



Young Members Representative Committee Motions to AAD

This document contains all the motions submitted by ASLEF's Young Members Representative Committee to AAD since they first attended as delegates in 2019.

Any numbers preceding a motion are taken from the AAD agenda for that year and are illustrative as to which number that motion was on the agenda. Each motion has its outcome listed underneath it in bold.

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2019

76. YMRC

This AAD notes that the Young Members Representative Committee has concerns that newly qualified drivers, particularly young members, are being taken advantage of by controllers and managers whom have no means or intention of implementing the rule book, placing our members in a vulnerable position.

Therefore, this 2019 Annual Assembly Delegates calls upon the Executive Committee to initiate a campaign which includes publicity materials to ensure all our members are educated, reminded and empowered to carry out their duties in strict accordance with the rule book.

Noted

77. YMRC

That this 2019 annual assembly of delegates instructs our executive committee to lobby the office of road and rail to decrease the licensable age of train drivers from 20 to 18. Bringing it in line with the London Underground, even though they are not issued with international licenses the principles are the same and there is no

difference in the abilities and responsibilities of an 18 year old compared to a 20 year old.

Noted

78. YMRC

That this AAD recognises that since legislative changes in 2015, young people now have to remain in full time education or workplace training until the age of 18. This AAD believes that this has led to an increasing number of young people using public transport to commute to schools, colleges and workplaces (where they are being trained).

Many of these young people have no option other than using peak services where fare prices are at their highest. This is despite having no wages, or wages substantially below the standard minimum wage. The current fare system places an increased financial burden on parents and carers whilst also limiting the choices of young people from less advantaged backgrounds. This AAD instructs the Executive Committee to highlight this matter with the ASLEF Parliamentary Group. Further to write to the Department for Transport asking them to review their fare rates for those aged 16-18 with a view to introducing a heavily subsidised system for this age group and bursaries for those from low income families.

Adopted

79. YMRC

That this 2019 AAD recognises that newly qualified drivers on a lower headline salary than their established colleagues is unfair and will disproportionately affect younger drivers.

Therefore, we call upon the Executive Committee to instruct the Company Councils of all TOCs and FOCs to seek agreements which harmonise pay to ensure all drivers receive the full headline driver salary of their respective employer as soon as they are qualified

Adopted

2021

55. YMRC

This 2021 AAD recognises the important work achieved by our Representative Committees.

The “On Track with Diversity” report released at our 2019 Parliamentary reception showcased the excellent progress ASLEF has made over the last decade with our

equality agenda; an agenda that will ensure that the people working at the front of our trains represent the people travelling on our trains.

Whilst it would be wrong to forgo an acknowledgement of the achievements noted in this report, this piece of work highlighted the great lengths to which we, as a grade must push our industry to meet the workforce demographic requirements that all industries should aspire to in 2020 and beyond.

Our trade union has clear and defined processes and publications that regiment the work of its members; this week being one such example.

Another example is the ASLEF Charter.

At present, under point 11, our charter draws reference to ensuring recruitment of under-represented groups within our grade, with examples given for “women and ethnic minorities”.

Whilst this point is open, it should be noted that our Representative Committees are ever evolving, in light of this we call upon this AAD to instruct the Executive Committee to amend this point in the Charter to ensure that this is future proofed by adopting the wording “ Proactive recruitment of persons represented by our Representative Committees”.

A similar amendment should be made under the ASLEF’s Equality and Diversity Charter “A Charter For All” point viii) to include the addition of “age” and “disability” in the list of characteristics that could lead to discrimination.

This ADD thus calls upon our Executive Committee to make the necessary changes as tabled above, to ensure that our ASLEF Charter meets the needs of today's equalities agenda, as well as the needs of the future.

Amendment A: Edinburgh No1 (071)

Replace “ADD” with “AAD” in the final sentence.

Adopted

56. YMRC

This 2021 AAD acknowledges the recent surge in new train drivers and as a result an increase in ASLEF membership. This AAD believes that ASLEF should aspire to high levels of activism within its membership and that those from under-represented groups should also be encouraged to play a part in its structures. In order to facilitate greater involvement, this 2021 AAD calls on the Executive Committee to develop and roll out a one day ‘welcome to ASLEF’ seminar to be held every year in each district. The seminar should include information on the unions structures, roles and responsibilities and the first steps that can be taken if you wish to stand for an official position within ASLEF.

Amendment A: Edinburgh No1 (071)

Delete “calls on” & replace with “instructs”.

Noted

57. YMRC

That this 2021 Annual Assembly of Delegates recognises that climate change is one of the biggest threats to our society worldwide both in the present day and for future generations, and that on 1st May 2019 a motion tabled by Jeremy Corbyn was approved by Parliament to declare an Environmental and Climate Emergency. The Young Members Representative

Committee recognise the work already being done by some large corporations such as McDonalds replacing plastic drinking straws with recyclable examples and believe it is our duty to minimise any negative impact on the environment where ever practicable. As part of this we must strive to reduce as much wastage as we can. Therefore this 2020 Annual Assembly of Delegates calls upon the Executive Committee to implement an automatic subscription for all new members to electronic online communications including receiving the monthly Journal as well as all meeting agendas, minutes and circulars for members and representatives via email in a move to reduce the amount of paper we are using as a Union, with the option for members to opt in to receive paper communications if they so wish.

