



## Unite Executive Council Report June 2017

**Previous Executive Council Minutes from March 2017:** Read and Adopted

**Special Executive Council Minutes from 8<sup>th</sup> May:** Read and Adopted

**FGPC minutes from 20th April:** Read and Adopted

**FGPC minutes from 18th May:** Read and Adopted

### **General Secretary's Report:**

The General Secretary stated that the Labour Manifesto had captured the “hearts and minds” of working people during the General Election Campaign. The manifesto had most of Unite policies within it. The GS stated that the current Labour leadership was more willing to listen than previously and provided Legal Aid and Blacklisting as two examples of this.

The GS also explained that Unite is known throughout the world and that is why he and his senior team meet numerous union delegations from abroad as well as high ranking public officials and executives from industry.

Comment was made on some high profile disputes that the union has been involved in which the GS has had to personally talk to employers and members.

As well as welcoming the new Executive Council the GS said that he knew different groups operated within it but that the Unite EC should be inclusive and work together for the good of working people.

**Unfortunately** the United Left group did not take the advice of Len Mc Cluskey and refused be inclusive and work together with others within the Executive Council.

At the first meeting of the council in this electoral period, representatives have to be elected to various committees and/or bodies, e.g. F&GP, International Committee, and Rule 27 Disciplinary Panel etc.

Unite Alliance put forward a proposal to provide proportionality in accordance with EC breakdown for UL, UA & independents for each committee but this was thrown out by the United Left.



The UL indicated they would only allow two seats on the Finance and General Purposes Committee to be given to independent reps and none on any other committee.

The overwhelming amount of independent thinking executive members decided out of principle and to protest at such gross unfairness, that they would not stand or take up any seat on any committee

### **Activities of the General Secretary for the period since the Executive Council meeting of March 2017**

#### **Political, International & Inter-Trade Union Matters**

- TUC General Council and TUC Executive meetings.
- TULO GS meetings.
- Greg Clark, Secretary of State, meeting.
- Clause V meeting.
- Numerous meetings re: General Election.
- US Minister of Political Affairs meeting.
- Unison meeting.
- Meeting with Jim Kennedy and delegates from the Metal and Construction Section, GWU Malta.
- Bruce Raynor, ex-President of Unite Here, meeting.
- Paul Polman, President of IUF, Ron Oswald, IUF, Marc Perrone (UFCW President) and Rhys McCarthy, NO, meeting re: potential UK regulatory limits to slow down/stop “predatory capital”.

#### **Administrative & Organisational Issues**

- Various meetings to discuss the Birmingham Project and signing of documents.
- Official opening of the Wrexham Office.
- Meeting with officers regarding BA/Mixed Fleet.
- Meeting with Tony Devlin, NO, regarding CPPT.
- Various meetings with Assistant General Secretaries and Directors.
- Construction Meeting with Bernard McAulay, NO, and Tony Seaman.
- Construction Leverage Campaign Meeting.
- Meeting with Steve McCourt, Mexato, re: pensions.

#### **Constitutional Committees & Industrial Matters**

- Special EC.
- MOD Guards Conference, Holborn.
- Meeting with Oxford Buses.
- Meeting with Brighton Buses.
- Meetings with BMW Engine Plant reps.



- Telephone calls and various meetings with Hubert Schurkus BMW.
- Meetings with Mixed Fleet reps.
- Meeting with Airbus reps.
- Meeting with Tata Steel.
- Meetings with Rolls Royce and Faslane/Coulport Stewards (Glasgow).
- Attended Pinderfields picket line.
- Meeting with Ford Engine Plant, Bridgend.
- Meeting with Ford Senior Management and tour of Dagenham production area.
- Meeting at GM Luton plant.
- Meeting with Babcock Clyde members on strike.
- Meeting with Babcock International in London.

#### **Principal Media Appearances**

- Interview, BBC Look East: 24th March 2017.
- Interview, Pienaar: 26th March 2017.
- Interview, Radio Guernsey: 28th March 2017.
- Guest at Question Time, Carlisle: 30th March 2017.
- Interview, John Moylan (October Gallery): 6th April 2017.
- Interview, Ewan McAskill: 7th April 2017.
- Interview, Charlie Cooper, Politico, 16th May 2017.
- Video for Legal & General 20 years successful partnership and recognition.

## **Election of the General Secretary and Executive Council 2017**

### **Returning Officers Report to the Executive Council – May 2017**

I have the following to report:-

#### **NOMINATION PERIOD**

##### **1. Nomination Period Overview**

The nomination information was sent by post and e-mail to branch secretaries and workplace representatives in week commencing 2nd January 2017.

Branch secretaries and workplace representatives with e-mail addresses were also sent by e-mail the details of the prospective nominees on the 6th January 2017. Branch secretaries were directed to the [www.ersvotes.com/unitenominations2017](http://www.ersvotes.com/unitenominations2017) website in the postal information and the e-mail. On the website the 150 word statements submitted by prospective nominees could be viewed and downloaded for circulation to branch members. This information was posted to branch secretaries for whom the union does not hold an e-mail address and made available



to workplace representatives if/when they requested a nomination from a Regional Secretary.

Branches were provided with the option to return their branch nominations using either a postal or online nomination form ([www.ersvotes.com/unitenominates2017](http://www.ersvotes.com/unitenominates2017)).

1,503 branches submitted nominations for either the Election of the General Secretary or the Election of the Executive Council. 824 nomination forms were submitted by post, 679 online.

175 nomination forms were submitted by workplaces (where there is no workplace branch).

At the close of nominations 3 candidates were validly nominated for the Election of the General Secretary, 120 candidates were nominated for the Election of the Executive Council.

Two regions were uncontested (East Midlands; North West). Four industrial sectors were uncontested (Aerospace and Shipbuilding; Community, Youth Workers and not for profit; Docks, Rail, Ferries and Waterways; Government, Defence, Prisons and Contractors). One national equality seat was uncontested (Women).

## **2. Actions, Complaints and Correspondence during the Nomination Period**

I received the following complaints and correspondence during the nomination period.

When responding to the complaints and making my recommendations I have considered whether I believe there are reasonable grounds for the Executive Council to decide to refer the complaint to the Election Commissioner. In each case, when making any recommendation to the union, I have also considered if the breach, at the time of my consideration, could be material to the outcome of the election. I have deemed the 'outcome of the election' to be the determination of the successful candidate by the voters – i.e. the result of voting.

### **2.1. Circulation of Campaign Statements by the union (3rd January)**

I received correspondence from a prospective nominee in the Election of the General Secretary regarding the submission and circulation of campaign statements. The member was of the opinion that the ballot guidelines required that:-



- the deadline for submission of campaign statements by prospective nominees in the Election of the General Secretary must be before 2nd January (before the letters were posted to branch secretaries and workplaces representatives), and
- the campaign statements should have been posted as hard copies to all branch secretaries.

I considered the Ballot Guidelines, correspondence sent to branch secretaries by the union on 4th November and my notes for meetings I had with the union during the preparation of the election.

It was my opinion that, as the Election of the General Secretary only commenced after the deadline for the submission of campaign statements for the Election of the Executive Council, no specific deadline had been set by the Executive Council for the Election of the General Secretary. It was therefore reasonable for the union to allow all prospective nominees for this election until the 6th January to provide a campaign statement. Three prospective nominees for this election provided statements by the 6th January and these were included on the nomination website.

Further, it was also my opinion that the intention of the Executive Council when approving the Ballot Guidelines was not to provide that the campaign statements of all prospective nominees must be posted to all branch secretaries and workplace representatives. Campaign statements from prospective nominees were hosted on the nominations website and branch secretaries and workplace representatives directed to the website in postal correspondence and e-mails. I requested that the union posted the prospective statements to branch secretaries for whom no e-mail address was held by the union and they were also sent with workplace nomination forms as and when they were requested by representatives

## 2.2. Use of the Unite the Union corporate identity and logo (3rd January)

I received five complaints from members about the use of the Unite the Union corporate identity and logo in Len McCluskey campaign material in breach of paragraph 15 of the Ballot Guidelines.

On the 5th January I arranged for the following clarification to be circulated to prospective nominees in the Election of the General Secretary:-

*“Concerning the display of material bearing the Unite logo in video format, where such material consists of film footage of a demonstration, picket or other Unite-organised public event, and where the video is clearly labelled as a campaign film for an identified candidate for election, then such a display of Unite’s brand identity shall not be considered a breach of the guidelines issued by the Executive Council. For clarity, the static display or other use of the Unite logo (eg as backdrop for the*



*candidate addressing the camera) in a video, or in footage of an event organised to support a candidate for election, would remain a breach of the guidelines.*

*This conforms with the stipulation by the ERS, acting as Returning Officer for the last General Secretary election in 2013, in their report to the Executive Council, that “the incidental appearance of the logo in a photograph” would not constitute a breach of Guidelines.”*



Two of the complaints related to a video on the unite4len website. When I inspected the website on 4th January the video was not present.

After consideration of the postal campaign material presented to me I was of the opinion that no breach of the Ballot Guidelines had occurred.

### 2.3. Use of Social Media by Unite the Union employees (26th January)

I received a complaint concerning tweets sent by an officer of the union from a private twitter account, some of which had been sent during what would be considered normal working hours.

The matter was brought to the attention of the officer and at my request the following statement was circulated to all Unite the Union employees:-

*Employees are not permitted to campaign for any candidate for election during their normal working hours. This includes tweeting or retweeting in connection with the election, Facebook posts etc. For simplicity, for these purposes, normal working hours for all employees shall be 9-5 Monday to Friday. This applies to all private and personal social media accounts – Unite sites and systems may not be used under any circumstances or at any time.*

I was of the opinion that no further action was required by the Returning Officer.

### 2.4. Use of union personal membership data (1st February)

The Chief of Staff, Andrew Murray referred to me several complaints regarding a postal mailing of news articles about Len McCluskey and the use of the names and addresses of branch secretaries. I exchanged correspondence with Mr Coyne, reviewed a report prepared by Assistant General Secretary, Mr Beckett and interviewed Mr Beckett and Mr Mease, Head of IT.

I reported to the Acting General Secretary (28th February), Gail Cartmail, that I was of the opinion that there had been breaches of paragraphs 15 and 17 of the Ballot Guidelines that may materially affect the outcome of the election. I understand that these complaints have been referred to the Election Commissioner for his consideration.

### 2.5. Correspondence regarding complaints made to the Election Commissioner (23rd February)

I received a complaint from Mr Coyne regarding matters relating to various alleged breaches of rule by Mr McCluskey and/or the union. On the 23rd February these complaints were also presented to the Election Commissioner by Mr Coyne.



