

REPORT

Of The Nineteenth National Conference of Train Crew & Shunting Grades



Held in York

1st, 2nd & 3rd April 2008



President: M Russell

Secretary: A Holden

76 Arthur Millwood Court, Rodney Street, Salford, Lancs, M3 5HS

Conference Officers & Executive Committee 2007/2008

President	M Russell	*	Secretary	G Tucker	*
Vice President	M Harding		Minutes Secretary	A Holden	
Guards			Drivers		
Regions 1, 2 & 4	R Walker	*	Regions 1, 2 & 4	Vacant	
	Vacant		Regions 3, 5, 6 & 7	D Ireland	*
Regions 3, 5, 6 & 7	W Kimm		Regions 8, 9 & 10	P Cox	
	M McNulty		Shunters		
Regions 8, 9 & 10	E Fontaine		Regions 1 to 5	Vacant	
	G Ashcroft		Regions 6 to 10	C Davidson	*
LUL	R Law				
	J Harding	*	Liaison Committee Members marked with (*)		

Conference Officers & Executive Committee 2008/2009

President	M Russell	*	Secretary	A Holden	*
Vice President	M Harding		Minutes Secretary	D Ireland	
Guards			Drivers		
Regions 1, 2 & 4	M Bullock		Regions 1, 2 & 4	G Rodgers	*
	D Copeland		Regions 3, 5, 6 & 7	S Scoffins	
Regions 3, 5, 6 & 7	W Kimm	*	Regions 8, 9 10 & 12	Vacant	
	S Kelly		Shunters		
Regions 8, 9, 10 & 12	E Fontaine		Regions 1 to 5	Vacant	
	G Ashcroft		Regions 6 to 10 & 12	A Jeyes	*
LUL	J Harding				
	B Munro	*	Liaison Committee Members marked with (*)		

Balance Sheet For The Year Ending 31st December 2007

INCOME		£	EXPENDITURE		£
1	Balance brought forward from 2006	1218.33	1	Reception Committee	100.00
2	Grant from Head Office	600.00	2	Rent of Meeting Rooms	400.00
			3	Incidentals	20.00
				Expenditure Total	520.00
				Balance Carried Forward to 2008	1298.33
Total		1818.33	Total		1818.33

Bank Reconcillation

Bank Balance at 31 Dec 2007	1298.33
Balance on Balance Sheet	1298.33

Report of the Nineteenth National Conference of Traincrew and Shunting Grades

Held at the Crescent Working Men's Club, York on the 1st, 2nd and 3rd April 2008

Opening Of Conference

The Conference President, Mark Russell welcomed delegates to York and opened the Conference.

Tellers

Sis. R Strong, Bro. T Strong, Bro J. Todd and Bro. I Hatton were elected as tellers for the duration of the conference.

Harassment Contact

Bro. A. Rowe was elected as the Harassment Contact Person for the Conference.

Apologies from Bro. Greg Tucker

Bro. Alex Gordon representing the Council of Executives read out to Conference a letter from Bro. Tucker which was received with acclamation. The letter is reproduced in this report.

Financial Report & Balance Sheet

Bro. Holden presented the Conference financial report and balance sheet to Conference. A copy of the balance sheet is shown on the first page of this report.

Reports & Decisions of 2006 Conference

Council of Executives member Alex Gordon gave a comprehensive report of the progress in implementing the decisions of the 2006 conference.

Address by Assistant General Secretary

Assistant General Secretary Bro. Pat Sikorski reported on developments since the last conference.

Election of Conference Officers & Executive Committee

Conference officers and Executive Committee members were elected as shown on the first page of this report.

Conference agreed to accept an interim proposal from Bro. Tucker to place the new region 12 (Wessex) with Regions 8, 9 and 10 for Driver and Guard members, and with Regions 6, 7, 8, 9 and 10 for Shunters.

An election was required for the position of President and for Shunter in Regions 6 through 12. Bros C Johnstone and C Davidson respectively were the unsuccessful nominees.