Adopted

Rule Changes

163. YMRC

On page 4 under 'ASLEF ELECTION PROCEDURES' for 9.C.1 delete all between 'ITF Congress;' and 'Company Councillors' and replace with 'ASLEF BAME, LGBT+, Women's, Young and Disabled Members' Representative Committees; '.

Amendment A: WRC

On page 4 under 'ASLEF ELECTION PROCEDURES' for 9.C.1 delete all between 'ITF

Congress;' and 'Company Councillors' and replace with 'ASLEF BAME, LGBT+, Women's,

Young and Disabled Members' Representative Committees; '.

Amendment: After 'Young' insert ','

Adopted

164. YMRC

On page 34 for 'SECTION C NON STATUTORY ELECTION PROCEDURES' under 9.C.1 delete all between 'ITF Congress;' and 'Company Councillors' and replace with 'ASLEF BAME, LGBT+, Women's, Young and Disabled Members' Representative Committees; '.

Amendment A: WRC

On page 34 for 'SECTION C NON STATUTORY ELECTION PROCEDURES' under 9.C.1

delete all between 'ITF Congress;' and 'Company Councillors' and replace with 'ASLEF

BAME, LGBT+, Women's, Young and Disabled Members' Representative Committees; '.

Amendment: After 'Young' insert ','

Adopted

165. YMRC

Rule 12.(a) Delete 'five' and replace with 'six'.

Adopted

166. YMRC

Rule 12.(a) In first sentence delete all after 'Committees; ' and replace with 'BAME, LGBT+, Women's, Young, Disabled and the Retired Members' Section.

Adopted

167. YMRC

Rule 12.(b) In first sentence delete all prior to 'shall' and replace with 'The BAME, LGBT+, Women's, Young and Disabled Members' Representative Committees'.

Amendment A: WRC

Rule 12.(b) In first sentence delete all prior to 'shall' and replace with 'The BAME, LGBT+,

Women's, Young and Disabled Members' Representative Committees'.

Amendment: After 'Young' insert ','

Adopted

168. YMRC

Rule 12.(d) After 'joint' delete 'Black & Ethnic minority, LGBT+, & Women's' and replace with 'BAME, LGBT, Women's, Young and Disabled Members' .

Amendment A: WRC

Rule 12.(d) After 'joint' delete 'Black & Ethnic minority, LGBT+, & Women's' and replace with

'BAME, LGBT, Women's, Young and Disabled Members' .

Amendment: After 'Young' insert ','

Adopted

169. YMRC

Rule 12.(h) Delete all and replace with 'The Retired Members Section shall hold an Annual meeting in October each year. The BAME, LGBT+, Women's, Young and

Disabled Members' Representative Committees shall hold their AGMs at the last meeting of each year.'

Amendment A: WRC

Rule 12.(h) Delete all and replace with 'The Retired Members Section shall hold an Annual

meeting in October each year. The BAME, LGBT+, Women's, Young and Disabled Members' Representative Committees shall hold their AGMs at the last meeting of each

year.'

Amendment: After 'Young' insert ','

Adopted

170. YMRC

Rule 12.(j) On line 1 delete all between 'for' and 'shall' and replace with 'the BAME, LGBT+, Women's, Young and Disabled Members' Representative Committees'.

Amendment A: WRC

Rule 12.(j) On line 1 delete all between 'for' and 'shall' and replace with 'the BAME, LGBT+,

Women's, Young and Disabled Members' Representative Committees'.

Amendment: After 'Young' insert ','

Adopted

171. YMRC

Rule 12.(l) In first sentence delete 'Retired Members Section, Women's Committee, Black & Ethnic Minority and LGBT Committee' and replace with 'BAME, LGBT+, Women's, Young and Disabled Members' Representative Committees and Retired Members Section'.

Amendment A: WRC

Rule 12.(l) In first sentence delete 'Retired Members Section, Women's Committee, Black &

Ethnic Minority and LGBT Committee' and replace with 'BAME, LGBT+, Women's, Young

and Disabled Members' Representative Committees and Retired Members Section'.

Amendment: After 'Young' insert ','

Adopted

172. YMRC 44

Rule 14.(d) Delete second sentence and replace with 'This shall include a delegate elected by the BAME Representative Committee, a delegate elected by the LGBT+ Representative Committee, a delegate elected by the Women's Representative Committee, a delegate elected by the Young Members' Representative Committee, a delegate elected by the Disabled Representative Committee and a delegate elected from the Retired Members Section Committee.

Adopted

2022

78. YMRC

This 2022 AAD notes that paper-based voting systems are now less effective and practicable than electronic based systems. Cost is not the only factor in moving away from a paper-based system.