On the 27th February I received a report from the union prepared by Neil Gillam, Unite Legal Department, regarding the use of membership data by Mr McCluskey. The report was prepared following complaints made by Mr Coyne directly to the union.

As Mr Coyne's complaints have already being made directly to the Election Commissioner I have not made a decision on whether any breach of the rules has occurred that requires consideration by the Executive Council.

#### 2.6. Use of third party membership data (3rd March)

The Acting General Secretary referred to me a complaint from a member concerning the alleged misuse of Labour Party personal data by Mr Coyne. I was also provided with a copy of the union's report into this matter.

The alleged misuse of Labour Party personal data related to a phone bank established for the purpose of calling Labour Party members in the West Midlands region to campaign for the Labour Party candidate in the election of the Mayor for the West Midlands Combined Authority. It is claimed that Labour Party members who were identified in the Labour Party data as also being Unite members were also asked questions relating to Mr Coyne and the Election of the General Secretary.

There are approximately 105,000 Unite the Union members in the West Midlands region who were eligible to vote in the Election of the General Secretary. I understand that there are approximately 9,000 Unite the Union members in the West Midlands region who are also affiliated supporters of the Labour Party and there will be an unknown number of Unite members who will be full members of the Labour Party.

In determining whether the use of other sources of personal data could be a breach that may be referred to the Election Commissioner I have considered carefully the Rules and Ballot Guidelines relating to these elections.

The Ballot Guidelines provide guidance for candidates relating to the use of branch secretary personal data (13) and branch membership data provided to candidates by nominating branches (15). There is a general guideline (18) that requires candidates to "familiarise themselves with the provisions of the Data Protection Act 1988 details of which provisions will be made available to candidates once they are validly nominated" and general guidance (16) requiring campaign communications to enable members to "decline to receive any further such communications".

The Rules contain a general provision (16.24) that in the event of a breach of "any other legal requirement relating to the election or any other interference with the



conduct of the election” the Executive Council may submit a complaint to the Election Commissioner.

It is my opinion that the Ballot Guidelines and Rules do not prevent candidates using other sources of personal data that has been provided to them by a third party or that have been individually collected directly by the campaigns. However it is unclear how the guidelines seek to regulate the use of this data, if at all. Paragraph 18 may have been drafted (and approved) with third party data in mind yet the Data Protection provisions circulated to candidates refer only to internal union membership data. Similarly Rule 16.24 could be referring to the Data Protection Act when it mentions a “legal requirement relating to the election” or may mean to cover simply the provisions of the Trade Union and Labour Relations Act 1992 that relate directly to the election.

It could be considered that the *improper* use of third party data would amount to “other interference” with the conduct of the election.

From the information I have been presented with and after consideration of the rules and ballot guidelines I cannot conclude that there has been a breach of either of the election rules and guidelines. I can conclude that the telephone calling of Labour Party members or supporters in the West Midlands who may also be members of Unite did not materially affect the outcome of the election.

## **BALLOT PERIOD**

### **3. Ballot Period Overview**

Ballot papers for the Election of the General Secretary and Executive Council were posted to members during the week commencing 27th March 2017.

On the 23rd March, in accordance paragraph 12 of the ballot guidelines an e-mail was sent to branch secretaries and workplaces representatives containing links to the election statements submitted by candidates.

The ballot closed on Wednesday 19th April. The Scrutineers Report that accompanies this report provides details of the number of ballot papers distributed and the votes cast in each contest.

The ballot helpline was provided for the period 7th April to the 13th April inclusive. 1,504 calls were received to the helpline that resulted in 571 replacement ballot papers being issued to members of which 356 related to members whose address was required to be updated on the membership system.

### **4. Actions, Complaints and Correspondence during the Ballot Period**



#### 4.1. Statement from the Executive Council (8th March)

In response to wording contained in the election statement submitted by a candidate for circulation with the ballot papers, the union requested to include a clarification statement with the ballot material when posted to members. I advised the candidate of the union's intention and provided him with the opportunity to amend his election statement. Whilst reserving his position in relation to the union's circulation of a statement with the ballot material the candidate provided an amended election statement for circulation to members. A statement from the union was not included with the ballot material.

#### 4.2. Clarification of Ballot Guideline 15 (10th and 16th March)

With my agreement the following e-mail was sent to Branch Secretaries and candidates on the 10th and 16th March respectively.

To Branch Secretaries:-

"A number of Branch Secretaries have sought advice having been contacted by one of the campaigns for the General Secretary election requesting the provision of Branch membership data. Those Branch Secretaries who have sought advice have done so because their branch has not nominated the candidate who has approached them.

The wording of Executive Council Guideline 15 for the General Secretary election is clear that Branches may only expend funds in support of a candidate nominated by them. Such expending of funds could for example be by way of a mailshot, or to contact the branch members by another medium, with or without the assistance of the Regional administration. It is clearly counter to Guideline 15 for any support, financial or otherwise, to be given to a candidate who the branch has not nominated. Allowing such candidates access to the Branch data would not only be contrary to the intentions of the Branch as expressed by the nomination but would also be prevented by Guideline 15."

To candidates

"To: Candidates in the Unite General Secretary and Executive Council Elections

From: Returning Officer, Simon Hearn (ERS)



Before campaigning during the election candidates are advised to familiarise themselves with the Ballot Guidelines for the Election of the General Secretary and Executive Council 2017.

Candidates standing for election have now all received the details of the Branch Secretaries of branches that validly nominated them.

Candidates may contact Branch Secretaries and other members in support of their campaign but should only use members' details that have been provided to them for this express or permitted purpose.

When contacting members you must also adhere to paragraph 16 of the ballot guidelines.

“16. Candidates must ensure that members should only be written to, telephoned, e-mailed, texted or otherwise communicated with at their home or on private communications appliances **if they are given a clear option to unsubscribe or otherwise decline to receive any further such communications.**”

Candidates must **NOT** e-mail any Unite employee at work in support of their campaign.

Branches have received the following guidance.

“The wording of Executive Council Guideline 15 for the General Secretary election is clear that Branches may only expend funds **in support of a candidate nominated by them**. Such expending of funds could for example be by way of a mailshot, or to contact the branch members by another medium, with or without the assistance of the Regional administration. It is clearly counter to Guideline 15 for any support, financial or otherwise, to be given to a candidate who the branch has not nominated. Allowing such candidates access to the Branch data would not only be contrary to the intentions of the Branch as expressed by the nomination but would also be prevented by Guideline 15.”

Voting papers will be sent to members during the week commencing 27th March 2017. Members will therefore be receiving their ballot papers from the end of the week of the 27th March until the middle of the following week. If you are advised by a member that they have not received their ballot paper by Friday 7th April please tell them to contact the ballot enquiry service on 0800 783 3856 (0818 333 155 from the Republic of Ireland and Gibraltar).

Thank you for your attention to this letter and its contents.”

#### 4.3. Conduct of Employees during the Election (21st March)



On the 21st March the following e-mail was sent by Chief of Staff, Mr Murray, with my agreement, to Unite employees:-

“TO: Unite Employees from Chief of Staff

Dear Colleague,

I wrote to you last December after the General Secretary election had been called by decision of the Executive Council in order to issue guidance on the conduct of employees throughout the election period. Now that the election for both General Secretary and Executive Council is moving into its final phase, the Returning Officer and I feel that it would be useful to remind all colleagues of these guidelines, and to ask that they are adhered to scrupulously in the days and weeks ahead.

The most relevant provisions for employees are those which state that no candidate shall email any Unite employee at their work in support of their campaign, and that no Unite employees should campaign or provide administration support using union facilities for any candidate. It is important also to understand that no Unite resources may be used in support of or against any candidate in the election.

What does this mean in practice? First, the Unite email system must not be used to distribute campaign communications. Should you receive such a communication at your Unite email address, please draw it to the attention of your line manager but do not otherwise forward it or seek to redistribute. Second, do not display any campaign materials (posters etc) on Unite premises. Third, while employees who are Unite members have a right to an opinion on candidates, they must not campaign for him/her at all during normal working hours or when carrying out their official union-related duties at any time. This includes tweeting or retweeting in connection with the election, Facebook posts etc. For simplicity, for these purposes, normal working hours for all employees shall be 9-5 Monday to Friday. This applies to all private and personal social media accounts – Unite sites and systems may not be used under any circumstances or at any time either for campaigning or commenting on campaigns.

All Unite employees are urged to be considerate in the use of their personal social media outlets in respect of the campaign, particularly when referring to fellow employees and union members. A respectful approach should be maintained at all times.

The election guidelines do allow for branches to use their own resources in support of a candidate nominated by them and that any costs incurred by the Regional Administration in providing assistance will be charged against the appropriate



branch fund. Otherwise, no union funds or other resources may be used to support any candidate, nor may the union's corporate identity or logo (or anything which in the opinion of the Returning Officer may be identified as such) be used in any material supporting any candidate.

If you have any queries, please raise them in the first instance with your Regional Secretary or Department Head, and then if needs be with me or the ballot team in the Constitutional Administration Department either by phone or via e-mail to [elections@unitetheunion.org](mailto:elections@unitetheunion.org)

Regards  
Andrew Murray  
Chief of Staff"

#### 4.4. Complaints regarding e-mails sent by Mr McCluskey (14th March)

I received complaints from several branch secretaries and from Ian Allinson that e-mails had been sent to branch secretaries by the Mr McCluskey campaign incorrectly thanking them for nominating him. This complaint was also sent to the Election Commissioner by Mr Coyne. In response to these complaints Mr McCluskey acknowledged that, in error, e-mails had been sent to "branch activists" and to "no more than 47 in total from 30 branches". Mr McCluskey subsequently confirmed that error correction e-mails were sent to individuals that remained on their database (after some had unsubscribed) who had received the original e-mail in error. This matter was also referred to the Election Commissioner for his consideration.

#### 4.5. Complaints regarding e-mails sent by Mr Coyne (15th March)

I received copies of complaints sent to Chief of Staff by employees of the union who had received campaign e-mails from Mr Coyne at their work address. I corresponded with Mr Coyne and was advised by him that they would take appropriate action to ensure that members with a unitetheunion.org e-mail address would be removed from subsequent e-mail campaigns. I received no further complaints and was of the opinion that no further action was required by the Returning Officer.

