.

Conference instructs the NEC carryout the following.

1. To continue our campaigns to end all outsourcing and privatisation and return the NHS to a fully public funded service free to use.
2. To campaign for the Department of Health to withdraw permission to use the NHS logo where consent has already been given and prohibit its use in any contract delivery where a mark is used in the course of trade including strapline, or as part of the name or logo of a particular initiative.

Greater Mersey Amal

13 COMPOSITE MOTION

The Labour Government has announced plans to scrap First Past the Post for mayoral and PCC elections in England and we support this renewal of our democracy.

The latest British Social Attitudes survey shows that 60% of the British public now support proportional representation (PR)

There has never been a clearer need to change the First Past the Post (FPTP) voting system in Westminster too. 2024 was the most distorted election result on record, delivering the most unrepresentative UK Parliament in British history.

Most voters got neither the person they voted for as their local MP (58%), nor the party they backed in government (66%). When most people know their vote makes little difference, it undermines confidence in our political system and our democracy.

FPTP is producing unrepresentative results and is at crisis point. With politics more fragmented than ever, FPTP could hand power to any party – even an extreme party – on less than a third of the vote.

This is unsustainable and dangerous.

We agree with Labour members, Constituency Labour Parties, trade unions, annual conference and the dozens of Labour MPs who support PR for general elections.

Conference instructs the executive to.

- **Engage with the CWU membership on the need for electoral reform and the benefits of Proportional Representation.**
- **Reject First Past the Post and support the introduction of a form of Proportional Representation that maintains the constituency link and in which all votes count equally and seats match votes.**
- **Call for the Government to hold an independent Commission for Electoral Reform**
- **To engage with other like-minded trade unions to achieve electoral reform.**

To this list is not exhaustive.

Kent Invicta
Essex and Central Counties

14 Since its inception in 1975, the Health & Safety Executive (HSE) became a force to reduce accidents and prevent deaths within UK Workplaces.

Post 2010, under a Cameron led Conservative Government, saw significant operational changes due to funding cuts.

Conference instructs the National Executive Council to engage with the DWP/Government department as appropriate to ensure that the HSE has the ability to effectively regulate, monitor, enforce, investigate and, where appropriate, prosecute.

London Postal Engineering

15 This conference notes and welcomes the fact that the Public Office (Accountability) Bill otherwise known as the Hillsborough Law, was introduced into parliament on 16th September. This is landmark legislation which will once and for all end the culture of cover-ups and hiding the truth ensuring transparency, accountability and support for bereaved families. This Bill is a legacy for the 97 lives lost at Hillsborough and a tribute to the families that have tirelessly fought for change in the decades since.

This legislation will help ensure that the truth is never concealed by the state again, introducing changes including:

- a new professional and legal Duty of Candour – meaning public officials must always act with honesty and integrity with criminal sanctions for egregious breaches.
- The largest expansion of legal aid in a decade for bereaved families – providing non means tested help and support for inquests
- A new offence for misleading the public – Our legislation will lead to meaningful cultural changes and a public service that truly

SECTION 1B – POLICY
Sunday (11.40 – 12.40)

acts in the public interest, for those who don't, there will be criminal sanctions for the most serious breaches, including for misleading the public in a way which is seriously improper

Conference instructs the NEC to ensure that at all times in partnership with the TUC and all other relevant bodies, the Public Office (Accountability) Bill is adhered to in both spirit and law.

Mersey

- 16** This conference agrees that it is time to make a reduction in the Working Time Directive (WTD) Conference therefore instructs the NEC to work with all relevant bodies to campaign for a meaningful reduction in the WTD and report back to Branches on the progress.

South London, Surrey and North Hampshire

17 This conference confirms that more than four years after the illegal Russian invasion of Ukraine we affirm our solidarity with Ukraine's workers and our sister organisations in the FPU and KVPU union federations as they fight to defend social rights, democracy and trade union freedoms in conditions of great adversity in the midst of invasion, occupation and bombardment.

In Ukraine's harshest winter since 2022 Russia deployed a strategy of suffering, intimidation and submission against the civilian population by methodically targeting and destroying electricity, heating and water infrastructure. This reflects the wider character of its brutal war over the last four years (and longer in eastern Ukraine) targeting civilians, essential services and workers, and seeking to terrorise and subordinate the Ukrainian people.

This Conference salutes the courage and determination of Ukrainian trade unionists, who continue their work despite constant danger, precarious conditions and human losses. Conference is proud that the UK trade union movement has stood in solidarity with Ukraine and its workers through both political support and practical aid. We recognise that in the new world order authoritarian leaders such as Donald Trump and Vladimir Putin are more likely to collaborate on the economic exploitation than support the self determination of smaller nations and peoples. Conference believes that it is only through international trade union solidarity that we can achieve proper justice and peace in Ukraine.

We are proud that the UK trade union movement has stood in solidarity with Ukraine and its workers, through both political support and practical aid. The NEC is instructed to:

- Support Ukraine's workers and the KVPU and FPU the main trade union federations in the country;
- Affiliate to the Ukraine Solidarity Campaign which works with Ukrainian labour movement
- Condemn Russia's aggression, and inform people about the human and social consequences of its war;
- Campaign for withdrawal of Russian forces from all Ukrainian territory occupied since 2014, the necessary condition for a just and sustainable peace;
- Defending peace, freedom and the rights of workers and trade unions everywhere and at all times

Mersey
Greater London Combined
South Wales

18 Conference notes:

1. That Israel has been, following years of occupation, committing genocide in Palestine since October 2023.
2. In this time Israel has prevented vital supplies including food and medicine from reaching the people of Gaza, causing famine and disease.

SECTION 1C – POLICY

Sunday (12.40 – 13.00)

3. Last October Italy had a General Strike in support of Palestine.
4. That regularly there has been large national and local demonstrations, organised by the Palestine Solidarity Campaign (PSC) and Stop the War Coalition (StWC) since October 2023 and that the General Secretary has even spoken at one.
5. That the CWU is affiliated to PSC and StWC.
6. That the Labour Government has attacked and arrested demonstrators against the genocide whilst continuing to sell arms to Israel.

Conference therefore instructs the NEC:

- To call for an end to Israel's occupation of the Palestinian territories and to end the genocide.
- To demand that the British government unequivocally condemns Israel and their continuous genocide.
- To demand the British government ends all British arms sales to Israel.
- To publicise all national demonstrations organised by the PSC, with the bare minimum being an LTB notifying Branches of the CWU's support, distributed to branches in good time.
- To regularly provide national speakers for the demonstrations.
- Support and promote solidarity actions in support of the Palestinians.
- To work with other unions, PSC and the StWC to promote solidarity with Palestine.
- To support those individuals and organisations attacked for their support of Palestine.
- To raise awareness across the wider union membership highlighting why this is a trade union issue and why we support Palestinians.
- To encourage branches to affiliate to the Palestine Solidarity Campaign and Stop the War Coalition.

South Central Postal

19

CWU Rule 2.1.4 states The objectives of the Union shall be: To actively oppose all forms of discrimination based on race, creed, religion, age, political affiliation, disability, marital status, sex or sexual or gender orientation in industry, the Union and society in general. To this end the CWU shall actively oppose any organisation, political or otherwise, whose aims are racist or fascist;

In response to a rise of far right organisations, political parties and social media hate, Conference agrees that the CWU should:

- do more to campaign against hate
- educate our reps and members
- work together with like-minded organisation to oppose all forms of discrimination.

This list is not exhaustive.
Conference instructs the NEC to make this a priority moving forward and is instructed accordingly.

Tyne and Wear Clerical

20

Conference notes:

1. That there were racist riots in the summer of 2024.
2. That there was a response from local groups in countering the spread of these riots.
3. The role played by Stand Up to Racism, nationally and locally, in building that response and organising local counter demonstrations. Conference also notes:
4. On 7th October 2025 Britain saw the biggest far right demonstration it had ever seen.
5. That the counter demonstration on the 7th October was far too small.
6. That, led by Tommy Robinson supporters and other far right individuals, there has also been attacks on migrant hostels.
7. The threat of the far right is not just on the streets but also in Parliament with the growth in support for Reform UK.
8. There has been a collective response to this threat from the far right with the building of the Together Alliance, including organisations, trade unions and celebrities.

Conference therefore instructs the NEC:

- To publicise demonstrations organised by the Together Alliance and to encourage members to attend.
- To publicise demonstrations organised by Stand Up to Racism and to encourage members to attend.
- To regularly provide national speakers for the national demonstrations.
- To support and promote solidarity in support of refugees.
- To raise awareness across the wider union membership to highlight why the far right is an issue for the trade union movement.
- To encourage branches to affiliate to the Stand Up to Racism.

South Central Postal

SECTION 1D – POLICY

Sunday (14.10 – 14.55)

21 Conference notes the TUC’s recognition that Reform UK poses a serious threat to working-class unity and cross-community solidarity, promoting division between workers and fragmenting communities. Reform UK’s programme includes racist and anti-migrant policies, proposals for a “Great Repeal Bill” to remove recently won employment rights, the repeal of the Equality Act 2010, and the abandonment of the UK’s legally binding 2050 net-zero targets.

Conference further notes that Reform UK offers no meaningful support to working people, prioritising deregulation and tax cuts for corporations and the wealthy over secure employment and public services. Policies that weaken employment protections, expand insecure work such as zero-hours contracts, and reduce public spending would increase insecurity for many workers.

Conference therefore instructs the NEC to develop an awareness-raising programme for members that clearly sets out the risks posed by Reform UK to the working class.

Somerset, Devon and Cornwall

22 This conference believes that people who suffer with endometriosis should be guaranteed protected sick leave to manage the chronic and debilitating symptoms of their condition.