ASLEF has invested heavily in a new database system which makes engagement with its members much easier and direct. This benefit works both ways as members can assess information and services from the union with much greater speed and ease.

The benefits of electronic voting are that members can be confident their vote is correctly counted; it can be cast from remote locations as they do not require postage and this should also therefore increase voter turnout.

Electronic voting can be incorporated into the current database to avoid the cost of outsourcing the process and target members more effectively. This would then also mean that block-based voting systems would become redundant and elections can be held in a way that every individual member would always have an individual vote they can cast.

Amendment A (Skipton)

Needs deleting. It is a statement, doesn't ask for anything, also it needs to be a rule change to change how voting is carried out.

Noted

79. YMRC

This 2022 AAD notes that pension poverty will be a problem in other employment sectors going forward and although this may not be a factor for railway staff, we feel it is important that we look to educate new and existing members on what the RPS can offer them in later life.

This AAD acknowledges that the union already holds regular pension seminars however believes these are seen as something to attend when you are about to retire.

With a surge in new drivers this AAD believes it is an important time to educate as well as look at maintaining the health of the pension scheme for years to come.

Whilst conference understands that specific financial advice cannot be given a general overview of the scheme, it's rules and options available to its members in terms of additional contributions, early retirement etc would be valued. This education program particularly needs to appeal to young members.

This 2022 AAD therefore instructs the Executive Committee to develop and provide a pension education program that will run alongside the pension seminars currently in place.

Noted

80. YMRC

This 2022 AAD welcomes investment in public transport and understands the important part both heavy and light rail systems play towards our public transport network.

The Young Members Representative Committee has concerns over the development of proposed tram-train systems that have been promised to cities in the North of England.

Whilst development of light rail networks offer part of a solution to some cities public transport requirements, this AAD demands that such developments do not come at a cost to our members who work in the heavy rail sector.

Light rail and tram system drivers are often paid a lower salary than heavy rail drivers, they also tend to have conditions that heavy rail drivers establishments have surpassed.

Development of these systems should be made as part of an integrated approach, as opposed to a method of switching heavy rail routes to sole tram-train/light rail routes.

The latter would see the heavy rail sector lose routes and services and negativity effect on the local heavy rail establishment numbers.

The proposals for these systems come from key Labour Party strongholds such as Leeds, Sheffield and Manchester.

Therefore this AAD instructs the E.C to

lobby the ASLEF parliamentary group to:

Engage with the Shadow Secretary of State for Transport and the CLP MP's for the regions with proposed tram-train systems, to address our concerns by ensuring no such system undermine our heavy rail driver memberships salary, conditions or establishment figures

Adopted

2023

85. YMRC

'Increase in Paternity Leave'

This AAD instructs the Executive committee, to instruct all company council reps of all TOCs/FOCs that currently only have the standard 2 weeks paternity leave. To seek an agreement on the extension of paternity leave from the current 2 weeks fully paid leave, to four weeks fully paid leave, with the option of an additional 2 weeks at half pay.

The current 2 weeks leave is just not long enough and many people have to subsidise the leave with extra annual leave days which are hard to organise around the birth of a baby, due to them being born before or after their due date. 4 weeks fully paid paternity leave from the day of the birth gives peace of mind that you will be able to care for your new family.

This would allow adequate time to care for your new family especially if the baby has been born via caesarean section, as the partner will need more support due to the extensive recovery due to the major surgery they have been through.

If you required additional time off the optional 2 weeks this should be able to be applied for after the birth of your child. As you may not think you need it before the birth, but many complications can happen during childbirth that require you to then be with your partner and child for an extended period of time.

This extension of paternity leave should in no way effect the maternity rights that are in place at TOCs and FOCs. And should not take any of the maternity leave entitlement away from the mother.

Noted

86. YMRC

'Introduction to being a Rep course'

This Annual Assembly instructs the EC to develop and roll out a national training course - 'introduction to being a representative'

The Young Members Representative Committee, through past survey work and other membership contact, have found that those of our the wider membership to whom are interested in becoming active, are often deterred by barriers to entry.

One such hurdle to overcome is the general understanding of what our various representative roles entail, the commitment and what reps might come to expect.

This AAD believes that a programme that overviews each of our representative roles including: local level industrial, health and safety, branch equality, branch chair and secretary roles, will aid members who are keen to become involved.

The course could also enable ASLEF leadership to introduce themselves and give a summary of the structure of ASLEF's machinery.

By delivering a summary of each role, prospective reps will have a much wider understanding of what each role entails, which will in turn enable them to work towards a role that suits their strengths.

This AAD believes that this course should become part of ASLEF's annual event programme and that the course should be presented via an online platform.

An online course, presented by Zoom, would enable prospective reps to take part from home, without the need for travelling, which would of course ease attendance.

Amendment A (Northern Line North 067)

Last paragraph, 3rd line from the bottom delete ' , presented by Zoom,' and replace with ' , delivered via a suitable online platform,'

Noted

2024

No motions submitted