#### 4.6. Complaint regarding unsolicited campaign material (17th March)

I received a complaint from a member who had received campaign material from candidates standing in the Food, Drink and Agriculture contest. The material did not contain any contact information for the candidates. I received no further complaints and was of the opinion that no further action was required by the Returning Officer.



#### 4.7. Complaint regarding request for membership data by Mr Coyne (17th March)

I received a complaint from a branch secretary that they had received a request from Mr Coyne for the branch's membership data. The branch had not nominated Mr Coyne. I corresponded with Mr Coyne on this matter and received no further similar complaints from branch secretaries. I was of the opinion that no further action was required by the Returning Officer.

#### 4.8. Election of National Youth Member (28th March)

I was advised that the union has decided that members aged between 27-30 should be eligible to vote in the National Youth constituency. Ballot papers containing this contest had only been sent to members 26 years old and under. I arranged for a ballot mailing to be sent to these members on the 4th April.

#### 4.9. Remailing of ballot papers to members in North East region (3rd April)

I was advised that a small number of members in the North East region in the Service Industries had received a ballot paper for the Metals industrial sector. I identified that 55 members were affected by this error and I arranged for correct ballot papers to be reissued to these members.

#### 4.10. Remailing of election statements to members in South East region (5th April)

I was advised that several members in the South East region eligible to vote in the Energy and Utilities industrial sector had received election statements for candidates in the Chemicals, Pharmaceuticals, Process and Textiles industrial sector. I arranged for the correct election statements to be immediately mailed to all members in the South East region in the Energy and Utilities industrial sector.

#### 4.11. Complaints regarding receipt of campaign communications (5th April)

On the 5th April I was provided by the union with the details of 80 individuals who had contacted the union in relation to the receipt by them of campaign communications from candidates in both the Election of the General Secretary and the Executive Council. These individuals were of the opinion that they had not given consent to their personal data being processed by candidates in these elections. The individuals were mostly members of the union but significantly at least 20 were either lapsed members or had never been a member of Unite. All but 7 of the complaints were directed at candidates in the Election of the General Secretary.



In the first instance all of these individuals had been advised to contact the sender of the communication to ask where their details had been obtained from and if desired to request that they are not sent any further communications by candidates. Some of these individuals contacted the union for a second time to advise that they had not received a response from the candidate.

I wrote to all of the candidates in the Election of the General Secretary on this matter and following confirmation from the individuals who had complained that they agreed with me sharing their information (several did not) I also provided details of the complainants to the relevant candidates.

I asked each of the candidates the following questions.

Which branches of the Unite the Union have you obtained member data from to use in your campaign?

Which third party organisations have you obtained member or other data from to use in your campaign?

What communications have you sent to members using the member or other data you have obtained?

How frequently have you sent communications to members using the member or other data you have obtained?

Where the data was supplied by a third party source, what is the evidence in your possession that the individuals to whom the data related consented to the processing of their sensitive personal data?

In my correspondence I also reminded the candidates that they had an obligation to respond to correspondence from individuals about the use of their personal data.

I received responses from all three candidates. From the information provided to me by the candidates it is apparent that the personal data of some of the individuals had been obtained, in accordance with the guidelines, from branches who had nominated the candidate. The candidates also provided either general details of other sources of personal data (McCluskey, Allinson) or alluded to the use of other sources of personal data (Coyne). They also confirmed that they would, when requested, ensure that they would remove individuals personal details from their mailing lists.

I detailed above how I am of the opinion that the Ballot Guidelines and Rules do not prevent candidates using other sources of personal data that has been provided to



them by a third party or that have been individually collected directly by the campaigns.

The receipt by members and non-members of campaign communications that were felt to be unsolicited produced more complaints than any other aspect of the election. It is clear that members are not fully conversant with the nuances of the campaign guidelines for candidates particularly in relation to the use of personal membership data. Some of the complaints were from members whose data had been obtained by the campaigns directly from the branch secretaries of branches that had nominated the candidate. The receipt of campaign communications by non-members (or former members) suggest that campaigns were using inaccurate third party personal data or old personal data perhaps compiled in previous elections.

The collation and use of personal data is an extremely difficult area for the union to regulate and enforce. The union can attempt to control the use of its own membership data but it has no direct responsibility for the use of third party data. The ballot rules and guidelines do not provide any guidance as to the use of third party data by candidates.

The union, and the Returning Officer, have a responsibility to respond to all the complaints that have been made but I suspect that without inspecting the campaign databases of all of the candidates we will not be able to provide adequate responses to the complainants. If the candidate has not obtained the individuals personal details directly from the union then the responsibility is on the candidate to respond to the complainant with details as to how they obtained and are holding their personal data.

Although a significant number in relation to the usual number of complaints received from members, the number of complaints of this nature is low when compared to the eligible electorate. Without further investigation, for which the Returning Officer would require additional powers, I am not able to determine if a breach of the Rules or Ballot Guidelines has occurred. However, in my opinion, after considering the number of complaints and the balance of complaints in relation to the candidates any breach would not have materially affected the outcome of the election.

#### 4.12. Start of Count Process (11th April)

I advised the union that the opening of ballot envelopes in preparation for the count would need to commence on the afternoon of Wednesday 19th April to ensure that the count for the Election of the General Secretary would be completed by Friday 21st April. Candidates were advised and the count duly commenced at this amended time and date.



#### 4.13. Wales Regional Seat (26th April)

When inspecting the result of voting for the Wales Regional Seat it was identified that the instructions on the ballot paper had been incorrect. Members had been asked to vote for up to two candidates whereas only one seat was available. The error had not been brought to my attention prior to the 26th April and was only noticed when the number of spoilt papers was observed to significantly higher than other contests. This matter is the subject of a complaint to the Election Commissioner.

I received other items of correspondence from candidates and other members to which I responded but which I considered either not to be complaints or matters on which I was required to take any actions.

**Simon Hearn**  
**Returning Officer**

**Deputy Chief Executive, Electoral Reform Services**

### **Organising Report**

More than campaigns run by a Department, “Organising” is emerging as a cornerstone of the Union. The principles of Organising are becoming the glue that binds our industrial activity. A democratic, Shop Steward led Union, centred on issues at the workplace and willing and able to take on the employer. Since the introduction of the Organising Leverage Department, the Department has starting with Sector Organising – delivered growth coupled with industrial wins. Critically increasing the number of shop stewards in Sector Campaigns and building Combines:

- Sector Organising Principles:
- Sector/Sub Sector/Company wide approach (75%)
- Rebuild our Shop Steward Movement – by site/by company/by sector/globally
- Move Bargaining Agendas across sectors of the Economy
- Build sector wide Combines
- Build sector wide Agreements

The Department then moved into 100% Unite with the key aim to begin to organise workers in the 40,000 workplaces where Unite has agreements. This has moved into



the **Broad Industrial Strategy** *work, voice pay* - strategy centred on issues and activists at the workplace, underpinned by collective organisation:

Industrial guides for Shop Stewards

Template agreements for negotiators

All data on Unite negotiated pay rises and anniversary dates collected and available to Shop Stewards for the first time

When adopted as a coherent strategy, a cycle of activity is established that is centred on the principles of Organising. Our Union is starting to show what it means to build a true Organising culture linked to industrial strategy.

To further build confidence and win against the odds we have delivered comprehensive campaigning strategies that produced results – **Unite Leverage**:

10 comprehensive campaigns delivered with tangible results achieved.

We now want to move on to the next stages of the Organising and Leverage Strategy which will, for the first time, see the Sector Strategy and the 100% Strategy working simultaneously.

### **The next 3 years**

Now as we move forward, we are looking to truly embed the principles of Organising. The three core elements of Organising will now form a *continuous* cycle of activity, with each element reinforcing the others.

### **The Broad Industrial Strategy**

#### Work, Voice & Pay

Automation – over 200,000 members jobs at risk

Industrial guides & templates

Terms and conditions campaigns at the workplace

#### 100% UNITE

Issue based campaigns to grow our Union

#### Sector Organising

Critical National Infrastructure – Unite lead in 7 of 9 areas

Energy

Construction – Infrastructure

Precarious working



Planning campaigns to deliver on “undercutting” in our economy

#### Leverage

Alternative strategies

Smart campaigns for better pay and against cuts to T&C’s or jobs

Reactive Leverage

Taking on employer’s who refuse to negotiate

“Echo Chamber” campaigning

Our industrial demands taken to the people

**The core attitude of Unite Organising is one of confidence in the agency of the collective. A belief that it is only through the painstaking development of collective association that real change can be won. As such each element of Unite Organising is being continually strengthened and developed.**

## **MANUFACTURING SECTOR**

### **The UK Manufacturing Sector**

Activity in the UK's manufacturing sector grew at its fastest rate for three years in April, according to the Markit/CIPS UK manufacturing Purchasing Managers' Index (PMI), which measures confidence in manufacturing. It rose to 57.3 from 54.2 in March.

However on the downside sales of new cars plunged nearly 20% in April from a year ago, but the fall was due to consumers bringing forward purchases to escape a rise in Vehicle Excise Duty. Sales of alternatively fuelled cars fell for the first time in four years but new car registrations are up 1.1% overall for the first four months of the year to over 970,000.

The Office of National Statistics reports that in the 3 months to February 2017, manufacturing increased by 2.1% (unchanged from the 3 months to January 2017), continuing its strongest growth since May 2010 – total production was estimated to have increased by 1.6%, with manufacturing providing the largest contribution.

Despite the current optimism many manufacturers and manufacturing Trade Associations are predicting a downturn once the General Election is over and the effects of the Brexit negotiations are fed into the economy.

### **Brexit**



The major issue confronting manufacturing at the time of writing this report continues to be the effect of Brexit.

Unite has been working hard to campaign on the key issues of remaining in the Single Market, remaining in the Customs Union, defending employment rights and on the key issues of ongoing investment, skills and procurement.

As the General Election has intervened meetings arranged with the EEF, SMMT, Chemicals Industries Association and others have been moved until we are aware of the result of the election.

That is not to say contact is not ongoing and it is still abundantly clear there is unanimity in manufacturing in relation to Unites key strategic aims on Brexit, the Single Market, Customs Union, investment etc.

A statement to this effect is currently being drafted by Unite and a number of Trade Associations in manufacturing with a view to a launch following the General Election.

Because of the General Election meetings with government Officials on Trade Remedies (to create a policy to stop the dumping of goods on the UK market) following Brexit have been put on hold. Unite has been joined by the GMB and Community along with a number of key Trade Associations including UK Steel, ceramics, glass, paper employers and a statement on robust Trade Remedies and on Market Economy Status for China was sent to all the main political parties.