All other members were elected unopposed

Annual General Meeting Resolutions

After proposals from the floor of Conference, a vote was taken to determine the two resolutions to be submitted to the Annual General Meeting. The two resolutions to be submitted are:

- Assaults On Traincrew
- EWS Groundstaff (Shunters) Representation

2009 Conference

The 2009 Conference will be held on the 2nd, 3rd and 4th April 2009 at the Royal Station Hotel in Hull

2010 Conference

The 2010 Conference will be held in Newcastle (Date and venue to be arranged)

Message from Bro. Greg Tucker, Conference Secretary to Conference

Dear Colleagues,

Last year I was unable to attend our Conference due to ill health. A manageable throat cancer was suspected. At that time I thought that treatment, whilst long and stressful would leave me well enough to continue as Conference Secretary, organise this year's Conference and return.

Unfortunately, that is not how things have turned out. At the end of October I suffered a serious setback that left me in intensive care for a week, and from which I have yet to recover. The "manageable" cancer is now thought to be spreading. My health has deteriorated and it is clear that I will not be able to attend the Conference this year. Please accept my apologies.

I thank those Branches which nominated me for the Secretary's position but I am afraid that I have to decline. I am sure you can understand that my health won't let me continue- but I am also sure that you will be able to find a suitable alternative who can lead our Conference forward.

I was first elected as Conference Secretary in Ayr in 1992 (I think!). Apart from a short break when I held a position on the General Grades Committee, I have worked as Secretary ever since. Things have changed dramatically over those last sixteen years. The thread of privatisation has given way to how to survive in a mostly privatised industry. National bargaining by national officers has been replaced by company level discussions, with broader national issues harder to maintain.

When I started as Secretary the Conference would pass resolutions which we would expect to be then transmitted directly into the BR Negotiation system with our Union national officers pushing our demands. How assiduously they did so, of course, was another matter. The role of Conference officers was often to fight to get our demands put forward, even though in most cases we had the support of the National Executive.

Today things are totally different. It is up to us as local and company level activists to use our conference discussions to focus our demands and build campaigns which start in our individual companies and grow into unified national actions. Now the role of Conference officers is to facilitate that process in conjunction with the National Executive and progressive national officers.

Some things have remained the same – in particular the threat of victimisation of our best activists. There has not been a Grades Conference in which there has been some member requiring support. But here the rules have changed. When I took over as Secretary we were then faced with the attack on our members at Manchester Piccadilly. The biggest problem we had was the role of our own Union national officers, who would rather have seen our members out the door than take any action which could jeopardise union assets. The Conference Executive had meeting after meeting with the Union leadership to demand national action which could have rapidly led to victory for our comrades. National officers refused to listen to us and refused to act on National Executive instructions.

That fight, and others we then had over the years changed the situation. Today, support is more automatically and forthcoming from the Union, with national officers understanding their responsibility is to the Union's real assets, its members, not just a few bricks in North London.

But instead of facing a national dispute the carving up of the privatised franchises means that the companies can restrict our actions, whilst being able to assist each other to run scab services etc.

This applies to all the other issues that have remained on our agenda over the years – pay and working hours – attacks on the operational role of our guards – driver only operation – managing for attendance, for instance; and new issues that have been thrown up – franchise manipulation, dilution of health and safety, international regulation (more privatisation by the back door.)

On all of these vital matters, companies claim their hands are tied by bigger forces. As long as we are just talking they will say they agree with us on many details, but when we demand action and prepare to take it ourselves then the terrain changes. For us national action is ruled out, for them support from other franchises is forthcoming, national regulatory bodies are used against us, as well as deliberate government intervention behind the scenes, financial to make up any “losses” we may cause and political to undermine our fight.

We have had to adapt to face these new challenges. Coming to the end of my time as Secretary I hope that the role that I have played over the years has helped.

As a conference we have had a number of successes. We have been able to build a number of nationally co-ordinated actions over the years which have been able to hold back the onslaught launched against us. That the operational role of the guard remains an issue is because up and down the country our members, in action not restricted solely to their own franchises have refused to allow their bosses to get away with trying to undermine our conditions.

And our Conference has opened itself out – to discuss our best strategies for progressing our demands – working with the national executive and officers to plan campaigns which depend on grass roots actions, but which require complex national co-ordination, not least to overcome the legal hurdles which Labour’s anti-union laws still present us.

This is possible because the obstructionist national officers of the nineties have been replaced by officers who want to build a fighting union. Officers such as new Regional Organisers and our Assistant General Secretary who have come out of our own train crew ranks and share our experiences.