Endometriosis affects approximately 1 in 10 people that menstruate of reproductive age, causing extreme pelvic pain, fatigue, and complications that often go unseen and misunderstood. Despite its severity, those impacted frequently face stigma, disbelief, and workplace penalties for absences due to flare-ups or treatment schedules. The lack of formal protections undermines both equity and basic human dignity.

Recent data released by the ONS also shows that workers diagnosed with Endometriosis have on average lower monthly earnings and ability to maintain paid work with reasoning being not receiving promotions or reducing hours at work.

In Portugal as of April 2025, workers with endometriosis or adenomyosis can take up to three paid sick days per month for incapacitating menstrual pain, a medical prescription is needed but does not require monthly renewal. This follows suit of similar menstrual leave for employees granted in a small number of countries around the world including Spain, Japan, South Korea, Indonesia, Taiwan, Vietnam, Zambia, and Mexico.

This motion instructs the National Executive Committee to work with likeminded organisations to campaign and lobby the Westminster government and the governments for the devolved nations to recognise endometriosis as a legitimate medical condition that warrants compassionate and tailored workplace accommodations.

Protected sick leave must be enshrined in the Equality Act to ensure that workers who suffer from these conditions are not forced to choose between their health and their livelihood. Achieving this policy will reduce long-term absenteeism, improve workforce retention, and foster inclusive, supportive professional environments. We must dismantle the silence and systemic barriers that surround menstrual health and affirm that their pain is real, worthy of recognition, and deserving of protection.

Young Workers Conference

23 Women are frequently dismissed by medical professionals when asking for help. Rather than listening to their symptoms and concerns they are dismissed and told the level of pain they are feeling is not reality but in their head. They are frequently offered anti-depressants rather than investigations and told their experiences are normal and to get on with it.

Women make up over half the population yet the UK health and social care system was designed around men and approximately 2% over overall public research funding is given to reproductive health and childbirth – and that has been the same for the last decade.

Conference instructs the NEC to campaign for better investment in women's healthcare and raise awareness that women need to be listened to, not dismissed when discussing health symptoms, concerns and conditions.

Tyne and Wear Clerical

SECTION 1F - POLICY

Sunday (17.30 -18.00)

24 CWU must urgently Push the TUC and wider Movement to recommit to disability cuts action.

Conference notes that following the government and its political opponents publicly stating plans to attack disabled workers and their benefits/support.

We note

- TUC Congress 2025 unanimously passed motions 38 and 39 opposing UK Government disability cuts and calling for coordinated and sustained trade union action in which the CWU were strong supporters of.
- the TUC has taken the position that it does not need to implement these actions due to the concessions won on PIP cuts without seeking advice from disabled workers and their organisations.

Conference believes:

- concessions on PIP are only temporary, until the conclusion of the Timms Review, and it is widely felt that the promised 'co-production' with disabled people is not being delivered, with calls for an independent review.
- continuing cuts to Motability, Access to Work, and Universal Credit Health Element remain an emergency issue for our members and our whole class
- the continuation of decades of austerity and cuts to council budgets, and the knock-on effect on social services, transport and education, disproportionately impacts disabled service users, despite existing policy from TUC Cymru and other unions calling on councils to set legal no-cuts council budgets.
- the government is particularly targeting young disabled people through the Milburn review, Streeting's review into supposed 'over-diagnosis' of disability, a rollout of 55,000 compulsory work placements under threat of sanction, and threats to abolish Education, Health and Care Plans (EHCPs).

Conference instructs the NEC to call on the TUC General Council, TUC Disabled Workers Committee, other trade unions and our own branches to recommit to action, in particular seeking for them to:

- Work across the movement to launch a coordinated campaign against the cuts, highlighting their disproportionate and cumulative impact on disabled people
- Work with TUC. other Trade Unions as well as our own equality structures to organise an accessible static demonstration and events to lobby parliament in support of disabled workers
- Push TUC and other Trade Unions to organise a weekend demonstration against Labour austerity plans as a launchpad for sustained trade union action in defence of workers and young people including disabled workers

- Call for the TUC to assist in organising an independent disability review, democratically led by disabled people and their organisations including trade unions.

Bristol and District Amal

25

Conference notes that whilst dementia can apply to people of all ages it primarily affects older people. Further notes the level of funding for dementia research is considerably lower than that for other illnesses.

Despite government pledges to increase spending to £160m/year by 2024/25, recent reports from OHE - Office of Health Economics +2, indicate an overall decline in public, or government funding since its peak in 2018/19, with wider sector pressures affecting research capacity.

Conference agrees that there is an urgent need to increase the amount of money needed for research into the cause and possible cure of dementia.

Conference instructs the National Executive Council to campaign with all relevant parties for the allocation of additional resources for dementia research.

York and District Amal

SECTION 9 – NATIONAL DISCIPLINE**Monday (09.00 -09.15)**

- 26** Conference agrees that National Rule 14 is not fit for purpose. Conference instructs the NEC to fully review National Rule 14 and the National Dispute Committee Byelaws and to make the necessary changes. The review should include the views of Branch's prior to any proposed change.

Harrow and District Amal

27

Our power as a union is rooted in the ability of our members to take industrial action. One thing that limits this ability is the loss of income involved. Unions have long countered this by building up strike funds to lessen losses of striking workers and sustain action.

The communications sector is now fragmented across many companies. While in some ways this makes it more difficult for us to organise powerful collective action, it also opens up opportunities. Members at different companies are likely to need to strike at different times. With a small proportion of CWU members on strike at any one time, it means their action can be supported financially by workers at other companies. A shared strike fund will enable this solidarity. A strike fund shared between unions for the benefit of the whole working class would be even more powerful and we should discuss this possibility with other unions.

Conference therefore instructs the NEC to:

1. Set up a strike fund, separate to other union funds, for the purpose of providing strike pay as a discretionary benefit to members who lose income due to taking industrial action.
2. Enable and encourage members and the general public to make donations and subscriptions into the strike fund.
3. Introduce an opt-out strike levy as part of dues payments, to pay into the strike fund, similar to the political levy.
4. Issue rules on how members can claim from the strike fund.
5. Aim for a day rate of strike pay that will fully compensate a minimum wage worker for their lost income, and to raise sufficient funds each year to compensate 1 day of industrial action per 8 union members.
6. Seek discussions with other unions on how a strike fund shared between trade unions could be created and administered.

UTAW National

28

COMPOSITE MOTION

Conference notes that the introduction of our new regional structure, removing an executive and Branch based decision making body, has made it unclear how regions are to access their regional fund in a democratic and transparent manor.

The work that Regions undertake on behalf of its Branches through co-ordination and championing best practice as one union is vital. Within our own Region, we host the Durham Miners Gala, With Banners Held High, the South Yorkshire Festival, the annual Orgreave Truth and Justice Campaign, and Pride events across our Region.

The ability for Branches and the Regional Sub-Committees to authorise access to Regional funds for commitments such as those cited above, any future campaigns or other events that Branches believe the Region should support, is not clear, is not accountable and does not have Branch sign off through a decision making committee, although Branches transfer 2% of their rebate into the Regional fund.

With the removal of the previous regional structure, our cross-constituency ability to give oversight, scrutiny and influence no longer exists.

SECTION 3 – FINANCE

Monday (09.30 – 10.40)

As such the NEC is instructed to populate clear guidance on the management of, and access to, regional funds, that places Branches at the heart of the Region, and retains the regional autonomy on its expenditure.

The NEC is instructed accordingly

North East Central
Newcastle Amal
York and District Amal
Leeds No 1
South Yorkshire and District Amal
Cleveland Amal
Tyne and Wear Clerical

29 Conference Notes:

1. That the CWU is structured into distinct industrial sections, including Postal, Telecoms & Financial Services (TFS), and UTAW.
2. That each section generates membership income derived from the contributions of members within that section.
3. That members reasonably expect their contributions to be used to support representation, campaigning, communications, industrial support and executive functions proportionate to the income generated by their section.
4. That concerns have been raised regarding significant discrepancies in executive staffing levels, associated costs and overall expenditure between sections.
5. That these discrepancies have created a growing perception among members that some sections are disproportionately subsidising others.
6. That perceived financial imbalance risks undermining confidence, unity and transparency within the Union.

Conference Believes:

1. That fairness and accountability require that membership income be allocated in a broadly pro rata manner across sections, reflecting the income generated by each section.
2. That budgets for executive staffing, communications, campaigning and associated section-level expenditure should directly reflect the proportion of total membership income contributed by that section.
3. That cross-subsidy between sections should only occur where explicitly agreed by Conference or clearly justified by defined strategic Union priorities.
4. That greater transparency in sectional income and expenditure reporting is necessary to maintain member trust.

Conference Resolves:

1. To instruct the NEC to undertake a full financial review of sectional income versus sectional expenditure across Postal, Telecoms & Financial Services, and UTAW.
2. To develop and publish a clear funding framework ensuring that section budgets, including executive pay, staffing and operational costs, are proportionate to the membership income generated by each section.

3. To ensure that any deviation from pro rata allocation principles must be justified, transparent, and subject to Conference approval.
4. To provide an annual published breakdown to branches detailing, by section:
 - Total membership income generated;
 - Executive staffing numbers and associated costs;
 - Campaigning, communications and operational expenditure.
5. To report back to Annual Conference with recommendations and
6. any necessary rule amendments to ensure fair, proportionate and transparent allocation of Union resources.

Great Western

30

Following last year's changes to the Branch rebate system there is an urgent need to review its financial impact on Branches.

CWU Branches that operate from stand-alone properties and Branches that cover large geographical postcode areas have noted with concern an ongoing monthly financial decline. This is despite the Branches making various financial savings, where possible, to their operating costs.