At the time of writing Labour have made a commitment to support our position in regard to Trade Remedies although understandably the complexity of Market Economy Status for China is not an issue that has been included in the Manifesto but will be included in Labour's other documents on Brexit.



### **Steel Industry**

As anticipated, Liberty House, owned by Sanjeev Gupta have now purchased Tata's Speciality Products division and the AGS and National Officer for Steel met senior directors of Liberty House prior to the confirmed acquisition.

Liberty House is not just a steel company, even following its acquisition of Caparo and Tata Speciality Products. It has significant interests in engineering and in the auto supply chain having bought CovPress and Rio Tinto's operations in Scotland. They have advised they intend to produce alloy car wheels in Scotland. Liberty have indicated they are happy to have a relationship with Unite and wish to work well with us.

### **BMW Pensions**

At the time of writing a "transition document" moving from the DB scheme to a new DC scheme is out for ballot of our members in the BMW group. We have great support from our members on strike days and the overtime ban on Working Time Accounts is in place at the time of writing, however strikes have been put on hold.

Negotiations led by the General Secretary with senior Board members of BMW from Germany resulted in a final proposal from the company, being put to the members.

The company made it clear they would not maintain the DB scheme as it was "global policy", however the effects on the pension scheme in Germany, Austria etc. are not as significant as they are on the UK.

### **Ford**

The Executive Council will recall that following meetings with the General Secretary and Jim Farley, CEO of Ford, four workstreams were agreed dealing with Brexit, Electrification, Dagenham estate and the future of Bridgend.

An initial meeting on Brexit has taken place and not surprisingly there is little difference between Ford and Unite and it is intended to have regular briefings on developments. A meeting on Fords overview of electrification is planned.



### **PSA Acquisition of GM Opel**

The PSA Board have agreed a package to take over GM's European businesses.

At this stage there have been no significant proposals from PSA, however Unite has engaged the services of Syndex who have begun their work in a detailed study into the acquisition and the implications for Unite members.

In an extremely lengthy report it is clear that PSA in securing GM in Europe for the price of €1.8bn have what is best described as "a bargain". The merger will propel the new company to the second biggest car company in Europe behind VW. It would cut costs by up to €9bn with a saving of €1.7bn annually and reduce the number of platforms from around twelve to three (2 cars, 1 commercial vehicles).

In addition the company intend to invest €1.6bn in "modernisation" (move to Hybrids and Electric Vehicles).

Discussions with PSA and GM are continuing to take place but very much in the background now.

### **Fujitsu Services**

Strikes at Fujitsu have taken place over the past few months and eventually resulted in a meeting with the AGS and National Officer with senior management with the support of our Reps.

As a result the company put forward their final proposals to settle the dispute which at the time of writing is out to ballot of members. In regard to the company's Information & Consultation Forum, the AGS made it clear that the decision of the company to scrap the Forum in an effort to remove Unite representation was extremely foolish. Unite has secured the majority of places on the negotiating body to bring in a new Information & Consultation Forum.



In addition a revised protocol have been proposed by the company which should give Unite wider access to employees within the wider Fujitsu business in the UK. The protocols include access to the workforce and wider Union facilities. Our membership in Fujitsu is concentrated in the North West, South East and London and there is significant scope for organisation.

### **Strategic Plans in Manufacturing**

Because of the General Election the Manufacturing Combine's updated strategic plan for manufacturing – although written and agreed by the Combine – was being held over until after the election result was known.

It is intended to launch the document at a suitable time and venue and it may need updating in the light of the election result.

A meeting of the Automotive sectors sub committee along with representatives from passenger transport and AGS Diana Holland has met to begin work on Unites' strategy to deal with the upcoming transition to electric and autonomous vehicles and future mobility.

We hope the document will be ready for launch later this year.

Additionally the Manufacturing Combine is to meet with the AGS and Sharon Graham to look at how manufacturing (in general) handles Industry 4.0/Digital Revolution in the manufacturing sectors.

### **Industrial Strategy**

Unites' industrial strategy as outlined in our response to the Government's green paper has been produced in a booklet form and has been circulated to members of the Executive Council.

A similar strategy was sent to the Labour Party for inclusion in their review and it is pleasing to note that the vast majority of the strategy has been included in the Labour Party Manifesto for the first time.

### **International**



Workers Uniting along with the Australian Construction and Mining Union (CFMEU) and the South African National Union of Mineworkers has concluded discussions with the global mining and metals group Rio Tinto to develop a better working relationship with the company.

Final negotiations were held in London and a structure has been agreed which provides for regional meetings of Unions within the Rio Tinto global business and on-going national meetings which will consist of Workers Uniting, CFMEU, NUM South Africa with an observer seat for IndustriALL, as well as “regional meetings” in Europe, North America, Australia/SEA, Africa.

Details of the agreement were explained to Rio Tinto Unions at a recent meeting of the IndustriALL Executive Committee by the President of the CFMEU. Simon Dubbins also addressed the Rio Tinto shareholders meeting in London along with the Chief Executive of Rio Tinto to explain the relationship and the same will happen in Australia where the President of the CFMEU will address the shareholders meeting.

The AGS was invited to address the congress of the Industri Energi Union in Oslo with their new President of the Union to outline our working relationship, notably in the Offshore Oil industry.

The AGS also addressed the United Steel Workers Convention in Las Vegas on behalf of Unite.

At the USW Convention we were able to set up meetings with the USW delegates in the oil, glass, tyres, chemicals and health sectors, all which proved to be highly successful.

## **SERVICE SECTOR**

The period covered by the Services, Energy and Construction reports has been dominated by the snap election, Brexit and continuing fall out from austerity both in terms of the Banking industry and public services.



Some unlikely candidates for 'bargain basement' employment policies have their tails up, for example Nottingham University who propose to introduce zero hours contracts.

Post-election all sectors will be challenged to ensure Unite is relevant to members at their workplace irrespective of who wins a majority. An element of this work requires a review of the Policy decisions agreed by Sector conferences in 2015, mapping progress and assessing outcomes including membership numbers and density.

The union's expanded Construction and Allied Trades & Technicians sector continues to grow in confidence and is embarking on implementing the organising and leverage campaign approved by the Executive Council. Work to integrate all former UCATT members continues and Unite membership cards are being dispatched.

### **BUILDING CONSTRUCTION AND ALLIED TRADES**

**UCATT:** It is now just over four months since UCATT transferred to Unite the Union. Whilst there have been a few hiccups during this time, in the main the transfer has gone well and former UCATT Officers have now settled in as Unite Officers. During this period, we are all obviously aware that there has been a General Secretary Election and it was pleasing to see so many UCATT branches actively participating in this process. There have been some issues relating to the former UCATT branches finances which we have been able to resolve.

**Hinkley Point C:** An offer of £1.00 per hour fixed bonus with the opportunity to earn up to another £1.98 per hour bonuses based on productivity has been put forward by the Laing O'Rourke led-Joint Venture BYLOR, this offer has been overwhelmingly rejected by a ballot of the membership on site.

However, just prior to the opening of the ballot, the client, EDF intervened and informed the Joint Trade Unions that they were preparing a substantially improved offer in conjunction with BYLOR. This will be presented at a meeting on 16th May. This information arrived too late to postpone the ballot. Any new increased offer will be taken back to the Civil Engineering stewards for their consideration.

**Heathrow Airport – Third Runway:** A seminar was attended regarding the setting up of 3 logistic hubs, which would undertake off-site construction in respect of a third runway. British Airports Authority stated that in setting up these logistic hubs, they will seek to ensure the benefits of the construction phase of a third runway are equally spread, as far as is practically possible across the whole of the UK.



Unite will need to ensure that agreements are in place giving Unite recognition and access to these hubs. The Laing O'Rourke facility which is situated on the Derbyshire Yorkshire borders currently refuses access to any Trade Union Officer.

**Plumbing Pensions:** The Scottish and Northern Ireland employers, Plumbing Trade Associations have sought to close the National Plumbing Defined Benefits Pension Scheme to future accrual. We have defeated this proposal; however we are aware it will resurface.

**Building Worker:** Recently the newly integrated construction sector successfully circulated the first edition of Building Worker covering all aspects of the "Total Construction Process", which again highlights the wonderful opportunity available as well as the challenges the sector faces, as the industry is changing at a rapid pace through the expansion of off-site manufacturing establishments whilst all the regions really need to be targeting these businesses, for recognition, collective bargaining and protecting the skill base in order to prevent the deskilling of the industry workforce.

**HS2:** The granting of Royal Assent, which provides for the development of the High Speed 2 is an integral link with the UK Infrastructure plan in delivering the first major rail programme since the 19th century. The project comprises of three sections and involving Enabling Works, Civil Engineering, Overhead and four new Stations (Euston, Old Oak Common, Birmingham Interchange and Birmingham Curzon Street).

Three of the seven Joint Ventures have recently secured the initial enabling scope of work packages as the project is split into three sections between London and Birmingham.

- Enabling Works South awarded to Costain Limited-Skanska Construction – **CS Joint Venture.**
- Enabling Work North awarded to Laing O'Rourke–J Murphy & Sons Limited – **LM Joint Venture.**
- Enabling Works Central awarded to Morgan Sindall Construction, BAM Nuttal Limited & Ferrovial Agroman (UK) Limited – **Fusion Joint Venture**

The Client has now recognised there is definitely a need to engage with all the Stakeholders and consequently is now in the process of facilitating a meeting date for those talks to commence in the near future covering Industrial Relations and a would-be Project Specific Agreement.

**COMMUNITY YOUTH AND NOT FOR PROFIT**



### **Youth Services Cuts**

#### **Northern Ireland**

- In January, it was announced that funding from the Extended Provision Youth Work programme was to be withdrawn on the orders of then Northern Ireland Education Minister, Peter Weir.<sup>1</sup> Unite the Union CYPW Branch in Northern Ireland called for a long term commitment from the Stormont Executive parties for the funding of youth services.<sup>2</sup>
- The Ireland Regional Secretary wrote to the Secretary of State for Northern Ireland this was followed by a reprieve for 100 fixed term youth workers at risk of redundancy until at least the end of June to give time for a new incoming administration to make a decision on the service.

#### **Coventry**

- Coventry City Council opened a public and workforce consultations on whether the Council should turn their open access universal service into a targeted service. Following the consultations, where local Unite the Union local workplace representatives took an active role, the Council will press ahead with its plan to cease their Universal youth service. The new service will not be run by the council and is likely to be tendered to be run by a community and not for profit organisation.