We have also been able to bring in experiences from outside our borders, working with rail union activists from across Europe. Whilst holding our conference this year in Lille unfortunately became economically unviable, it was a symbol of the work we have done in building links with the rail unions in many parts of Europe.

When I started as Secretary, the Grades Conference had only recently merged Drivers and Guards. The Drivers were in the main, long standing members who had, for their own reasons found themselves in the NUR. But things were changing, and a new force of former leading Guards activists were making the move to Driver positions and saw no reason to be held back by the disgraceful role played by our “sister” Drivers union.

Our Conference is now truly a “Train Crew” Conference which unites the experience of all our grades and looks to common solutions to our problems. The development of co-ordinated national campaigns of recruitment of drivers is based on our key philosophy of an all grade Union, rejecting sectarian and divisive demands pitting worker against worker, instead fighting for action which aims to unite the weakest cleaner with the strongest, driver and guard. Our success in recruiting more and more drivers is held back but the collusion between the franchise owners and our colleagues in ASLEF to try to keep us out of our rightful place in negotiations at every level.

I am proud of the role that I have played in building one of the best parts of one of the most progressive, fighting democratic unions in this country. I shall miss the great camaraderie of our annual meetings and the deep friendships that have been built up over the years. I wish you all well for the future.

Greg Tucker

Resolutions

35 Hour Week

Despite years of pressure, campaigns and negotiations, some TOC's have still failed to deliver a 35 hour week. The time for obfuscation, delaying tactics and procrastination is over. We demand that all those TOC's who have so far failed to deliver the 35 hour week be given a deadline of one year for its full implementation. We hope that you will join us in supporting this resolution as this is a crucial step on the way to our ultimate goal, which is a 32 hour week.

Carried Unanimously

Campaign for Shorter Working Week for Train Crew

The campaign for a shorter work week is a pressing issue for train crew, and in the light of recent negotiations on SWT certain points need to be made.

We are opposed to any deal which ends up worsening conditions. We are opposed to any deal which reduces hours on paper while allowing management to increase them in reality to create even longer working days. To avoid this we therefore have the following proposals:

- 1) A shorter working week should BE a shorter working week in reality, full stop.
- 2) To achieve a genuine shorter work week we need a shorter working day. Not days made longer by a combination of increased rostered turns and enforced overtime due to spare and amended turns.
- 3) We are totally opposed to so-called "supersparses" - where you can be moved to any start time, early or late, at short notice - or any other increase in flexible rostering which further limits and undermines our family and social life.
- 4) To defend existing holiday entitlements and fight to extend them in the future.

Carried Unanimously

Conference Days

This Conference calls, due to lack of response and attendance at Traincrew Conferences since the Conference has been moved to Tuesday, Wednesday and Thursday, that the Conference reverts to Thursday, Friday and Saturday for 2009.

Carried Unanimously

Assaults on Train Crew

This Conference agrees that the subject of assaults on rail staff including train crew grades is a severe safety concern of our members. This Conference welcomes the Council of Executives' actions dealing with assaults for other passenger-facing grades as a result of AGM decision in 2007 and urges the Council of Executives to extend the scope of the campaign to include train crew grades.

Carried Unanimously – Sent to 2008 AGM

Recognition of Brother Greg Tucker

This Conference thanks Brother Greg Tucker for his long-standing service as Secretary of the Traincrew & Shunting Grades Conference.

Greg is a tireless advocate for the members we represent, a proven fighter for our class and a good friend to us all. This Conference pays its deepest and most sincere thanks for his contribution and commitment to our movement and we send our best wishes to him and his family.

We agree to hold a minute's applause in appreciation of the role Greg has played in our trade union. Furthermore we agree to send flowers to Greg and Joan.

Viva Greg Tucker!

Carried unanimously with standing acclamation

Staff Travel

This Conference is concerned at the fact that Grand Central Railway is not part of the ATOC Rail Staff Travel Scheme. This further erodes privilege staff travel for safeguarded and new entrant staff.

This Conference believes this is a further attack by privateers, whose sole interest is profit.

This Conference demands that staff travel is negotiated back to the safeguarded level for all staff.

This Conference calls on the General Secretary to write to all TOC's and FOC's, that unless this issue is addressed, the Union will use all means necessary to achieve this aim for all railway workers.

Carried Unanimously

Train Driver Representation in TOC's and FOC's

This Conference demands that in TOC's and FOC's, where no Driver Company Council representatives exist, that Full Time Officers are allowed into meetings where matters of concern to members are being discussed.