If this matter is not urgently addressed, there is a potential that CWU Representatives ability to represent our members will be compromised.

Therefore, the NEC is instructed to urgently review this matter and provide a report with recommendations to Branches by September 2026.

South East No.5

31

This conference instructs the NEC to increase the current annual donation of £3000.00 to the pensioner fighting charity organisation, the National Pensioner Convention (NPC) to £10,000.00 per annum.

East London Postal

32

Conference notes the decision taken at the 2022 general Conference to establish a cross-constituency sub-committee of the NEC to propose possible solutions for an additional paid percentage rebate covering geographical extra expenses incurred by certain branches.

With the diminution of the Rebate the need for the implementation of the policy has become financially urgent and the NEC is instructed to act accordingly.

Highland Amal

SECTION 5A – MEMBERSHIP/LEGAL/COMMS

Monday (10.40 – 11.25)

33 The Employment Tribunal work that we do on behalf of our member's is one of the most important aspects of what we do as a Trade Union.

At present, this system is flawed. We apply for a Tribunal before giving a decision on representation and then we leave the member waiting for months for a decision, oftentimes no decision has been made before the Pre Hearing Stage. This is not acceptable.

The NEC are Instructed to look at the processes in place and make the necessary changes to ensure these matters are corrected. A decision should be made on representation before the time due for the ET1, allowing the member to enter this process knowing their Union has their back.

Scotland No.2

34 Conference instructs the NEC to run a consultation with Branches on a fit for purpose strategy for communications with our membership.

This should cover as a minimum social media, live or pre-recorded shows, podcasts and written communications covering both wider trade union and political issues as well as industrial.

We are in a very uncertain period with the rise of the far right politically and attacks from all our employers industrially.

The cessation of the weekly CWU show, whilst we understand may have been too much has removed a vital tool of communication to our members that highlights wider trade union and political issues outside of the industrial bubble, that is key given the political landscape we are currently in.

Following the consultation a report should be produced setting a framework for a new communications strategy based on feedback from Branches that will deliver for our members.

Portsmouth and District Amal

35 Conference Notes:

1. That under the CWU Rule Book, members are allocated to branches in accordance with internal administrative arrangements and Union structures.
2. That branches are responsible for recruitment, organising, representation and servicing of members within their allocated industrial and geographical remit.
3. That concerns have arisen regarding the allocation of certain newly recruited members to branches outside of their appropriate industrial sector and/or recruiting branch.
4. That examples brought to the attention of branches include members working as teachers, refuse workers, cleaners and other non-digital occupations being wrongly assigned to the UTAW Branch, whose remit is defined around workers in software development, IT support and digital services.
5. That branches invest significant time, resources and finances into recruitment and organising activity, and misallocation of members undermines branch sustainability, planning and accountability.

6. That transparency in membership allocation processes is essential to maintaining confidence, fairness and good governance within the Union.

Conference Believes:

1. That there must be a clear, agreed and consistently applied set of criteria governing the allocation of members to branches.
2. That members should be allocated according to their industry, workplace, geographical location and/or the recruiting branch, in line with established Union structures.
3. That any perception that membership allocation is being used to disproportionately inflate the membership figures of a standalone branch is damaging to unity and trust within the CWU.
4. That Branch Secretaries must have appropriate transparency and access to membership data relevant to allocation decisions in order to identify, query and resolve irregularities.
5. That a fair, transparent and accountable allocation system is critical to supporting recruitment growth across all sectors of the Union.

Conference Resolves:

1. To instruct the NEC to conduct a full and transparent review of all past and current member allocation arrangements, including the criteria used for assigning both new and existing members to branches.
2. To establish and publish clear, agreed criteria for branch allocation based on industrial sector, workplace, geography and recruiting branch involvement.
3. To implement a formal process enabling branches to query, challenge and resolve disputed member allocations within defined timescales.
4. To ensure that Branch Secretaries are granted appropriate access to view relevant membership allocation data within the Union's membership systems, subject to data protection and GDPR compliance.
5. To require that all digital and paper membership application processes include a clear option for applicants to identify the appropriate branch, including where applicable the recruiting branch, industry and region.
6. To report back to branches within 12 months with findings, recommendations and any proposed rule amendments necessary to ensure transparency, fairness and accountability in member allocation.

Great Western

36

Our branch believes that for too long the CWU has relied on the core businesses for our membership. These businesses have for several years been downsizing their staffing levels to the detriment of our potential membership and thus our recruiting levels.

Our branch also believes that to counter this and to increase our membership potential we must, as a matter of great urgency, look to recruiting outside of our core businesses.

SECTION 5A – MEMBERSHIP/LEGAL/COMMS

Monday (10.40 – 11.25)

To that end the NEC is instructed to create, within the next 12 months, an advertising sub department within the Organizing and Recruitment dept, the funding of the Advertising dept to be determined by the head of head of the finance dept. The aim of the Advertising dept will be to advertise and promote the CWU on a National, regional and local level. To create template advertising such as Radio/TV ads, Social media advertising, Newspaper, and magazine ads, and to seek out possible sponsorship opportunities (This list is not exhaustive), which can be used by individual branches and CWU HQ to promote the Union to a wider potential membership base. To produce flyers, pamphlets and other promotional material which can be used at various events to deliver a consistent message of the importance of joining the CWU to those who may not even know what a Union is or that they have the right join our Union.

Our Union is fortunate in that it already has an excellent Communications dept in place with a media suite which could be utilised by the Advertising Dept to produce our own audio/visual advertising.

Our Union cannot survive without new members. New members will only join if they know who we are and what we do. The only way we can reach those potentially thousands of new members is by telling them 'We are here for you.'

Essex and Central Counties

37 Delete current rule 4.1.11 and replace with:

Receive a death benefit consisting of a payment to the spouse, next of kin, or other legal assignee, in the sum of £1,133 should the member die whilst in membership of the Union. This figure will be increased at the same time as membership subscriptions are increased and by the same percentage of any increase. It shall be the responsibility of the NEC that these provisions are implemented.

National Executive Council

38 Delete Rule 4.3.1 b) and replace with:

b) It may also be conferred upon:

(i) A National Officer of the Union provided such an Officer has been a member of and rendered distinguished service to the Branch.

(ii) Any other relevant persons not otherwise eligible for full membership of the Branch who have rendered distinguished service to the Branch and the Communication Workers Union (or its predecessors).

Insert new Rule 4.3.1 d)

d) Only those awarded Branch Honorary Membership under Rule 4.3.1 a) and Rule 4.3.1 b)(i) will qualify to have their Union subscriptions paid by their awarding Branch.

Glasgow and District Amal

39 Amend Rule 6.1.2.d to read

Rule 6

d) Keep members informed on local and national matters, including AGMs, Branch nominations and elections, by email, text and the branch website (if the branch has a website) and where there are no email and telephone contact details held by the branch they are to inform the member by post.

Great Western

40 Delete rule 8.2 and replace with:

2. President and Vice President

1. The Union shall have a President and Vice-President. These offices shall rotate annually between the Chairs of each Industrial Executive.
2. The president shall chair the NEC.
3. The chairing of biennial conference will rotate between constituencies and be chaired by the President or the Vice President from the appropriate constituency. In the event a special conference is called, this will be chaired by the President.
4. The Vice-President shall deputise for the President.
5. The President is the principle lay-official of the Union and shall be responsible for ensuring the Union acts in accordance with its Rules.

SECTION 10 – RULES

Monday (11.25 – 12.30)

6. The President may intervene and rule on the inclusion of any motion before General/Special Conference deemed to be out with the Rules.
7. Where any ambiguity arises regarding the interpretation of the Union's rules, the President shall make a ruling. Subject to relevant standing orders, the President's ruling on any such matter shall be regarded as final.
8. The President shall be kept informed of any national discussions impinging upon the CWU's status as defined by the Rules.

National Executive Council

41 Add new Rule 9.2.3

Add new rule 9.2.3 as follows and renumber the rest of current rule 9.2 accordingly:

The General Secretary has the power to authorise:

- (a) The bringing or defending legal proceedings of any type by the Union and funding by the Union of any of its costs including disbursements, of and occasioned by such legal proceedings:
- (b) Funding by the Union of any costs, including disbursements of and proceedings by any member or members

Authorisation for the purposes above may be given retrospectively.

The above is without prejudice to the power of the General Secretary, at any time, to impose such limitations, terms or conditions upon the duration, nature or extent of any such funding as the General Secretary shall think fit, irrespective of whether such funding has or has not commenced.

National Executive Council

42 Delete Rule 10.1.2 and replace with

The normal length of the Biennial Conference shall be 6 days with 3 days allocated to General Conference of which half a day will be dedicated to Equality Policy and up to half a day dedicated Rule Revision session and 3 days allocated to the Postal and Telecoms and Financial Services Conference.

Greater Mersey Amal

43 Amend Rule 10.5.2 add at end

- e) Regional Retired Members committee shall be entitled to submit one motion to General Conference.
- f) Regional Young Workers committee shall be entitled to submit one motion to General Conference

Harrow and District Amal

44 Delete rule 10.7 and replace with

“Voting Procedures

Voting at the General Conference shall normally be by a show of hands.

A card vote may be called for either by the Chair of the General Conference or when thirty delegates are on their feet calling for such a vote.

When a card vote is taken it shall normally be based on the General Conference Branch Membership count including retired members, except where the motion does not affect Retired members.

A proposition shall be treated as carried if it obtains a simple majority of the votes cast.”