#### **Hounslow**

- The London Borough has proposed 3 Youth centres to close as part of a package that will include a £212000 cut to youth services from April 2017.
- Young people, parents and community activists with support from the Greater London Play and Youth workers branch have come together to form "Save Hounslow Youth Centres" and they led a protest at the local Civic Centre on 21 February. The public consultation closed on 6 March. But there has been no publication of the results of the consultation.

### **FINANCE & LEGAL**

#### **RBS**

Job losses continue to dominate the union's work in RBS. The bank shed 10,000 posts in the UK in 2016 and Unite anticipates a further 7000 jobs will go this year. Since the end of 2008 and the near collapse of RBS prior to the tax-payer bailout, almost 50, 000 UK jobs have gone; two-thirds via redundancy with the remainder lost following divestment of parts of the business (i.e. Direct Line) and attrition. The



bank has announced further job losses in its Technology division across London and the closure of its Payment Operations centre in Birmingham. Globally the banks workforce has shrunk by 140,000 since the financial crisis.

### **Clydesdale/Yorkshire**

Unite is in consultations with CYB over the banks plan to close the remaining DB scheme to future accrual. Some 38% of the 7500 employees currently benefit from a final salary pension upon retirement. The banks plans are complicated by the different schedules affecting Clydesdale and Yorkshire bank scheme members. In an attempt to 'soften' the impact of the scheme closure, CYB is proposing enhancements to their current DC scheme and associated benefits. Discussions remain ongoing.

### **GOVERNMENT, DEFENCE, PRISONS, CONTRACTORS (GDPD)**

#### **PENSIONS**

Atomic Weapons Establishment ( AWE ) has a dispute which is ongoing. Strike action will take place, or has taken place on the 6th, 10th, 20th, 24th April and the 4th and 8th of May. The members were rebaloted for action with a large majority to continue strikes ACAS the Company as well as Unite solicitors and Pension specialists Pitmans have been involved these discussions are ongoing. The company admitted they did not cost the Unite pensions proposals. The defined benefits scheme closed on the 31st of January 2017. There is now a defined contribution scheme in place!

Defence Fire and Rescue Service ( DF&RS ) abatement and pension age on going. Waiting to meet MoD on the abatement issue when MoD has figures from Government Actuary Department ( GAD ).

### **TRANSPORT & FOOD SECTOR**

#### **GENERAL ELECTION 2017 – TRANSPORT AND FOOD**

There are a number of key issues for our members in transport and in the food, drink and agriculture sectors set out in our "Transport Matters" and "From Plough to Plate" strategies. In addition to the overall priorities for our union on trade union and workers rights, these key transport and food issues are very well reflected in the Labour manifesto, including commitments on municipal bus companies, public ownership of rail, taxi regulation, aviation capacity, ports, transport investment, agency working, TUPE and bogus self-employment; and commitments on EU Exit and company takeovers - vital to our food and agriculture sector, as well as £10 minimum wage, zero-hours contracts, environment and animal welfare, migrant workers and fair pay.



### **EU EXIT**

'Brexit' is already having consequences in the sector, in spite of company denials that this is the case, with an escalation of redundancies, takeovers (eg Unilever threat from Kraft Heinz), offshoring (eg Nestle Blue Riband), cuts in terms and conditions. A Unite FDA delegation met with Labour's Shadow Secretary of State for Environment, Food & Rural Affairs and discussed these developments, as well as raising the alert on food standards – chemicals in food and banned pesticides in farming – currently protected across Europe. The sector's "Change at Work" course focused entirely on EU Exit and international trade unionism.

In **Civil Air Transport** the issue of concern is "open skies aviation" and EU and EASA regulation as part of 'Brexit' negotiations – as well as implications of bilateral aviation agreements going forward.

In **Rail** the current issue raised is the impact of 'Brexit' on standardisation for the rail industry.

### **AUTOMATION AND DIGITALISATION**

Following a positive meeting between the Automotive, Passenger and Road Transport sectors on technological developments including electric and driverless vehicles, a draft strategy is being discussed. We have also prepared a response to the Vehicle technology and Aviation Bill which includes these issues.

### **DIESEL EMISSIONS REGISTER LAUNCH AND WORKERS MEMORIAL DAY 28<sup>th</sup> April**

On International Workers Memorial Day, Unite launched the Unite Diesel Emissions Register, an online survey to record exposure. It has been developed jointly by Unite's Transport sectors and the Legal department.

Piloting of the register with our Transport National Industrial Sector Committees has revealed that affected workers suffer short-term health issues including wheezing (55%), other respiratory problems (55%), eye irritation (45%), lightheadedness (36%), chest tightness (36%), headache (36%), nausea (27%) and heartburn (18%) and long-term health issues, including lung capacity, breathlessness, asthma.

On 12 May, Unite arranged a demonstration of gas monitoring and ultrafine particulate measuring equipment, with a view to identifying bargaining aims with employers. East Midlands Airport and London Taxis reps were also involved.



Workers memorial day purple ribbons displayed in Road Transport & Logistics, a number of companies agreed that the newly-designed ribbons would be displayed on vehicles to commemorate Workers Memorial day.

#### **BUS SERVICES ACT 2017 and UBER LICENSING TFL (Transport for London)**

The Bus Services Bill has now received Royal Assent – it was rushed through just before the General Election. While we did secure TUPE and pension protections and the legal right for Unite to be consulted before any franchising is introduced, the ban on local authorities setting up publicly owned municipal bus services, which we had overturned in the Lords, was reinstated. The struggle on this issue continues. We would like to place on record our thanks to all at Westminster who supported Unite's priorities for the bill. In view of the allegations relating to licensing of Uber in London, and the impact on the local taxi trades, Unite has, with other taxi unions, called for an inquiry and Sadiq Khan has been asked to suspend the Uber license with TfL.

#### **PETROLEUM DRIVER PASSPORT – DOWNSTREAM OIL DISTRIBUTION FORUM**

Over 9,000 passports have now been issued – a major achievement from Unite's 'Enough is Enough' campaign in 2012. Ongoing issues around operation of the passport in one terminal in Northern Ireland and extending to Republic of Ireland.

#### **INTER-UNION ISSUES**

- **Flybe – Prospect** : following a very concerning meeting with senior lay members and officers concerned, the AGS been in contact with the Prospect General Secretary and alerted the TUC about Prospect activity among Unite-organised Flybe cabin crew where Unite has full recognition. The evidence of breaking TUC principles is overwhelming and a preliminary meeting, which is the first stage of the process, has taken place, with further steps now to follow
- **Stobarts – GMB** : it has been brought to our attention that GMB has met with Eddie Stobart with a view to signing a recognition agreement. This has been a major target for Unite over years, and we have membership, a shop stewards combine, and we recently won a major holiday pay claim. Unite has met with Tim Roache GMB General Secretary of the GMB and spoke to the TUC. Further discussions are set up
- **Arriva rail – RMT** : This is both an industrial and inter-union issue that is receiving attention
- **URTU** General Secretary Bob Monks has raised concerns regarding Unite activity, which we have met about and will now discuss jointly with the TUC

#### **Headline Issues - ARGOS**



The ongoing dispute with Argos is becoming more entrenched; the company have resorted to a legal challenge following the issuing of our intended 14 days of Industrial Action. They took us to the High Court to get an injunction. They failed as they had not submitted in sufficient time. However, they have now submitted another injunction to stop the Industrial Action that is ongoing. The dispute continues as Argos is refusing to negotiate regarding the job security guarantees and relocation and severance payments. The challenge relates to Unite trying to secure these guarantees before the TUPE transfer, their argument is that our dispute is with a future employer. The implications of this cannot be underestimated as if unchallenged then it will leave many national agreements under threat of break up.

STOP PRESS : As this report is being finalised, the company has just lost their legal challenge.

### **British Airways**

The company has met with Ed Sabisky, the NO and reps to outline the NAPS pension scheme evaluation. No proposals have been made yet.

Outsourcing of work proposals continue. Gatwick engineering has been retained, however the aircraft paint function is being outsourced. Cardiff engineering has delivered change that looks as though it will retain work. A call for tender has been announced regarding the UK call centres.

A corporate 3 year pay offer has been made and accepted in the ENF, GSS and 'A' scales NSP's. WW and EF Cabin crew are being offered the terms of the first 2 years of the central position with some agreement changes.

Industrial issues around the introduction of automated technology the Motortok continue to be discussed by the GSS with a ballot of members on work changes taking place. MF (Mixed Fleet) negotiations continue with BA. The dispute originated with a rejection of the corporate offer and subsequently progressed through the FTA process and as a result an IA ballot was initiated. The result was overwhelmingly in favour of action. Subsequent to notice for action was given, and the company met at ACAS prior to Christmas and a new proposal was made. This was balloted upon by members (without a recommendation from Unite) and rejected. BA subsequently withdrew the proposal and refused to sign an extension agreement covering the IA ballot. Thus further dates were notified for January. 26 days of strike action has been taken by Mixed Fleet members. The enthusiasm, energy and determination of the reps and members has been genuinely inspiring and there has been incredible support shown throughout the union and the wider movement. With full support of members a 'pause for peace' was instigated, which allowed BA to step into ACAS convened talks. At the same time a further ballot for industrial action was



commenced. The ballot resulted in a 91% vote in favour of action on a 68% turnout. Sufficient progress had been made in talks that they continued, and concluded with a new proposal being made by BA. The proposal is dependent on representatives recommending the offer, which is currently subject to debate.

## **EQUALITIES REPORT**

### **Unite Equality Manifesto and the General Election 8 June 2017**

The Unite Equality manifesto has been updated, reproduced and circulated. It calls for “A

Vote for Equality X” and :

- Statutory rights for union equality reps, restored Equality Act and EHRC
- Childcare, carers/grandparents leave and no pregnancy discrimination
- A right to disability leave and an end to unfair endless disability assessments
- No to low pay for women - £10 minimum wage, a living wage, close the pay gap
- Pensions justice for all including WASPI women
- An end to attacks on rights at work and blaming BAEM and migrant workers
- No ‘race to the bottom’, no zero hours contracts exploitation, no tribunal fees
- Equality action on skills and apprenticeships
- Migrant domestic workers – reinstate visa
- Action on hate crime, domestic abuse and violence
- Global rights to LGBT equality and no pensions discrimination
- The right to free, safe abortion
- No use of Brexit to cut equality rights

Commitments on all of the issues in Unite’s equality manifesto are Labour policy for this election. The call for statutory rights for union equality reps is part of Labour’s plan for a fair deal and rights at work. A Labour Race and Faith Manifesto has also been produced. Equality monitoring of Labour’s 631 candidates shows improvements in tackling under-representation : men 59%, women 41%, BAME 9.4%, Disabled 4.6%, LGBT 7.1%.