A typical case is Northern Rail, where we represent around 170 drivers, yet we are excluded from all harmonisation talks, even to the point of being refused a Full Time Officer as a silent observer.

This Conference calls on the General Secretary, to write to all TOC's and FOC's and secure this demand.

Carried Unanimously

Recognition of Safety Representatives

This Conference is disgusted to learn that Northern Rail has repeatedly failed to give due recognition to this Union with regard to driver representation at Manchester Victoria, and is appalled to discover that when the RMT Driver's representative was invited to a meeting, Northern Rail then disenfranchised all members in the Conductor grade at Manchester Victoria by claiming that the RMT was properly represented because there was a driver's representative there.

These actions completely violate the Procedure Agreement in place and are yet another example of Northern Rail's blatant contempt towards the management of health and safety.

This Conference believes that recognition of properly appointed representatives is a fundamental pre-requisite of harmonious industrial relations and asks the Council of Executives to ascertain that all properly appointed health and safety representatives are fully recognised and able to perform their functions, and to ensure that all companies with which this Union has recognition agreements are in no doubt that this Union will not tolerate the failure to recognise its representatives.

Carried Unanimously

RMT Training for Representatives and Activists In Driver Issues

That this Conference welcomes the continuing success of RMT's Driver recruitment and the steps taken by some Regional Councils to organise RMT Driver activists through Driver Forums.

Conference acknowledges that although elected Driver representatives are able to access training for trade union duties, there is a wider need for improved training for any RMT representative or activist to assist them in representing Driver members at investigatory and disciplinary hearings, competence development panels and other formal management tools dealing with specialist driver issues.

Conference calls on the Council of Executives to put in place through liaison with the Grades Conference Executive Committee, RMT representatives or activists and the National Education Officer one day training courses on Driver Representation to be delivered through Regional Councils.

Carried Unanimously

EWS Groundstaff (Shunters) Representation

That this Conference pays tribute to our Groundstaff members employed by EWS at Margam' South Wales who took strike action against compulsory redundancies last year.

Our members at EWS have been exceptionally loyal to our union during the past 3 years when the employer has effectively derecognised our union representatives by signing single union agreements with other unions in breach of all the principles of trade union solidarity.

This Conference calls on the General Secretary and the Council of Executives to redouble our efforts to regain full trade union recognition for all grades including Groundstaff for RMT members employed by EWS and to carry out a major recruitment campaign across all grades at the company.

Carried Unanimously – Sent to 2008 AGM

Agreed Train Crew Establishments

That this Conference congratulates our Guard and Driver members employed by First Great Western on the victory in their recent dispute over FGW managers working trains as Guards and Drivers ('Breakdown of Industrial Relations, FGW'). FGW have now agreed: "a manager must not be used to work a train as a guard for commercial reasons, to manage rostering deficiencies or to cover staff shortages".

We note that this dispute was caused by FirstGroup's deliberate decision to reduce staffing levels by not filling Guards' vacancies following their award of the Greater Western franchise in April 2006, leading to an unsustainable vacancy gap being created at many depots.

As a result of RMT's action in calling strike action in January 2008, FGW have been forced to increase Guards' establishments across the company from an estimated requirement for 526 in April 2006 to an agreed establishment figure of 640 today. The resolution of the dispute has led directly to the advertising and filling of at least 40 additional Guards' posts in the last two months.

This Conference welcomes the outcome of this dispute, which means more quality, union-organised jobs. Conference is opposed to the practice of certain Train Operating Companies of imposing (officially, or unofficially) recruitment freezes on Guards and Driver vacancies as a cost-saving measure, which leads to high levels of overtime and rest day working as well as blocking prospects for promotion for our members.

This Conference calls on the General Secretary to ensure that all RMT Lead Officers dealing with TOCs and Divisional/Functional Councils dealing with Train crew members are equipped with an agreed establishment calculator, which takes into account the average number of contracted hours worked per week, any guaranteed minimum number of rest days, the average length of shifts at any given depot or in a link, release of staff for trade union and any other agreed duties.

The General Secretary should require all Divisional Councils for Train crew members to meet at least at every diagram change to review establishment levels at all depots and agree advertising of vacancies. A full report to be made to next year's Conference.