Leeds No.1 Amal

SECTION 8 – POLITICAL FUND MANAGEMENT

Monday (14.20 – 15.40)

45

If carried 46, 47, 48, 49 and 50 Fall

Labour Party Relationship

Conference notes that the NEC Special Report acknowledges serious political and economic failings, including the failure to tackle wealth inequality and the need for a significant change in direction.

Conference believes that continued affiliation to the Labour Party, in the absence of demonstrable and material change aligned with CWU policy, weakens the political leverage and independence of the Communication Workers Union.

Conference therefore instructs the NEC to amend the Special Report by deleting the section proposing the continuation of affiliation and replacing it with:

1. That the NEC take the necessary steps, in accordance with CWU Rules and statutory requirements to terminate the Union's affiliation to the Labour Party.
2. That the Political Fund be retained and deployed in line with Rule to advance the industrial and economic interests of CWU members.

Conference affirms that political support must be accountable, strategic and conditional.

Midland No.1

46

COMPOSITE MOTION

If Carried 49 and 50 Fall

Add after:

"and to use any and all necessary means to achieve this change." In bullet point 1 of the proposals

The NEC are therefore instructed to approach other affiliated unions with the aim of developing a campaign within the Labour Party involving trade unions, MP's, CLP's and Party members, to bring this about. The NEC are further instructed to produce material directed at our Reps and members explaining the background and reasoning for this policy and why they should become involved in this campaign and how.

**Greater London Combined
Greater Manchester**

47

If Carried 49 and 50 Fall

At the end of the Special Report, insert the following additional bullet point:

"– To develop a strategy for maximising CWU influence and participation within the Labour Party by identifying and utilising existing assets and resources at all levels of the Party and promoting and encouraging Labour Party membership and activism in pursuit of legitimate CWU and wider trade union interests through the existing structures."

Glasgow and District Amal

SECTION 8 – POLITICAL FUND MANAGEMENT

Monday (14.20 – 15.40)

48

If Carried 49 and 50 Fall

Bullet Point 3, Page 3 – Add at end:

In addition to the 2021 policy, Conference agrees that the Labour Party's continued use of various "Gig Economy" Postal Providers represents an affront to the CWU Membership. The CWU will explore all options, not excluding additional withholding of finances in order to bring this matter to a conclusion acceptable to the membership.

North West Central Amal

49

If Carried 50 Falls

Replace "We are therefore proposing to take the following steps, in continuing our Labour affiliation:"

with "We are therefore proposing to disaffiliate from the Labour Party, and also:"

Replace "To reaffirm our 2021 policy to abstain from paying any donations to the central Labour Party, outside our affiliation fees and to only support politicians who support our members and trade unionism. "

with "To increase member level engagement and democratic control of our political strategy and spending, starting with organising regular open political meetings for members."

UTAW National

50

Amend the Policy as follows

Remove the word "continued" from the second line of the report.

Following the paragraph ending,

"This is about trade unions, community groups and working-class people calling for change and using all political, industrial and social levers available to us to achieve this change."

Insert a new paragraph,

Considering the above the CWU also recognises that the Green Party has campaigned on left wing policies and is having success. This includes the Gorton and Denton by-election stopping Reform UK. The CWU also recognises that Jeremy Corbyn, who has always supported the CWU, and Zarah Sultana, who supported the Enough is Enough Campaign, and others have launched Your Party and will be standing in forthcoming elections.

Remove the word "continuing" from "We are therefore to take the following steps, in continuing our affiliation" on the second page.

Remove the second bullet point on the second page and replace with,

SECTION 8 – POLITICAL FUND MANAGEMENT

Monday (14.20 – 15.40)

“To reaffirm our 2021 policy to abstain from paying any donations to the central Labour Party. To also go further and end our affiliation and only support politicians, in and out of the Labour Party, who support our members and trade unionism.”

South Central Postal

- 51** Conference agrees that the policy contained within the Special Report entitled ‘Labour Party relationship’ together with the amendments that have been carried by this Conference now form CWU policy on our Labour Party relationship.

National Executive Council

52 Conference agrees that since Redesign, the overwhelming principle was to streamline the CWU and bring the whole union together as One Union. Conference notes that there have been many positive changes in moving towards that goal.

Conference also notes that within the Union's Rule Book as it is currently written, has some contradictions to achieving a truly One Union.

Conference notes the following rules:

Rule 15.1.4:

Each proposal to amend the rules receiving a majority in support including a majority within each of the following;

- a) the Postal Constituency
- b) the Telecoms and Financial Services Constituency shall then form part of the rules of the Union.

Rule 15.3.4:

At each General Conference Rules Revision session each proposal to amend the rules receiving a two thirds majority in support, including a two thirds majority within each of the following;

- a) the Postal Constituency
- b) the Telecoms and Financial Services Constituency shall then form part of the rules of the Union.

Conference therefore instructs the NEC to consult with Branches about possible changes that could include, rule changes being carried by simple majority at all Conferences, harmonising 15.3.4 in line with 15.1.4 for example, before bringing forward rule changes that address the contradictions and that meet the principle of a One Union approach.

The NEC is instructed accordingly.

Leeds No.1 Amal

53 Conference notes:

- The important role that dedicated organising support has played in recruiting, supporting and consolidating members in non-core and unrecognised workplaces.
- That the CWU has a duty to represent and support members in non-core workplaces. This includes the reasonable expectation of those member to be supported by the Union to secure collective bargaining rights and effective workplace representation.
- That the CWU Organising Department has been dismantled, creating uncertainty about how organising support for non-core companies will now be delivered.

SECTION 4B - STRATEGY

Monday (15.40 – 16.15)

- The document discussing Organising within the context of CWU restructuring which was presented by the SLT on behalf of the NEC to the 2025 Restructuring Conference in Blackpool provided no detailed analysis of Organising within CWU and no serious cost benefit analysis.
- The Employment Rights Act 2025 (formerly the Employment Rights Bill), which received Royal Assent on 18 December 2025, introduces significant changes to worker rights in the UK, including improved access rights for trade unions.

Conference believes:

- The recruitment of members from outside the core employers can increase overall CWU membership and counter the falling membership rates driven by reduced headcount in core employers.
- That without a clear strategy and dedicated resources, members in non-core members risk being locked out of collective bargaining.
- That the Union must proactively target non core employers where existing CWU memberships meet the threshold to pursue Recognition through the statutory process in order to fulfil the obligation described above.

Conference therefore instructs the NEC to:

- Produce a specific cost benefit analysis of the organising campaign within Wincanton/Screwfix as this represents a discrete example of a successful organising project that has won collective bargaining rights for non core members.
- In light of the above produce and report back within 6 months on a clear plan for how the Union will provide dedicated organising and membership support to non-core members in the absence of a standalone Organising Department.
- Allocate appropriate resources, staff time and training to ensure effective organising support for non-core members.
- Monitor and report annually on membership trends in non-core workplaces and the impact of organising interventions.

Midland No.1

54 Conference will remember when we passed Motion 34 at General Conference 2022 (reproduced below for ease of reference)

"This was so reps and members could easily understand the important documents and communications coming out of HQ. The deluge of Initialisms, acronyms and abbreviations makes some of these hard work to understand if you are not familiar with the terminology."

Unfortunately, this policy is not always being adhered to.

The NEC is therefore instructed to familiar itself with the contents of the motion and follow them as instructed as a courtesy to reps and members.

Conference agrees that as a Union we should proactively seek to reduce barriers to participation in all parts, and at all levels of the Union.

Understanding communications on new agreements, policies and legislation can be daunting to both new and experienced reps. It is widely accepted within most, if not all fields and disciplines that initialisms, acronyms and abbreviations are spelled out in full when used for the first time in any document. Many initialisms, acronyms and abbreviations may well be extremely familiar to almost everyone such as A/L for annual leave or CWU for Communication Workers Union, but it is unfair to assume everyone would understand all of them, especially when some even get reused to mean something different. Conference therefore instructs the National Executive Committee to ensure that at every level, initialisms, acronyms and abbreviations used within our field must be spelled out in full the first time they are used in every document or communication (or a comprehensive appendix provided for their meanings) from the Union forthwith.

Gloucestershire Amal

55 COMPOSITE MOTION

Conference fully supports and commends the ongoing campaigns led by the CWU Retired Members Committee, the CWU National Executive Committee, and UK pensioner organisations on behalf of retired, elderly, and disabled people across wider society.

Conference recognises, however, that far more must be done. The growing perception among this section of society that political parties are sidelining their needs demands a renewed and urgent response from the wider trade union movement. Conference therefore agrees that the movement must press the Government to deliver meaningful improvements in the following areas:

1. **Social Care and Pensioner Poverty**
 - Campaign for improved social care provision for elderly members.
 - Defend and enhance entitlements that protect older people from all forms of pensioner poverty.
2. **Protection of Cash Payments**
 - Campaign for legislation making it unlawful for food outlets, restaurants, pubs, and retailers to refuse cash payments or insist on card-only transactions.
 - Ensure that cash remains a viable, accessible method of payment for all.
3. **Ending Digital Exclusion**
 - Work with UK pensioner organisations to insist that Government enforces the Equality Act to eliminate digital exclusion.
 - Challenge companies that fail to provide non-digital customer service or complaints Channels.
4. **UN Convention on the Rights of Older Persons**
 - Press the Labour Government to stop delaying its position on the proposed UN Convention on the Rights of Older Persons.
 - Demand that the UK joins the 64 countries already committed to developing protective legislation for older people.
 - Support the Early Day Motion currently before Parliament and encourage MPs to add their names in support of this vital cause.
5. **Tackling Energy Unaffordability**
 - Campaign for the extension of the Warm Home Discount beyond April 2026.
 - Oppose the Government's continued "consultation" delays, which leave vulnerable households in uncertainty.
6. **Strengthening Trade Union Leadership on Retired & Disabled Members' rights.**
 - Recognise the power of trade unions to deliver progressive change, as demonstrated by the recent employment rights bill.
 - Instruct the CWU National Executive to work with like-minded unions to urge the TUC to lead a national campaign to defend and improve the inadequate entitlements currently available to retired, disabled, and less able citizens.