Unite National Equalities Conferences have been postponed because of the election and a new date is being set.

#### **Gender Pay Reporting**

The new regulations requiring large employers (250 or more) to publish information on



gender pay gaps came into force on 6th April 2017. Below are links to the details. A step

forward, but Unite's commitment remains not just to measure the pay gap, but to close it :

[The Equality Act 2010 \(Gender Pay Gap Information\) Regulations 2017](#) apply to private

and voluntary-sector organisations with 250 or more employees.

[The Equality Act 2010 \(Specific Duties and Public Authorities\) Regulations 2017](#) apply to public bodies with 250 or more employees.

## **WOMEN**

### **International Women's Day**

This year we focused our International Women's Day event in Hotels in London around the issue of migrant workers and we will be linking up with the Unite hotel workers branch to support and celebrate women working in the hotel sector who are campaigning within the branch to giving flowers to women hotel workers on international women's day. There was a launch of a Unite Women in Construction network and a celebration at the TUC women's conference. Unite organised a series of events across the regions and issued a press release relating to migrant women workers as well as organising a Unite live article.

### **TUC Women's Conference**

The delegation for TUC Women's Conference has been organised with participation from our UCATT sisters. We have nominated Sis Diana Holland and Sis Susan Matthews for the TUC Women's Committee. We have submitted motions of Digitalisation and Brexit and an amendment on migrant workers. We have a fringe meeting planned on the issue of PPE and health and safety.

### **National Assembly of Women**

Rose Keeping, Carolyn Simpson and Siobhan Endean continue to represent the union on the executive of the national assembly of women executive. The National Assembly of Women are most recently involved in the stop Trump campaign, the AGM took place in London on 20th May.

### **Abortion Rights**

Carolyn Simpson and Rose Keeping continue to represent Unite on the executive of Abortion Rights. We are currently lobbying for abortion rights to feature in the



Labour Manifesto as well as supporting the campaign to repeal the 8th amendment in Ireland and tackling antiabortion campaigning in the West Midlands on 20th May.

### **Maternity Action**

Unite continue to work closely with Maternity Action and are delighted that the project to develop new videos explaining women's employment rights during pregnancy have been completed. We are lobbying for inclusion of maternity rights in the Labour manifesto.

### **WISE**

We continue to work with WISE to promote women in to science and engineering. We are currently working on a project to identify the women steel workers who built Waterloo Bridge following on from our project light up the ladies bridge. Our WISE leaflet is now part of an apprentices portal on the Unite website.

### **BLACK, ASIAN AND ETHNIC MINORITY MEMBERS**

#### **This Quarter has seen further Changes to Immigration Rules**

The Home Office has laid before Parliament a package of changes to the Immigration Rules.

These changes mainly affect applications using Certificates of Sponsorship assigned by sponsors on or after 6 April 2017, the main changes include:

- Overseas criminal record certificates extending the requirement to provide a criminal record certificate to Tier 2 (General) applicants coming to work in the education, health and social care sectors and to their adult dependents
- Immigration Skills Charge of £1,000 per skilled worker per year is being introduced for employers in the Tier 2 (General) and Tier 2 (Intra-company Transfer) routes. The charge is £364 for small and charitable sponsors.

#### **Ethnic Monitoring pilot - survey**

Following Unite's Rules Conference in 2015, we are asked to report to the Executive Council

on the remitted Rules amendments relating to ethnic monitoring. A pilot survey of the

National Executive, National BAEM and Regional BAEM members had been undertaken to

see if any points have been overlooked before the final monitoring goes live. The survey was



conducted online and closed on Friday 3 February 2017 and the response/comments are being analysed and if necessary to make changes with an anticipated proposal of implementation in the first week of September this year.

### **One Day Without Us: National Day of Action Monday 20 February 2017**

The campaign “One Day Without Us” was created last October, in reaction to the rising tide of post-Brexit street-level racism and xenophobia and the divisive and stridently anti-migrant rhetoric emanating from too many politicians that has accompanied it. Originally the campaign called for Migrant workers to act for one day of action by refraining from attending at work. Due to the legal implications and potential consequences we supported the event by posting messages of support on social media and Unite live, twitter and Instagram. Much of our campaign was dominated by social media, and generated some media attention.

### **General Election 8 June**

In preparation for the general elections, we have updated the Unite Equality Manifesto and we are working closely with Stand Up To Racism, Operation Black Vote and Hope not Hate. The key priority focused on voter registration from the BAEM Community. The Lobbying and Transparency Act has placed additional hurdles which has restricted our activities in order to remain within the compliance requirement on Election expenditure limitation.

### **POLITICAL REPORT**

Jeremy Corbyn addressed the EC and spoke about the change that is sweeping across the political landscape. He thanked Unite for its continued support of his leadership and Labour party during the election.

**The below outlines the results of the 2017 general election, the Unite general election** campaign and input into the manifesto process and the prospects ahead. This includes a summary of pressure points on the government in its much weakened state and the new Labour MPs.

### **Election results (UK wide)**

Political Party	Seats	Net change in seats	Vote Share	Net change in vote share
Conservatives	317	-12	42.3%	+5.5%
Labour	262	+29	40%	+9.5%



Liberal Dem	12	+4	7.2%	-0.5%
SNP	35	-21	3%	-1.7%
DUP	10	+2	0.9%	+0.3%
Sinn Fein	7	+3	0.7%	+0.2%
Plaid Cymru	4	+1	0.5%	-0.1%
Green	1	0	1.6%	-2.1%
UKIP	0	-1	1.8%	-10.8%

The above summarises seats and vote share results of the 2017 general election on a UK wide basis. Turnout was the highest in a general election since 1997 (69%).

The Conservatives recorded an increase in their vote share of 5.5% - their highest since 1983.

The increase in vote share of Labour was significant at 9.5% - the biggest increase in vote share at a general election since 1945 and represents a swing nationally of 2% from Conservatives to Labour.

At 40% the Labour vote share is just behind Tony Blair's victory in 2001 (40.7%) and higher than the last time Labour won a majority to form a government in 2005 (35.2%). The number of votes underlines the significance of this election – in 1997 Labour won 13.52 million votes. It has lost voters ever since, with the exception of a small increase in 2015. Between 1997 and 2010 4.91 million votes were lost; this increased by just 0.74 million between 2010 and 2015. At this election Labour increased its vote by 3.45 million. While analysis of the makeup of this vote is still being done it seems likely that the increase was driven by a higher turnout of young voters and those in lower income groups.

The Lord Ashcroft post-election polling interviews 14,000 people on election day about why they voted the way they did and asks them about their voting history - it is the most substantial exercise of its type. It found that two-thirds of 18-24 year olds who voted, voted Labour, as did over half of those aged 25-34 year olds who voted. This lays the foundations for a strong electoral base for the future if retained. The 'Brexit factor' was the most important decisive factor for the majority of Conservative voters, but a quarter of 'leave' voters voted Labour and 51% of 'remain' voters. The most important factor in how to vote amongst people who voted Labour, Lib Dem and SNP was that they trusted the motives of the party they were voting for and the policies. For Labour voters the most important issues were the NHS and spending cuts. The Ashcroft polling also found that voters who decided how to vote later in the campaign were more likely to decide to vote Labour. This supports the theory that as the campaign progressed and electors heard more of the Labour leadership greater levels of electoral support were garnered.



This can be attributed to a political platform that enthused and broadened the base of the Labour vote, with policies that placed the Labour party clearly on the side of 'the many, not the few' (more below).

It also successfully cut deeply into the UKIP vote and prevented their collapse (the vote decreased by 10.8%) solely benefitting the Conservatives. Immigration was not prioritised in the Labour campaign – delivering economic security and higher living standards with concrete policy promises around this was prioritised.

Since the financial crash in 2008 and the economic policies subsequently pursued by the 2010 Coalition government and the 2015 Conservative government people have endured the longest squeeze in living standards in history and it was forecast by the IFS in March that real incomes would not return to their 2008 levels until at least 2021. To put this in historical context, wage growth of just 1.6% between 2010 and 2020 compares with an increase of 12.7% in the 2000s and over 20% in every other decade since the 1920s. Only Greece has performed worse than the UK when it comes to wages.

The impact of the Labour campaign in placing opposition to this continued trend – to prioritise that it is not the case that decline simply has to be managed more effectively but that a better path can be taken - can also be seen in the seat results. This included previously marginal seats turning safe (for example, Lancaster and Fleetwood), the reversal of losses at the 2010 and 2015 election (for example, Brighton Kemptown and Derby North), unexpected gains, (for example, Battersea, Ipswich, Canterbury and Kensington) and the conversion of Conservative safe seats into marginal (for example, Amber Rudd in Hastings and Rye looked likely to be a high profile Conservative loss after an 11% gain for Labour). It also included winning seats back in Scotland – significant victories given the widespread view that it would take many years to rebuild the Labour base in Scotland.

#### **Key policies – Unite input into the manifesto**

The policy platform put forward by Labour during the election campaign clearly set out not just an end to cuts to our public services but a macro-economic policy that would ensure a growing economy and a political commitment to ensuring the gains of that growth were distributed fairly and benefitted 'the many not the few'. Key pledges included, but were not limited to, a £10 an hour minimum wage for those aged 18 years and over, no tax rises for 95% of people, abolishing tuition fees, funding for health, social care and education, universal childcare provision, free school meals, strengthening trade union and employment rights, a substantial industrial strategy and an independent foreign policy. The Negotiating Brexit section



of the manifesto set out the commitment to push for access to the single market and custom union.

Over the past few months, before the general election, the political department ensured that Unite policy was consistently represented in different discussions and structures where Labour policy development was taking place on a wide range of issues, including tax changes and rights regarding self-employment and employment and workers rights generally, the sustainability of funding for the NHS, STPs and the role of public health practitioners, local government funding and services, public procurement, skills, the mini cab industry and manufacturing ahead of automotive conference and bus services.

The formal Unite response to the Labour Industrial Strategy consultation was submitted and followed up afterwards. Analysis and policy was fed in ahead of the Budget in March, and then followed up with a broader analysis and note to MPs. The political department has supported the Unite delegates to the National Policy Forum in the formulation of policy, including speaking at the Unite transport combine and Women and Equalities officers meetings. It has represented Unite at the Labour roundtables on steel (alongside the National Officer), self employment (alongside Alys Cunningham from the Legal department) and the working group on UBI and ensured that Unite policy was followed up afterwards.