Carried Unanimously

Recognition of RMT Representatives – East Midlands Trains

This Conference condemns the actions of East Midlands Trains in refusing to recognise elected RMT representatives.

Company Council representatives for Senior Conductors have been elected by their Branches but their status is not recognised by the new franchise holders.

This Conference therefore calls on the C of E to force East Midlands Trains to recognise properly elected RMT representatives.

Carried Unanimously

European Train Driver Licence and Use of Mobile Workers (Including Train Crew) in Interoperable Cross-Border Working

That this Conference notes with concern that the European Commission's so-called "Third Rail Package" in 2007 calls for a European Train Drivers' Licence, which will facilitate cross-border working. With this comes the potential for massive social dumping of the hard-won conditions of mobile workers in the rail sector across Europe.

Already UK-based train drivers have been widely used by EWS' French subsidiary, Euro Cargo Rail, to get around national rules covering the number of weekly hours worked in France in clear breach of the agreement signed in 2004 between the European Transport Workers' Federation and rail employers organisation (CER).

There is every likelihood in future that employers will attempt to use foreign workers to undermine salaries in the UK. This situation opens the door to a race to the bottom for pay and conditions in the rail sector as has already happened in the road freight sector.

This Conference calls on the General Secretary and Council of Executives to oppose any renewal or extension of the ETF-CER agreement concerning the use of mobile workers in cross-border operations and to pursue instead an agenda for 'best of' agreements covering mobile workers to be paid their own rate of pay or that of the collectively bargained appropriate rate of pay in the national railway administration where they are working, whichever is the greater. No alteration to hours of work or flexibility of function should be undertaken until and unless agreed by the recognised national trade union bodies in the affected sector.

Carried Unanimously

Personal Needs Breaks

This Conference believes that all train crew are entitled to personal needs breaks. We note that guards on CrossCountry are being denied these breaks in the event of late running. As a result members can work up to 11 hours without a PNB. This causes fatigue and is a contravention of ROGs Paragraph 25 covering safety critical work.

This Conference calls upon the RMT to draw up a policy & set of guidelines for the union, branches, reps and members to use for negotiating with employers. This could be included in a "Guards Charter". The guidelines should include reference to the working time regs and ROGs.

This Conference also resolves to name and shame employers who are acting in breach of the T&C's and regulations.

Carried Unanimously

Company Mobile Calls

This Conference is concerned that Northern Rail are reneging on the agreement regarding the usage of company mobile telephones.

This Conference urges the Council of Executives to challenge Northern Rail to produce the agreement which states that company mobile to company mobile calls have to be paid for by staff.

Carried Unanimously

Operational Role of the Guard – Revenue

This Conference notes with concern that despite publicly stating through the risk assessment procedure and internal publications that revenue collection is secondary to the safety role of the guard, Northern Rail local managers still insist on placing on individual's records poor performance warnings for revenue collection despite there being strong operational and safety reasons for not doing so.

This Conference believes that the individual best qualified to determine whether or not it is safe or practical to perform revenue duties is the guard, and views attempts by managers to place a greater emphasis on revenue collection - whatever the risks - undermines the safety role of the guard.

This Conference therefore urges the Council of Executives to ensure that all train operating companies where guards perform revenue duties are fully aware of the Union policy of safety before revenue, and to ensure that no agreements are put in place with any TOC that changes operational procedures to sate revenue demands.

Carried Unanimously

Constitution and Standing Orders

1. The Conference shall be known as the National Train Crew and Shunting Grades Conference.

2. The objects shall be the efficient and complete organisation within the National Union of Rail, Maritime & Transport Workers of the grades covered by Conference and the propagation of the maintenance and improvement of all conditions affecting their grades.

3. Conference activities shall be confined to matters germane to their grades and conform to national policy as laid down by the decisions of the Annual General Meeting or Council of Executives.

4. An affiliation fee will be paid to Conference as per 1983 SGM Decision No.5.

5. Each Branch or Regional Council affiliating will be allowed to appoint Delegates to attend. All Delegates must be employed in the grades concerned.

6. The expenses of all Delegates attending the Conference to be paid by their respective Branches or Regional Councils.

7. The Conference shall elect its own Officers annually. They shall consist of President, Vice-President, Secretary and Minute Secretary.

8. All Officers and Executive Committee must be duly elected Delegates from affiliated Branches or Regional Councils and shall be in attendance at Conference unless excused.