- **Commit to raising living standards and ensuring dignity, inclusion, and fairness for all in later life.**

Eastern No.6
East London Postal

56 State Pension payments should be exempt from the Personal Allowance taxation threshold and therefore remain untaxed when in payment.

Tax thresholds have been frozen until April 2031 and for tax year 2025/6 the Full State Pension of £11,973 is perilously close to the Personal Allowance of £12,570. Meaning that, an increase of more than .45% will cause tax to be payable on that Full State Pension payment.

Tax should be liable on all income and State Pension payments should be included in the figures for general taxation but there are those whose only source of income is the State Pension and they should be exempt from tax.

Conference therefore instructs the National Executive Committee to raise this matter with government and to encourage the Labour Party, the TUC and all pensioner groups to campaign for a State Pension Tax Payment Exemption.

Midland No.1

57 Conference agreed that Pensioners are worse off because of the frozen personal allowance of £12750 introduced by the Conservative government in 2022 and some don't get the full benefit of the triple lock because this brings them above the tax threshold, it is said that the personal allowance will not rise until 2028 or maybe later. Therefore, conference instructs the NEC to work with the RMC, TUC and all other interested bodies to put pressure on the government to provide an exemption to the Personal Allowance for the State Pension.

Retired Members Conference

SECTION 2B – EDUCATION AND TRAINING

Monday (16.45 – 17.30)

58 Over 15% of people in the workplace have an existing mental health condition and there are many who suffer in silence. Last year the Samaritans reported that there were 5656 suicides, which is 372 more than 2022.

Mental health is a prevalent topic that is always overlooked and never thoroughly supported whether that's by us as individuals or by employers in the workplace in general. Just like how there is always someone qualified to deliver first aid on site, we believe similar provisions should be made for mental health support. As a Union we believe the presence of mental health first aiders would play a role in combating mental health and offer the real workplace support workers deserve with mental health first aiders available at every workplace and ready to respond.

Conference instructs the National Executive Committee to ensure every branch implements the mental health first aider training that is available, and make sure every branch has a mental health first aider readily available if needed to help improve mental health in the workplace.

Young Workers Conference

59 Conference notes the significant changes to employment law that are taking place as a result of the Employment Rights Act (2025). Conference also notes the increased willingness of employers to take cases to employment tribunals rather than settle cases privately.

As a result of this, conference believes that while employment tribunal work should continue to be conducted by the most experienced reps such as branch secretaries or legal and medical officers, all reps increasingly require discrete employment law training to fulfil their roles effectively.

To achieve this conference calls on the NEC to develop and deliver Employment Law courses that cover the following topics:

- The fundamentals of Employment Law
- The changes to Employment Law resulting from the most recent Employment Rights Act
- How to prepare for and support members through employment tribunals
- CWU employment tribunal policies and procedures

Wales and Marches Regional Education Committee

60 Dementia is Britain's leading cause of death, with more people dying of the condition in England and Wales than any other cause. In Scotland it is second only to coronary heart disease. The most underfunded disease and one that has the biggest impact. (Office of National Statistics).

Dementia is a cruel and disabling disease. The impact on members and their families are at times devastating.

Members can find themselves being carers and having to juggle work and their caring commitments. This adds to the pressure and members may struggle to manage, which ultimately may lead to sickness and staff hitting triggers under sickness policies.

SECTION 2B – EDUCATION AND TRAINING

Monday (16.45 – 17.30)

Conference, Members suffering from the above need time and understanding and support from Management and others to reduce the impact of Dementia. to reduce some of their stress levels at this difficult time.

Conference instructs the NEC in partnership with the / Equality/ Training department to provide training for representatives to enable them to support members with onset of Dementia whilst working and members who care for family and friends with this devastating illness to give a better understanding the impact this has on members working life and to bring it to the forefront of CWU campaigning and organising.

York and District Amal

61 This Conference is committed to supporting a programme of education and training for our activists so that our Reps have the skills and knowledge to provide first class representation for our members.

There is currently a mixture of accredited and non-accredited courses available. This conference instructs the NEC to work in conjunction with the Equality, Education and Development department to move away from accredited courses.

This will allow more flexibility on the provision of courses as accredited courses can be restrictive on numbers and prohibitive because of cost.

The NEC is instructed accordingly.

Harrow and District Amal

62

This conference notes that the UK has the highest energy prices in the world. Part of the reason for this is the enormous cost of Nuclear Power. The original costs of Hinckley Point 'C' in Somerset have soared from the original cost estimate of £18 billion to £35 billion, with total costs potentially exceeding £48-£50 billion in current prices. The latest estimate for Sizewell C in Suffolk is £40 billion, with the likelihood of increased cost in the future. The Regulated Asset Base (RAB) model of funding for Sizewell adds to household energy bills for at least a decade. Added to that are the costs for nuclear waste disposal. Estimates for cleaning up Britain's historic nuclear legacy range from £99 billion to over £260 billion.

It is not just the cost of nuclear energy that is a major problem but the potential for catastrophe and threat to human life, demonstrated over the years by the accidents at Windscale, Three Mile Island, Chernobyl and Fukushima. There is potential for terrorist attacks, insider sabotage, cyberattacks or aircraft crashes that could all lead to widespread disaster.

There are also problems of transportation of waste and safe storage of waste products which have radioactive lifespans of hundreds of thousands of years. The mining of Uranium is also a major health and safety issue and at the current rate of uranium consumption, with conventional reactors the world supply of viable uranium will run out by the end of the century.

Conference recognises that the problems of carbon emissions and global warming have to be dealt with by moving away from the burning of fossil fuels. But there is the availability of alternative cheaper low carbon renewable energy supplies, rather than nuclear energy. 1100 wind turbines can generate the same output as the Hinckley Point C reactors at less than a quarter of the cost. Variability in wind power production can be offset with hydro output at peak demands. Hydro capacity currently accounted for 15.4% of total power plant. The new 'high-density' hydro system near Plymouth shows the huge potential for future development. In addition to UK hydro capacity the 450-mile submarine power cable to Norway that opened in October 2021 allows the export of wind generated power to renew hydro capacity and importation of electricity at peak demand. The production of green hydrogen and using it as an energy storage medium is also a solution to enabling large scale renewable integration.

Other renewable supply includes solar energy that currently provides 6.3% of UK electricity and is also a cheaper alternative to nuclear energy. Tidal power stations, such as the EDF Rance power station in Brittany, have paid for themselves in 20 years and show the enormous potential in the UK. The Southampton ground source heat pump energy scheme and the new mini power station and lithium extraction plant near Redruth in Cornwall show the huge potential for geothermal projects. The proposed 650-mile Icelink electricity interconnector between Iceland and Great Britain would also enable the import of reliable geothermal electricity. Wave power generation in the UK also has tremendous potential if investment was made. All of these projects could provide jobs and offset any job losses involved in abandoning nuclear energy.

This Conference therefore instructs the NEC to:

- Oppose proposals for new nuclear energy projects both within the TUC, the Labour Party and other CWU affiliated organisations
- To oppose the classification of Nuclear Energy as a 'green energy' and to argue the case for a renewable energy supply.

- To oppose the classification of Nuclear Energy as a “green energy” and to argue the case for a renewable energy supply.

Essex Amal

63

In the last four years the Standing Charge levied by energy and water companies has tripled, rising nearly 300% above inflation. The average person is now paying more than £300 per year before they use any utility.

It is wrong that people are charged even if they don't use energy adding to the already vast profits of the utility companies. This conference agrees that the CWU will lead a campaign called New Utility Deal (as with the “New Deal for Workers”) amongst Trade Unions, political parties, the NPC and similar organisations to lobby the Labour government to scrap the Standing Charge on all Gas, Electricity and Water bills as well as making it illegal for companies to charge those on prepayment meters a higher rate than any other standard tariff.

To start the campaign an appropriate motion will be put to the Labour Party and TUC conferences and any other appropriate body or forum at the earliest opportunity.

The NEC is instructed accordingly

Greater Manchester

MOTIONS NOT ADMITTED TO THE AGENDA

64 Conference remembers when the first learning agreements were drawn up in around 2009 that they were a partnership with our respective employers.

Broadly, this meant that the employer would provide the premises and release for the ULR and the ULR would run the learning centre, analyse learning needs, promote learning, find courses, arrange learning, and provide information, advice and guidance for all staff on site.

ULRs are expected to serve the whole workforce, which is why the amount of release that they are afforded is not related to CWU membership size.

ULR release is enshrined in the Employment Act 2002 c. 22, Part 4 Miscellaneous Section 43, and has been hard fought for over the last 17 years within our industries.

Conference therefore instructs the NEC to ensure that ULR release should not now, nor ever be, frittered away as a bargaining chip with an employer for IR release.

South West Regional Learning Committee

65 This Conference welcomes the passing of the Employment Rights Act by the Labour Government at the end of 2025. We recognise the important gains for working people in the Act and the subsequent secondary legislation including immediate individual rights to sick pay, parental rights bereavement leave, guaranteed hours and the introduction of comprehensive employment rights after six months. We also welcome improved and simplified balloting arrangements and look forward to the upgrade in collective rights on union recognition, access to the workplace to organise and the removal of restrictions to take industrial action including the 50% threshold. We also welcome the strengthening of equality rights on tackling sexual harassment and unequal pay.