The department represented Unite during the TULO process of feeding in trade union policies to the manifesto drafting process ahead of the Clause V meeting and associated follow up work and briefing NEC representatives. It ensured that Unite submitted a broad range of policy 'asks' covering all of our major membership groups across transport, manufacturing and public services, employment and trade union rights, the shape of our economy and the need to invest to raise living standards, our approach to Brexit, equalities and social policy.

All of this work then yielded positive outcomes in a number of areas during the manifesto process when the general election was called and in key announcements before and after the publication of the manifesto as highlighted at the start of this section.

### **GE 2017: What did Unite do?**

June 8 2017 was a crucial election for Unite and for Labour. The Party, under Jeremy Corbyn's leadership, put forward the most progressive programme for decades; a manifesto which addressed many of the key concerns of our members.



Unite's overall strategy was to encourage and convince as many of our members to vote Labour as possible. We targeted resources to key seats, where we knew there was an opportunity for Labour to make gains from the Conservatives, UKIP and other parties. Our resources took a number of forms, from donations to public-facing campaign advertisements and member-to-member communications.

We contacted members in a number of ways, including direct to their workplace, and through micro-targeted Facebook ads – a first for Unite. In total, we contacted over 600,000 Unite members by email and text message and reached thousands of Unite members through targeted Facebook advertising.

We have identified over 60,000 Facebook accounts associated with Unite members and 56,000 Twitter accounts. Over 3,000 people have shared content from the campaign on social media, and there have been over 150,000 responses to the email and text surveys that have been run. We also surveyed our members on their voting motivations; which was one of the biggest political surveys of this kind run by a trade union.

A number of Unite members also ran as candidates – with many of them winning. The Unite group will have more members amongst the PLP than any other union. Many of these MPs have cited Unite's support as integral to the success of their campaign.

### **Priorities and potential ahead**

The Conservative government is significantly weakened – having to rely on the DUP for votes to pass legislation. Therefore there is a real opportunity to prevent the government from effectively pursuing their political agenda. Already it has been announced there is likely to be a delay in the Queen's Speech – which it has been indicated will include a 'pruned' manifesto – and a delay in Brexit negotiations – although their desire will be to try and avoid a further general election.

The significant headline pressure points are: an end to austerity and no hard Brexit. Both of these issues are central to Unite members interests – their jobs, living standards and future.

This also reflects the policies in the Labour manifesto that represented a real alternative agenda to the Conservative plans and therefore can use the momentum gained during the election campaign to build political pressure on the government.

The plans put forward by the Conservatives continued the deep cuts to our public services, as can be seen in the example of the IFS analysis of the different party manifestos (below). The rhetoric of Conservative contrition over austerity should not be taken as a reason to ease off the pressure on this point – they are likely to wish to



continue their plans, though the language around the cuts may alter, and many can be implemented without further legislation at this point. Building political pressure outside of Parliament that can be exerted on the government as well as working with the Labour party in opposing austerity and continuing to put forward a positive alternative will remain important.

The outcome of the election has strengthened voices that do not wish to see a 'hard Brexit' – including because of the alliance with the DUP, though it should be noted that at the time of writing that Steve Baker MP, who is a hard Brexiteer, has been appointed as a Brexit minister. Work will continue with the Labour party on how to best exert pressure on the government over a negotiating framework and process that prioritises jobs, investment and the economy.

The involvement of the DUP in government also raises significant concerns for the future of the Good Friday Agreement, women's rights and LGBT rights.

There are additionally policy areas brought up during the campaign by Labour that other parties then felt the need to adopt – for example, Labour has since summer 2016 had a policy of ending the public sector pay cap. During the election, the SNP, Liberal Democrats and Greens all stated their support for ending the public sector pay cap. There are issues such as this that should be explored to see what gains can be made.

## **INTERNATIONAL REPORT**

### **Executive Summary:**

The key aspects of UNITE's international work since the March 2017 Executive Council are summarised below.

- The wider international context that UNITE operates within remains extremely difficult, however the tide of populist election victories appears to be slowing for the moment following the defeat of the far right candidates in the elections in the Netherlands and France.
- The impulsive and reactionary politics of the Trump presidency are increasingly making themselves apparent, while the situation in the Middle East remains extremely bad with Turkey now openly attacking the Kurdish Democratic Forces in northern Syria;
- UNITE's work and activities in the European and global federations continues with clear signs that more organisations are placing organising at the centre of their work



programmes, specific activities and inputs have been made in UNI, IndustriALL, EPSU, BWI, IUF and the ITF and ETF;

- Workers Uniting continues to make progress with a UNITE delegation strongly present at the USW Convention in April, participation in the Los Mineros march in Mexico and the next phase of the Building Power Internationally course about to start, specific industrial and political activities have also continued;
- Support and assistance has been provided to UNITE and reps from other European unions in the EWCs and SNBs of, amongst others, Manpower, GE, Engie, IAG, JOST, Westinghouse, Siemens, Leonardo, SPX, DFDS, GKN, and Princess Food, activities in relation to the effect of Brexit with regard to EWCs are also continuing;
- UNITE continues to play its full role in relation to building solidarity with our sister organisations and struggles in Colombia, Palestine, Turkey, and a number of other countries. The situation in Turkey and Syria are of particular concern, as is the deteriorating situation in Colombia and the rising tensions in Palestine.

## **UNITE Brexit Coordination Team Report**

### **Key Brexit developments since the last Executive Council**

Since the last Executive council there have been a number of extremely important developments in relation to Brexit, namely:

- **UK election:** Given that Theresa May explicitly called the election to seek a strengthened mandate for her Brexit negotiating position, the outcome has now thrown the government's strategy into complete disarray. Not only is it unclear whether the government will try to continue with its approach, it is also completely unclear as to how long the government will survive. With only a number of days to go before formal negotiations open there is little doubt that the government's position is now very weak indeed. This situation will without doubt add further to the huge uncertainty surrounding the process;
- **Trigger of Article 50:** Despite attempts to pass amendments, the government's legislation ultimately passed unchanged through the House of Commons and the government duly activated Article 50 on 29th March 2017, thus beginning the two year process of Brexit;
- **French & Dutch elections:** With the Brexit vote and election of Donald Trump in the US, and against the background of a wave of right wing populism in many other EU countries, there was considerable fear going into the Dutch and French Presidential



elections given the strength of the far right in both countries. However, despite gaining some ground the far right in The Netherlands did not make anything like the gains it was hoping for, and Marine Le Pen was handsomely defeated in the French presidential election in April. These two results hopefully represent a 'stemming of the tide' for the far right movements on the continent and give the EU a breathing space to re-establish stability and create a coherent and acceptable programme to move forwards;

- Northern Ireland elections: Following the collapse of the Northern Irish Assembly's government due to the handling of the so called 'cash for ash' affair, fresh elections were held that subsequently produced an increased vote for Sinn Fein and a decrease for the DUP. Given the opposing positions on the issue and manner of Brexit, the complexity of the situation in the North of Ireland will undoubtedly continue to be a cause of very serious contention with regard to the Brexit process. This is now even more complex with the intention of the Conservative Party and the DUP to enter arrangements for government;

- European Parliament position on Brexit defined: During April 2017 the European Parliament defined its position in relation to the Brexit negotiations. Although it was a non-binding resolution it is nonetheless important as it sets out clearly the parliament's red lines and it will have a vote on whether to approve or reject the final deal made. Interestingly it appears to accept that there is a possibility to revoke the trigger of Article 50 provided conditions are met, insists negotiations must be finished well before the May 2019 elections, and insists on a number of other key points, such as respect for EU and UK nationals living in each other's countries, an acceptable financial settlement, no preferential treatment for the UK, that security cannot be a bargaining chip, and that the Irish-UK border question must be settled rapidly;

- Spanish dropping of opposition to Scotland remaining part of the EU should the UK leave: One other important development was the Spanish government's announcement that it would no longer veto any proposal to allow Scotland to remain in the EU as the UK left should Scotland so wish. Given the complications with the Spanish region of Cataluna the Spanish government's proposals were previously that they would not accept this under any circumstances, this has now altered very significantly.

**UNITE political input:**

Although a great deal of the period since the last Executive Council meeting has been dominated by the UK election campaign, UNITE has nonetheless continued to have a strong political input in its attempts to shape the Brexit process;



- The General Secretary has consistently reiterated in numerous interviews and interventions that retaining tariff free access to the single market is essential for the future of UK manufacturing, while the maintenance of workers and employment rights and the guaranteeing of the rights of EU and UK nationals are also red line issues for UNITE;
- Simon Dubbins UNITE Brexit coordinator was invited to participate in various high level discussions on Brexit in Austria and was also interviewed on the prime time state news channel. As one of the few Social Democrat led governments in Europe Austria has an important role to play in the process. Simon also addressed the congress of the influential industrial federation of the major Spanish union CCOO, while Ben Richards intervened on the issue at the French CGT energy federation's Congress. Jonathan Hayward of the International Department has also given sessions and explanations to the federation of Nordic industrial unions as well as the powerful Swedish union IF Metall. The former IF Metall boss is currently the Prime Minister of Sweden another important potential ally in this process. These various interventions in key member states and European federations are increasingly making it clear to continental colleagues what we require in terms of lobbying and pressure on their respective national governments;
- Gibraltar: UNITE has a considerable membership in Gibraltar and is without doubt the most important and influential union in the territory. Given the potential for enormous disruption to working people on both sides of the border should a 'hard' border be re-established due to Brexit, it is essential that unions on both sides of the border seek to speak with one voice in order to make sure the interests of working people are not subjugate to political power struggles in the Brexit process. To this end it was an extremely good outcome to have secured agreement to launch an Inter-regional Trade Union Committee that will bring together the Spanish confederations CCOO and UGT with UNITE in a structured manner to enhance their ability to speak and act with one voice. The initiative received a great deal of attention in the Gibraltarian media and a formal launch ceremony will take place on July 12th. The joint statement issued is reproduced below;
- IndustriAll-Europe Executive held in London to address Brexit: UNITE hosted the meeting of the IndustriALL-Europe Executive committee that took place in London on 7-8th June 2017. The leaders of most of the key industrial unions of Europe were present with a total of some 170 people taking part in the meeting. The first morning session was devoted entirely to a discussion of Brexit with a document and IndustriALL position paper adopted that is largely a reflection of the position developed by UNITE. Most importantly the union leaders had a chance to hear firsthand what British unions and workers need in terms of support, while at the



same time having the opportunity to input and discuss the matter from the perspective of their members' interests.