9. No accredited Delegate shall be eligible to hold Office as an Officer or Executive Committee member if he/she is a serving member of the Council of Executives.

10. The President shall not hold the Office of President for more than three Conferences in succession, and shall not be eligible for re-election for the following three Annual Conferences.

11. There shall be thirteen members of the Executive Committee comprising a composition of Train Crew and Shunting Grades on the following basis:

- Combined Regions 1, 2 and 4: Two Guards and one Driver;
- Combined Regions 3, 5, 6 and 7: Two Guards and one Driver;
- Combined Regions 8, 9, 10 and 12: Two Guards and one Driver;
- Combined Regions 1, 2, 3, 4, and 5: One Shunter;
- Combined Regions 6, 7, 8, 9, 10 and 12: One Shunter;
- L.U.L.: Two Representatives.

Where there are two positions (i.e. Guards, L.U.L.) these shall not be held by delegates from the same Branch.

12. There shall be a Liaison Committee of six members, which shall comprise the President, Secretary and four members of the Executive Committee. The latter four members to be selected on the following rolling basis:

- One Driver Representative – Regions 1, 2 and 4 combined, following year Regions 3, 5, 6 and 7 combined, following year Regions 8, 9 10 & 12 combined;
- One Guard Representative – Regions 8, 9, 10 & 12 combined, following year Regions 1, 2 and 4 combined, following year Regions 3, 5, 6 and 7 combined;
- One Shunter Representative – Regions 1, 2, 3, 4, and 5 combined, following year Regions 6, 7, 8, 9, 10 & 12 combined;
- One L.U.L. Representative.

This cycle to be repeated therefrom.

13. Voting for the Officers and Executive Committee shall be by ballot at Conference.

14. Conference shall open an account with Unity Trust plc in the name of the Conference which shall be operated upon by means of cheques signed by the President and Secretary.

15. Conference Secretary shall within five days of receipt of moneys pay these into the Conference Account and shall not retain in his/her hands more than £10 for current expenditure. He/she shall also by a date to be determined render to every Branch and Regional Council and to the General Secretary a true accurate account of receipts and expenditure for the twelve months ended the previous 31st December.

16. The Balance Sheet to be included in the Agenda.

17. Conference shall after consultation with the General Secretary fix the date for its next meeting.

18. Conference shall meet on the Thursday, Friday and Saturday and shall commence at 14.00 hours on the Thursday.

19. The Conference Executive Committee shall meet prior to Conference to consider the arrangements for the Conference, also the Agenda. The Council of Executives' member and National Officer to be requested to attend.

20. Nominations, items and other matters for the Agenda shall reach the Secretary ten clear weeks prior to Conference.

Amendments to reach the Secretary fourteen days prior to Conference. The Agenda to be dispatched to Branches six weeks prior to Conference.

21. The Conference President and Secretary shall be empowered to arrange meetings of the Executive Committee as deemed necessary.

22. The Executive Committee shall be empowered to arrange special meetings of the Conference as deemed necessary after application by a minimum of 12 Branches/Regional Councils.

23. Four Tellers shall be appointed from Delegates in attendance and shall not be candidates in elections.

24. A Harassment Contact Person shall be appointed from delegates in attendance to act as a first point of contact for any member present at conference who feels they may have been harassed for any reason.

25. On each day, every Delegate must present his/her credentials to the Executive Committee members appointed to receive them.

26. The venue of the Conference shall be voted on from invitations from Branches or Regional Councils and shall be for two years in advance.

27. Invitations to guest speakers shall be at the discretion of the President and Secretary.

28. Mover of the resolution shall be allowed not more than five minutes and subsequent speakers three minutes only (President and Secretary excepted).

29. When the final resolution has been discussed, a vote will be taken among Delegates to decide which items should be progressed to the Annual General Meeting.

30. The Conference Secretary shall be responsible for all correspondence, affiliation fees etc. He shall also submit Grade Reports on behalf of Conference to the "RMT News".

31. The Reception committee shall be granted a sum of £100 from the Conference Funds.

32. The foregoing rules shall not be amended or rescinded without the consent of the majority of representatives voting at a National Conference. Amendments or addenda can only be submitted every third year, except amendments or addenda submitted by the Executive Committee of the Conference.

Rules Amended April 2008