Now is the time for the CWU to work with other Labour Party affiliated Unions to press the Government for a second Employment Rights Bill. This should create rights to collective bargaining across all sectors of the economy, a legal 'single status' of worker, and rights to take industrial action that reflects the complex ownership arrangements of modern capitalism. We also call for the second Act to strengthen the restrictions on 'hire and fire' and remove loopholes that allow mass casualisation to be the norm in swathes of the labour market. We also call for a ERB 2 to address the increasing use of Artificial Intelligence (AI) and surveillance culture in contemporary workplaces.

Greater London Combined

66 This Conference notes that access to comprehensive broadband services are vital for economic growth and productivity in the UK. Remote working and learning has become more common as well as online access to public and local services such as health and social security. We demand that the Government supports equal access to technology that is currently denied to many including those who are poorer and more vulnerable. We believe Government should invest in services that can help tackle the digital divide, aid community cohesion and help overcome inequalities.

We recognise that telecommunication is an essential service for all citizens and that we will not achieve the real economic, social and environmental benefits that are possible from the development of new technology unless there is better regulation, public investment, future public ownership with greater democratic control of the infrastructure that facilitates the provisions of telecommunications services.

Greater London Combined

67 Amend Rule 6,7, 8, 9 and 12

In Rule 6 Section 4.6 remove ", Labour Parties"

In Rule 7 Section 1.2 remove "Regional Labour Parties and"

In Rule 8 Section 10 remove ", Labour Party"

In Rule 8 Section 12.4b remove ", Young Labour"

In Rule 8 Section 12.4c remove ", Young Labour"

In Rule 9 Section 1.5e remove "the Labour Party and"

In Rule 12 Section 12.1 remove "and affiliate to Constituency Labour Parties. The condition to affiliate to Constituency Labour Parties shall not extend to Branches in Northern Ireland"

In Rule 12 Section 15 remove "within the Labour Party"

Remove the entirety of Rule 12 Section 13 - Labour Party Conference

Remove the entirety of Rule 12 Section 14 - Labour Party NEC

Reorder Rule 12 Section 15 to Rule 12 Section 13

UTAW National

68 Provision of Sanitary Bins in Male Toilets

Conference welcomes the work of Prostate Cancer UK's "The Boys Need Bins" campaign, which raises awareness of male incontinence and the need for appropriate disposal facilities in male toilets. The campaign, supported by national organisations and the All-Party Parliamentary Group for Bladder and Bowel Continence Care, calls for mandatory provision of bins in all male toilets.

Prostate cancer is the most common cancer affecting men. One in eight men will be diagnosed during their lifetime, rising to one in four among Black men. Up to 60% of men undergoing surgical treatment experience urinary incontinence. In addition, one in 25 men over 40 experiences urinary leakage each year, and one in 20 men aged 60 and over experiences bowel incontinence.

For these men, the ability to dispose of incontinence and related hygiene products safely, discreetly, and hygienically is essential to their dignity and wellbeing. The absence of sanitary bins in male toilets can lead to embarrassment, stress, and social isolation. Requiring men to use disabled toilets to access disposal facilities is unacceptable and undermines inclusive provision.

Conference therefore recognises the need for sanitary bins in male toilets to enable the proper disposal of incontinence pads, stoma and catheter waste, and other hygiene products.

Conference instructs the NEC to:

- Work with employers where CWU members are employed to ensure that at least one sanitary bin is provided in male toilets.

MOTIONS NOT ADMITTED TO THE AGENDA

- Lobby the Government to introduce legislation requiring sanitary bins in all male toilets nationally.

Somerset, Devon and Cornwall

69 Conference remembers when the first learning agreements were drawn up in around 2009 that they were a partnership with our respective employers.

Broadly, this meant that the employer would provide the premises and release for the Union Learning Reps (ULR) and the ULR would run the learning centre, analyse learning needs, promote learning, find courses, arrange learning, and provide information, advice and guidance for all staff on site.

ULRs are expected to serve the whole workforce, which is why the amount of release that they are afforded is not related to CWU membership size.

ULR release is enshrined in the Employment Act 2002 c. 22, Part 4 Miscellaneous Section 43, and has been hard fought for over the last 17 years within our industries.

Conference therefore instructs the NEC to ensure that ULR release should not now, nor ever be, frittered away as a bargaining chip with an employer for IR release.

Gloucestershire Amal

70 This Conference endorses the NEC report published to Branches on 27th February 2026, on the subject of Special Report to CWU Conference: Labour Party Relationship.

Mersey

71 Conference notes and welcomes the NEC Special Report to Conference on the subject of the relationship of the labour Party.

However, we believe the report does not allow Conference to fully explore the consequential's of its findings and propose the following amendments.

On page 3 DELETE the wording "in continuing our labour affiliation".

Immediately afterwards to INSERT the wording "To discuss and vote on the issue of our continued affiliation to the Labour Party"

The NEC is instructed to act accordingly.

Highland Amal

OBITUARY LIST

During the period since the last General Conference, the National Executive Council has learned with regret of the death of a number of respected colleagues of the union. Among them were the following:

M M AFZAL	BIRMINGHAM DISTRICT AMAL	J BOWDEN	EASTERN NO.5
S DALEY	BIRMINGHAM DISTRICT AMAL	D ELMER	EASTERN NO.5
R S DEOL	BIRMINGHAM DISTRICT AMAL	L ESPINOZA	EASTERN NO.5
H J GLASFORD	BIRMINGHAM DISTRICT AMAL	K HALLS	EASTERN NO.5
A B HALFORD	BIRMINGHAM DISTRICT AMAL	M HAMILTON	EASTERN NO.5
R HALL	BIRMINGHAM DISTRICT AMAL	F HARRIS	EASTERN NO.5
A HARVEY	BIRMINGHAM DISTRICT AMAL	M HOUGHTING	EASTERN NO.5
B HILTON	BIRMINGHAM DISTRICT AMAL	F JONES	EASTERN NO.5
P MCCOURT	BIRMINGHAM DISTRICT AMAL	J KENT	EASTERN NO.5
R S MISTRY	BIRMINGHAM DISTRICT AMAL	T LANGRIDGE	EASTERN NO.5
K MORLEY	BIRMINGHAM DISTRICT AMAL	M MALTON	EASTERN NO.5
F J BAKER	BOURNEMOUTH & DORSET AMAL	J MCGRAPH	EASTERN NO.5
G BLISSETT	BOURNEMOUTH & DORSET AMAL	I MOODY	EASTERN NO.5
B CASTLE	BOURNEMOUTH & DORSET AMAL	H NORMAN	EASTERN NO.5
F HOLLAND	BOURNEMOUTH & DORSET AMAL	R NORTHCOTT	EASTERN NO.5
D P KELLY	BOURNEMOUTH & DORSET AMAL	N PELECH	EASTERN NO.5
E R MORLEY	BOURNEMOUTH & DORSET AMAL	N PURTILL	EASTERN NO.5
M POWER	BOURNEMOUTH & DORSET AMAL	A SMITH	EASTERN NO.5
J V WYETH	BOURNEMOUTH & DORSET AMAL	A STACEY	EASTERN NO.5
M BIDMEAD	BRISTOL AND DISTRICT AMAL	B STANSFIELD	EASTERN NO.5
M BRIDGES	BRISTOL AND DISTRICT AMAL	V STEVENSON	EASTERN NO.5
G CHAPMAN	BRISTOL AND DISTRICT AMAL	M SUDBURY	EASTERN NO.5
J DAVIES	BRISTOL AND DISTRICT AMAL	A TAYLOR	EASTERN NO.5
M ENDICOTT	BRISTOL AND DISTRICT AMAL	D WADE	EASTERN NO.5
M FLETCHER	BRISTOL AND DISTRICT AMAL	B WARD	EASTERN NO.5
M GREZEGORCZYK	BRISTOL AND DISTRICT AMAL	D WILLIS	EASTERN NO.5
P HARRIS	BRISTOL AND DISTRICT AMAL	P FLETCHER	EASTERN NO.6
P JOHNSON	BRISTOL AND DISTRICT AMAL	P LOWE	EASTERN NO.6
A PALMER	BRISTOL AND DISTRICT AMAL	D SMYTH	EASTERN NO.6
G PERRETT	BRISTOL AND DISTRICT AMAL	K TALBOT	EASTERN NO.6
E SPEAR	BRISTOL AND DISTRICT AMAL	H CHARLETON	EDINBURGH, DUNDEE & BORDERS
D THOMAS	BRISTOL AND DISTRICT AMAL	K MAYERS	EDINBURGH, DUNDEE & BORDERS
M WOLLACOTT	BRISTOL AND DISTRICT AMAL	R MURRAY	EDINBURGH, DUNDEE & BORDERS
K BARNETT	CHESHIRE NO.1 AMAL	G FLINDALL	ESSEX AMAL
A FARRELL	CHESHIRE NO.1 AMAL	D GUNN	ESSEX AMAL
G FRADLEY	CHESHIRE NO.1 AMAL	M HARVEY	ESSEX AMAL
T SAYLE	CHESHIRE NO.1 AMAL	D SYMES	ESSEX AMAL
T CANTER	CROYDON AND SUTTON AMAL	A SZWED	ESSEX AMAL
J CASACLANG	CROYDON AND SUTTON AMAL	P G ALLEN	ESSEX & CENTRAL COUNTIES
J COWIE	CROYDON AND SUTTON AMAL	N ANDERSON	ESSEX & CENTRAL COUNTIES
D NEWNHAM	CROYDON AND SUTTON AMAL	R BRYANT	ESSEX & CENTRAL COUNTIES
T VASILEVA-MARINOVA	CROYDON AND SUTTON AMAL	D J BRAISHER	ESSEX & CENTRAL COUNTIES
A KERR	CWU NATIONAL OFFICER	R BROWNING	ESSEX & CENTRAL COUNTIES
L ROY	CWU NATIONAL OFFICER	D BUSHROD	ESSEX & CENTRAL COUNTIES
S BIGSBY	EAST LONDON POSTAL	D BUY	ESSEX & CENTRAL COUNTIES
S DAVIES	EAST LONDON POSTAL	B CASWELL	ESSEX & CENTRAL COUNTIES
S GRIMSHAW	EAST LONDON POSTAL	K CHASE	ESSEX & CENTRAL COUNTIES
R HUDSON	EAST LONDON POSTAL	P COBBOLD	ESSEX & CENTRAL COUNTIES
R JOHNSON	EAST LONDON POSTAL	F COOK	ESSEX & CENTRAL COUNTIES
S RAJU	EAST LONDON POSTAL	R DAVIS	ESSEX & CENTRAL COUNTIES
S TAYLOR	EAST LONDON POSTAL	D EDWARDS	ESSEX & CENTRAL COUNTIES
L WAKER	EAST LONDON POSTAL	J F GRUNDY	ESSEX & CENTRAL COUNTIES
P BROWN	EASTERN NO.3	J HARBORD	ESSEX & CENTRAL COUNTIES
J CHAPLIN	EASTERN NO.3	K W HEDGES	ESSEX & CENTRAL COUNTIES
J CLARK	EASTERN NO.3	G HOWEY	ESSEX & CENTRAL COUNTIES
M DOOLEY	EASTERN NO.3	D ISHAM	ESSEX & CENTRAL COUNTIES
P MEREDITH	EASTERN NO.3	P A JEANES	ESSEX & CENTRAL COUNTIES
A PARTRIDGE	EASTERN NO.3	D KING	ESSEX & CENTRAL COUNTIES
N WHITEMAN	EASTERN NO.3	S LAZARUS	ESSEX & CENTRAL COUNTIES
A ANGEL	EASTERN NO.5	P LEWIS	ESSEX & CENTRAL COUNTIES
C AUGUSTUS	EASTERN NO.5	S LISECKI	ESSEX & CENTRAL COUNTIES
B AXTEN	EASTERN NO.5	A LUDLOW	ESSEX & CENTRAL COUNTIES
		G MABBS	ESSEX & CENTRAL COUNTIES