**UNITE industrial input:**

Dealing with Brexit as an industrial issue was identified as a key matter and important actions and issues in this respect have continued:

- **Toyota and Rolls Royce Brussels visits:** Convenors and regional officers from the Rolls Royce and Toyota companies where UNITE has very significant membership both travelled separately to Brussels to meet with MEPs in order to explain the situation of their companies and the essentials that they need from the negotiations to protect jobs and investment. Good feedback has been received from the EPLP leader Glynis Willmott and it is intended that these visits and lobbying exercises continue;
- **Brexit as a collective bargaining issue:** Following excellent initiatives from the London and Eastern GPM and the South West Aerospace RISCs the International Department is now assisting with plans to develop a comprehensive collective bargaining strategy in relation to Brexit. In particular attention is being focused upon developing standard clauses and approaches to make sure that policies giving action to rights from European legislation are references in collective agreements in order to give them contractual status, as well as pushing for the incorporation of some matters into collective agreements where possible;
- **EWC standard clauses:** The standard clauses drawn up by the International Department to assist UK EWC reps in maintaining their positions and rights in EWCs post Brexit are already being used in a number of instances. Reaction from companies are varied but generally positive and support from sister unions is strong, however there are instances where other EU unions have questioned the right of UK reps to remain in EWCs following the Brexit vote – this is being raised and challenged in European federations;
- **Brexit check company watch:** A questionnaire designed to give a quick overview and insight into how companies are dealing with Brexit has already been widely distributed to workplace reps. Initial results are already showing artificially low pay offers and serious concerns over future investments;
- **NISCS, RISCs and Regional Committee:** Interventions continue to be made at various



constitutional committees in order to make sure our workplace reps are as informed and up to speed as possible and in order to make sure that feedback from workplaces is received;

#### **Documents and Communications:**

- **Website:** The UNITE Brexit check website is now up and running and being updated regularly with articles, news and details of relevant events, etc. With the process now underway the website will without doubt become an important tool going forward and it is credit to UNITE that we have managed to get it up and running so quickly;
- **Press and publications:** Unite have continued to publically make the case that workers should not pay the price of Brexit and continued to produce excellent sector documents in order to defend our members specific interests in each sector. Since the last Executive Council meeting additional documents for a number of sectors have been produced including for passenger transport, RTC, CPPT, finance and GEMS, while documents are still under preparation for Docks, FDA, aerospace, CAT, energy and utilities, health, retired members and Gibraltar. Approximately two thirds of UNITE sectors now have a specific document either in existence or under preparation.

#### **Next Steps**

UNITE will continue to push its political and industrial agendas in relation to the Brexit process, and will, given the dynamic and rapidly moving situation, be ready to adapt and change its inputs at short notice to accommodate any key changes. However, for the foreseeable period in front of us the anticipated next key steps are:

- **Formal start of negotiations 19th June 2017:** UNITE will be prepared and ready to continue making our voice heard and pressure felt as the process formally begins on 19th June. However at the time of writing it appears there is already a strong likelihood that the formal start of negotiations will be delayed due to the chaos surrounding the election and the position of the government;
- **UNITE Regional conferences on Brexit:** Following the calling of the election the regional conferences proposed for May/June had to be postponed. It is now intended to reschedule the conferences to take place around October/November 2017;
- **Political input:** UNITE will continue to make strong political inputs at both the



national and European level as has already been the case until now. The importance and opportunities for making effective political interventions has obviously increased dramatically now that the general election outcome has effectively destroyed any mandate for a hard Brexit;

- **International trade:** Via the European and global industry federations a close eye is being kept on developing trade negotiations and proposals – particularly although not exclusively – in relation to the EU granting China ‘market economy status’. Work is also being undertaken on trade defence mechanisms and systems as this will also become an important area where UNITE will need to have clarity in its perspective and approach.

## **NATIONAL INDUSTRIAL SECTOR CONFERENCES**

The conference will be held in the Brighton Centre, Kings Road, Brighton.

### **SCHEDULE OF CONFERENCES**

To ensure that any national officer who has responsibility for two sectors does not have two conferences on one day it has been necessary to bring forward the Docks, Rail, Ferries &

Waterways conference to Sunday 12<sup>th</sup> November. The National Retired Members Conference will also be on Sunday 12<sup>th</sup> November prior to the Industrial Sector conferences.

**Monday 13<sup>th</sup> November – Transport & Food Sectors**

**Tuesday 14<sup>th</sup> November – Services Sectors**

**Wednesday 15<sup>th</sup> November – Manufacturing Sectors**

### **UNITE FINANCE REPORT**

The financial results for Unite in the 1st Quarter of 2017 are satisfactory although negatively impacted by the amalgamation with UCATT. Even with this negative impact, they are still better than last year. It needs to be kept in mind that the 1st Quarter is generally the best quarter of the year.

More specifically, Total Income amounted to £43.8 million in the 1st Quarter of 2017, up £1.8 million versus the same period a year ago. Contribution Income excluding Driver Care was up by £2.0 million with £0.9 million attributable to former UCATT members. As expected, Legal Income continued to fall, down £0.5 million



versus Q1 2016. A breakdown of Unite's Total Income in the 1st Quarter of 2017 is as follows:

	£m
- Contribution Income excluding Driver Care	41.9
- Driver Care	0.7
- Legal Income	0.9
- Affinity/sundry income	0.3
Total Income	43.8

Total Recurring Expenditure totalled £36.1 million in the 1st Quarter of 2017 which was £1.4 million more than last year. Employment Costs excluding Organising rose by £2.3 million with £0.9 million of the rise attributable to former UCATT employees. The 2.3% general wage increase awarded Unite employees further added to the negative comparison. Including Organising, Unite's employment costs represented 40.8% of Income (39.5% excluding UCATT Income and Employment Costs) in the 1st Quarter of 2017 – above the 40% benchmark. With Contribution Income likely to fall as no member subscription increase is planned for 2017 and paying membership continues to decline slowly plus Legal Income being likely to continue its multi- year decline, Executive Officers are focusing on reducing employee numbers as the only route possible to address the situation and move the Union back towards being under the 40% target. Other Member Benefits excluding Legal rose by £0.6 million in the 1st Quarter of 2017 versus 2016 due to the benefit improvements agreed by the Executive Council for Enhanced Members effective 1st September 2016.

As a consequence, Unite recorded a surplus before Investment Income and Non-Recurring Items of £7.7 million in the 1st Quarter of 2017 – £0.4 million better than last year.

Investment Income amounted to £0.6 million in the 1st Quarter of 2017 which was up on last year. Non-Recurring Items (excluding Pension Deficit Reduction payments) amounted to a net expenditure of £1.5 million in the 1st Quarter of 2017 comprised principally of the write-off of VAT on property purchase and refurbishment (£1.0 million) and severance costs of £511,000.

Pension deficit recovery contributions totalled £3.1 million in the 1st Quarter of 2017 – the same as last year.

Taking everything into account, Unite posted an overall surplus of £3.7 million for the 1st Quarter of 2017 – a result which was £0.5 million better than last year.



### **Liquid Assets**

Unite's liquid assets totalled £141.9 million as at 31st March 2017 up £6.6 million from year end 2016. Both cash and marketable securities were up. Marketable securities include £1.8 million from UCATT.

### **Dispute Fund**

From a balance of £37.184 million at the beginning of the year, the balance of the Dispute Fund has risen to £37.328 million as at 31st March 2017. This reflects inflows of £940,528 (the 2.5% diversion from Branch Administration) offset by Dispute Benefit payments totalling £797,058. Note that there has been no deduction of expenses/costs reflecting the EC's previous endorsement of the General Secretary's recommendation to this effect. A detailed breakdown of the disputes is contained in Appendix 2.

The EC asked me to consider and develop a response to a recent remit from the SE Region re Dispute Benefit. Specifically, in light of the more varied and complex work patterns that exist today, it was questioned whether Unite's Dispute Benefit which currently is £35 per day full time member/£17.50 part time member can be modified to be fairer in relation to the various work patterns that exist – for example, part time employees/members who work say 8 hours per day but for only two days per week or employees/members who work their full time week in only three or four days. Having considered the remit, it is proposed that Dispute Benefit be modified as follows:

- To be the greater of £35/£17.50 per day for full time/part time member or £175/£87.50 per week times the percentage the percentage of the member's work week lost in the industrial dispute. For example, a part-time member who normally works 8 hours per day for two days and losses one day in the dispute would receive £42.25 (50% of £87.50) and a full time member who whose entire work week is normally worked in four days and is on strike for those four days would receive £175 (100% of £175).

Note that Regional Administration will pay the daily amount (£35 or £17.50) unless instructed by the appropriate Regional Secretary or National Officer that the proportionate weekly calculation should be applied to a member or group of members.

### **Accredited Support Reps**



The EC at its March meeting asked me to consider a harmonised payment for Accredited

Support Reps (at present, each Region has its own norm). Having reviewed the current varied arrangements, I propose a common structure of £40 for a half day and £80 for a full day, plus normal Unite expenses. In situations where the Accredited Support Rep was accompanying a member from his/her own Branch, the Branch, if it chose, could increase these payments. As at present, these payments are taxable. Therefore, the payments need to run through the special payroll that Unite currently runs for honorariums.

### **Birmingham Project**

The building work proceeds apace – the groundwork has been completed and the concrete has been poured for the slab and the stairwell areas. The pre-cast concrete panels, floor and stairs are the next pieces to be added with the steel works to commence thereafter. While the hotel costings are being revisited (as we now have detailed technical input from the hotel brand owner), the latest costs for the project are as follows:

	<b>£m</b>
Hotel	21.8
Conference centre	15.4
Office block	11.3
<b>Total</b>	<b>48.5</b>

The only item not in scope at the moment is the pub which should not be more than £1million to completely refurbish and kit out.

### **Emergency Motion – Grenfell Tower**

An Emergency Motion by London & Eastern Regional Committee on the sad events that took place at Grenfell Tower. The EC agreed to support the work of the London & Eastern Region and call for a national campaign.

Unite had 25 members living in Grenfell Tower and that 15 had survived the horrific fire. However sadly 3 of our members had died and 7 at the time of the meeting were still missing.



It was reported that Unite Community members from Ealing and Camden went to assist at 4am in the morning.

Unite made an initial donation of £100,000 towards the victims fund and also approved free legal support for all the families.

A minute's silence was observed by the Council.