OBITUARY LIST

F FOSTER	MIDLAND NO.1	C MCHUGH	NORTHERN IRELAND TELECOMS
R GOODALL	MIDLAND NO.1	M MCMAHON	NORTHERN IRELAND TELECOMS
J GORDON	MIDLAND NO.1	E MCQUISTON	NORTHERN IRELAND TELECOMS
G GREEN	MIDLAND NO.1	V MEEHAN	NORTHERN IRELAND TELECOMS
M GREENE	MIDLAND NO.1	J MITCHELL	NORTHERN IRELAND TELECOMS
M GROGAN	MIDLAND NO.1	O MORAN	NORTHERN IRELAND TELECOMS
K HALE	MIDLAND NO.1	T A NESBITT	NORTHERN IRELAND TELECOMS
P HALL	MIDLAND NO.1	D QUINN	NORTHERN IRELAND TELECOMS
J HAMBIDGE	MIDLAND NO.1	C D RALEY	NORTHERN IRELAND TELECOMS
S JACKSON	MIDLAND NO.1	A SCOTT	NORTHERN IRELAND TELECOMS
N KOKIC	MIDLAND NO.1	J P STAFFORD	NORTHERN IRELAND TELECOMS
J KYFFIN	MIDLAND NO.1	J STARKEY	NORTHERN IRELAND TELECOMS
C LEWIS	MIDLAND NO.1	S THOMAS	NORTHERN IRELAND TELECOMS
E LEWIS	MIDLAND NO.1	S THOMPSON	NORTHERN IRELAND TELECOMS
E LUCAS	MIDLAND NO.1	K G WALKER	NORTHERN IRELAND TELECOMS
P MASSEY	MIDLAND NO.1	C WALKER	NORTHERN IRELAND TELECOMS
J PEARCE	MIDLAND NO.1	W J WALKER	NORTHERN IRELAND TELECOMS
E PEPPER	MIDLAND NO.1	R WHIBLEY	NORTHERN IRELAND TELECOMS
J PHILLIPS	MIDLAND NO.1	J CONSTANINO DE	SHROPSHIRE AND MID WALES
D POTTER	MIDLAND NO.1	ANDRADE-MAIA	
D POWELL	MIDLAND NO.1	I PUGH	SHROPSHIRE AND MID WALES
M PRESTRIDGE	MIDLAND NO.1	P STOKES	SHROPSHIRE AND MID WALES
K ROBERTS	MIDLAND NO.1	A ADAEV	SOMERSET, DEVON & CORNWALL
J SALT	MIDLAND NO.1	D ALLAN	SOMERSET, DEVON & CORNWALL
A SHARPE	MIDLAND NO.1	S BATES	SOMERSET, DEVON & CORNWALL
D SPROSTON	MIDLAND NO.1	R D CASLEY	SOMERSET, DEVON & CORNWALL
J SWEENEY	MIDLAND NO.1	D E P CHEDGEY	SOMERSET, DEVON & CORNWALL
M TOLAND	MIDLAND NO.1	D CHIVERS	SOMERSET, DEVON & CORNWALL
K TRETHOWAN	MIDLAND NO.1	D COLLINGS	SOMERSET, DEVON & CORNWALL
D TWIST	MIDLAND NO.1	J DAVIES	SOMERSET, DEVON & CORNWALL
D UNDERHILL	MIDLAND NO.1	D DAWE	SOMERSET, DEVON & CORNWALL
R WALTERS	MIDLAND NO.1	R DENNETT	SOMERSET, DEVON & CORNWALL
R WILLIAMS	MIDLAND NO.1	A DENNIS	SOMERSET, DEVON & CORNWALL
P WOOLLEY	MIDLAND NO.1	J A FLACK	SOMERSET, DEVON & CORNWALL
D FIELDS	NEC MEMBER	M J FORTUNE	SOMERSET, DEVON & CORNWALL
J LOFTUS	NEC MEMBER	A FRIEND	SOMERSET, DEVON & CORNWALL
K SHAW	EX - NATIONAL OFFICER/NHM	M L FRIENDSHIP	SOMERSET, DEVON & CORNWALL
G BURFIELD	NORTH ANGLIA	D GRIBBLE	SOMERSET, DEVON & CORNWALL
D DANE	NORTH ANGLIA	J HARDING	SOMERSET, DEVON & CORNWALL
L DAVEY	NORTH ANGLIA	D HARDY	SOMERSET, DEVON & CORNWALL
S GEAR	NORTH ANGLIA	K HOLLINS	SOMERSET, DEVON & CORNWALL
J GONCO	NORTH ANGLIA	E W JARMAN	SOMERSET, DEVON & CORNWALL
J R LEONARD	NORTH ANGLIA	B J JENKIN	SOMERSET, DEVON & CORNWALL
P MOUNSER	NORTH ANGLIA	S E JOHNSON	SOMERSET, DEVON & CORNWALL
M OSBORN	NORTH ANGLIA	N W KNIGHT	SOMERSET, DEVON & CORNWALL
J POTTER	NORTH ANGLIA	S LEITH	SOMERSET, DEVON & CORNWALL
C E C SAVOURY	NORTH ANGLIA	R MALLOWS	SOMERSET, DEVON & CORNWALL
D SHEARWOOD	NORTH ANGLIA	R MATTOCK	SOMERSET, DEVON & CORNWALL
D THOMPSON	NORTH ANGLIA	P MAY	SOMERSET, DEVON & CORNWALL
B WARREN	NORTH ANGLIA	C MIDCALF	SOMERSET, DEVON & CORNWALL
D CARNEY	NORTH WEST NO.1/SOC MEMBER	D MILLER	SOMERSET, DEVON & CORNWALL
E BELL	NORTHERN IRELAND TELECOMS	E MORRIS	SOMERSET, DEVON & CORNWALL
E F CARABINE	NORTHERN IRELAND TELECOMS	M MOYLE	SOMERSET, DEVON & CORNWALL
J COSTER	NORTHERN IRELAND TELECOMS	D O'LEARY	SOMERSET, DEVON & CORNWALL
R CUDDEN	NORTHERN IRELAND TELECOMS	G W PAGE	SOMERSET, DEVON & CORNWALL
J P CULLEN	NORTHERN IRELAND TELECOMS	D W PARR	SOMERSET, DEVON & CORNWALL
B CURRAN	NORTHERN IRELAND TELECOMS	B PASSMORE	SOMERSET, DEVON & CORNWALL
V DARGAN	NORTHERN IRELAND TELECOMS	J PENNOCK	SOMERSET, DEVON & CORNWALL
D DODDS	NORTHERN IRELAND TELECOMS	C PERKINS	SOMERSET, DEVON & CORNWALL
T DOHERTY	NORTHERN IRELAND TELECOMS	L POPE	SOMERSET, DEVON & CORNWALL
I HUGHES	NORTHERN IRELAND TELECOMS	R QUIGLEY	SOMERSET, DEVON & CORNWALL
P JOHNSTON	NORTHERN IRELAND TELECOMS	W RICHARDS	SOMERSET, DEVON & CORNWALL
N G KILLOPS	NORTHERN IRELAND TELECOMS	K T SIMEONS	SOMERSET, DEVON & CORNWALL
G LOGUE	NORTHERN IRELAND TELECOMS	J SPEAR	SOMERSET, DEVON & CORNWALL
W J LUTTON	NORTHERN IRELAND TELECOMS	V STICKLEY	SOMERSET, DEVON & CORNWALL
J MCBRIDE	NORTHERN IRELAND TELECOMS	C STIDEFORD	SOMERSET, DEVON & CORNWALL
P MCCLEAN	NORTHERN IRELAND TELECOMS	W A STURGES	SOMERSET, DEVON & CORNWALL
D MCCREADY	NORTHERN IRELAND TELECOMS	A G TRELEAVEN	SOMERSET, DEVON & CORNWALL
A J MCDOWELL	NORTHERN IRELAND TELECOMS	B TRENCHARD	SOMERSET, DEVON & CORNWALL
R MCFARLAND	NORTHERN IRELAND TELECOMS	M UPCOTT	SOMERSET, DEVON & CORNWALL
J MCFARLAND	NORTHERN IRELAND TELECOMS	J R VINCENT	SOMERSET, DEVON & CORNWALL
S MCFARLAND	NORTHERN IRELAND TELECOMS	R G WAY	SOMERSET, DEVON & CORNWALL
J A MCFEELY	NORTHERN IRELAND TELECOMS	T ACOTT	SOUTH CENTRAL POSTAL
D MCGARRY	NORTHERN IRELAND TELECOMS	A ALI SHAH	SOUTH CENTRAL POSTAL
		G BELL	SOUTH CENTRAL POSTAL

OBITUARY LIST

M BRANCH	SOUTH CENTRAL POSTAL	J POTTER	SOUTH EAST NO.5
R CARTER	SOUTH CENTRAL POSTAL	A PURI	SOUTH EAST NO.5
B CULLEN	SOUTH CENTRAL POSTAL	D RAINS	SOUTH EAST NO.5
A DODD	SOUTH CENTRAL POSTAL	P RANGLES	SOUTH EAST NO.5
M DOWNES	SOUTH CENTRAL POSTAL	T RAVIRAJ	SOUTH EAST NO.5
P EVANS	SOUTH CENTRAL POSTAL	A RAZZAQ	SOUTH EAST NO.5
J FANE	SOUTH CENTRAL POSTAL	M RUSSELL	SOUTH EAST NO.5
A HUSSAIN	SOUTH CENTRAL POSTAL	G SAVAGE	SOUTH EAST NO.5
P JORDAN	SOUTH CENTRAL POSTAL	P SCUTT	SOUTH EAST NO.5
B MALIK	SOUTH CENTRAL POSTAL	A SHEIKH	SOUTH EAST NO.5
G MARSHALL	SOUTH CENTRAL POSTAL	M STAPLES	SOUTH EAST NO.5
M MCGEE	SOUTH CENTRAL POSTAL	R STEVENS	SOUTH EAST NO.5
R MITCHELL	SOUTH CENTRAL POSTAL	P STILLWELL	SOUTH EAST NO.5
S RICHARDS	SOUTH CENTRAL POSTAL	D STOCK	SOUTH EAST NO.5
H RICHARDSON	SOUTH CENTRAL POSTAL	P WAKELING	SOUTH EAST NO.5
G SILENCE	SOUTH CENTRAL POSTAL	N WATERSON	SOUTH EAST NO.5
P SMITH	SOUTH CENTRAL POSTAL	R WILKE	SOUTH EAST NO.5
K SUNTHARRAJ	SOUTH CENTRAL POSTAL	D WILLIAMS	SOUTH EAST NO.5
E AVERY	SOUTH EAST NO.5	R WILLIAMS	SOUTH EAST NO.5
R BANYARD	SOUTH EAST NO.5	B WILSON	SOUTH EAST NO.5
R BARNES	SOUTH EAST NO.5	C WRATTEN	SOUTH EAST NO.5
R BEECH	SOUTH EAST NO.5	S CROSSWELL	SOUTH EAST TELECOMS
J BOLAND	SOUTH EAST NO.5	P FOREMAN	SOUTH EAST TELECOMS
D BROWN	SOUTH EAST NO.5	C HALE	SOUTH EAST TELECOMS
I CAMPBELL	SOUTH EAST NO.5	R HAMPTON	SOUTH EAST TELECOMS
M CHECON	SOUTH EAST NO.5	G HARMER	SOUTH EAST TELECOMS
H W CLOWES	SOUTH EAST NO.5	B JAMES	SOUTH EAST TELECOMS
A COLLIER	SOUTH EAST NO.5	J STANDEN	SOUTH EAST TELECOMS
R CONNOR	SOUTH EAST NO.5	M TOLHURST	SOUTH EAST TELECOMS
S COTUGNO	SOUTH EAST NO.5	L WELHAM	SOUTH EAST TELECOMS
K DADSWELL	SOUTH EAST NO.5	D L DAVISON	SOUTH YORKSHIRE & DISTRICT
M DAMANI	SOUTH EAST NO.5	T DAVY	SOUTH YORKSHIRE & DISTRICT
J DAY	SOUTH EAST NO.5	R ISDELL	SOUTH YORKSHIRE & DISTRICT
N D' COSTA	SOUTH EAST NO.5	M MOORHOUSE	SOUTH YORKSHIRE & DISTRICT
J DERKATSCH	SOUTH EAST NO.5	E NEWSUM	SOUTH YORKSHIRE & DISTRICT
S DOLDING	SOUTH EAST NO.5	J RYAN	SOUTH YORKSHIRE & DISTRICT
M DOOGAN	SOUTH EAST NO.5	A SMEDLEY	SOUTH YORKSHIRE & DISTRICT
D DURRANT	SOUTH EAST NO.5	C SMITH	SOUTH YORKSHIRE & DISTRICT
D DYER	SOUTH EAST NO.5	B STONE	SOUTH YORKSHIRE & DISTRICT
W EUSTACE	SOUTH EAST NO.5	A TEW	SOUTH YORKSHIRE & DISTRICT
D EVANS	SOUTH EAST NO.5	H A BATTERHAM	SUFFOLK AMAL
I GARNER	SOUTH EAST NO.5	S CHAPMAN	SUFFOLK AMAL
N GORDON	SOUTH EAST NO.5	C COAKER	SUFFOLK AMAL
T GULLY	SOUTH EAST NO.5	C ETHERIDGE	SUFFOLK AMAL
J E HARRISON	SOUTH EAST NO.5	A KEMP	SUFFOLK AMAL
W HARVEY	SOUTH EAST NO.5	D A LAWS	SUFFOLK AMAL
H HEYBROOKE	SOUTH EAST NO.5	K PHILLIPS	SUFFOLK AMAL
B HORN BROOK	SOUTH EAST NO.5	S REYNOLDS	SUFFOLK AMAL
D HUNT	SOUTH EAST NO.5	D ROOT	SUFFOLK AMAL
B JARVIS	SOUTH EAST NO.5	N SONGER	SUFFOLK AMAL
C JONES	SOUTH EAST NO.5	D ANTONCICH	TYNE AND WEAR CLERICAL
H JOSHI	SOUTH EAST NO.5	P CAIRNS	TYNE AND WEAR CLERICAL
C KERR	SOUTH EAST NO.5	S DAVIDSON	TYNE AND WEAR CLERICAL
I KHAN	SOUTH EAST NO.5	W A HARVEY	TYNE AND WEAR CLERICAL
D LANE	SOUTH EAST NO.5	I HENDRY	TYNE AND WEAR CLERICAL
A LAWRENCE	SOUTH EAST NO.5	A JOHNSON	TYNE AND WEAR CLERICAL
C LEA	SOUTH EAST NO.5	G D MIDCALF	TYNE AND WEAR CLERICAL
R MAHIL	SOUTH EAST NO.5	L MOAT	TYNE AND WEAR CLERICAL
J MANDARIN	SOUTH EAST NO.5	P MOORE	TYNE AND WEAR CLERICAL
C MARQUES	SOUTH EAST NO.5	C NOLAN	TYNE AND WEAR CLERICAL
J V MAY	SOUTH EAST NO.5	D H PROBART	TYNE AND WEAR CLERICAL
P MCKAY	SOUTH EAST NO.5	R G PURDY	TYNE AND WEAR CLERICAL
C MILES	SOUTH EAST NO.5	M STOKES	TYNE AND WEAR CLERICAL
N MORTON	SOUTH EAST NO.5	R S PEARCE	WESSEX SOUTH CENTRAL
C MULLEN	SOUTH EAST NO.5	P AUNGER	WESTERN COUNTIES
R NIBLETT	SOUTH EAST NO.5	J CANN	WESTERN COUNTIES
M OAKES	SOUTH EAST NO.5	M CREEK	WESTERN COUNTIES
R PACKHAM	SOUTH EAST NO.5	R EATON	WESTERN COUNTIES
B PAINTER	SOUTH EAST NO.5	C FINNIMORE	WESTERN COUNTIES
F PALLETT	SOUTH EAST NO.5	M HOWARD	WESTERN COUNTIES
S PARKINSON	SOUTH EAST NO.5	R KROMHOUT	WESTERN COUNTIES
L PAYNE	SOUTH EAST NO.5	K LYE	WESTERN COUNTIES
W PEACH	SOUTH EAST NO.5	R MAXWELL	WESTERN COUNTIES
W PEARSON	SOUTH EAST NO.5	D J SAUNDERS	WESTERN COUNTIES
M PORTELINHA	SOUTH EAST NO.5	G SNELL	WESTERN COUNTIES

**D SYMES
D PITMAN
D RAY
D TAYLOR
"TRUBBY"**

**WESTERN COUNTIES
WORCESTER AND HEREFORD AMAL
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CWU Headquarters: 150 The Broadway | Wimbledon | SW19 1RX | T: 020 8971 7200 | F: 020 8971 7300
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