



Unite Executive Council Report December 2017

Previous Executive Council Minutes from September 2017: Read and Adopted

FGPC minutes from 19th October: Read and Adopted

FGPC minutes from 23rd November: Read and Adopted

General Secretary's Report

Activities of the General Secretary for the period since the Executive Council meeting of September 2017:

Public Meetings and General Events

- Show Racism the Red Card – Wear Red Day launch in Central Office, Holborn.
- Various meetings and fringe events at TUC conference, Brighton.
- Various meetings and fringe events at Labour Party conference, Brighton.

Political, International and Inter-Trade Union Matters

- TUC General Council and TUC Executive meetings.
- Attended farewell reception for Mr Jorge Luis García García, Counsellor of the Embassy of Cuba.
- Meeting with Eileen Turnbull, Ricky Tomlinson and Campaign Chair re: Shrewsbury 24 Campaign.
- Meeting with General Coordinator of the IDC Jordi Aragunde.
- Attended and spoke at event for Andrés Manuel López Obrador, leader and founder of Mexico's National Regeneration Movement (MORENA), in Central Office, Holborn.
- Meeting with Tim Roache (GMB), Dave Prentis (Unison) and Dave Ward (CWU) re: the Labour Party.
- Meeting with Unite LP NEC members.
- Meeting with the Venezuelan Foreign Minister, Jorge Arreaza.
- Meeting with Jerry Dias, National President and assistant Scott Doherty of UNIFOR.
- Meeting with Clive Lewis, MP.
- TUC arranged meeting with the Chancellor at Downing Street regarding public sector pay and funding and the economy.
- Meeting with Mark Serwotka, GS, PCS.
- Meeting with Workers Uniting Steering Committee.
- Meeting with Tom Woodruff.

Administrative and Organisational Issues

- Various meetings with Assistant General Secretaries and Directors.



- Meetings with Sharon Graham, EO.
- Growth Strategy meeting with Andrew Murray CoS; Barbara Kielim HRD and all Regional Secretaries.
- Meeting with Kevin Coyne, NO.
- Meeting with Mike McCartney, NO.
- Meeting with BAEM Officers.
- Meeting with Diana Holland AGS, Siobhan Endean NO and Harish Patel NO regarding European Diversity Awards Unite sponsorship.
- Meeting with Harish Patel, NO, re: BAEM.
- Various meetings to discuss property matters.
- Meeting to discuss Digital Project with Andrew Murray CoS, Howard Becket AGS, Pauline Doyle, Communications Director, and Paul Mease Head of IT.
- Meeting to discuss Automotive & FDA NOs with Andrew Murray CoS, Diana Holland AGS, Siobhan Endean NO, Des Quinn NO, Julia Long NO, Jayne Taylor EC and Tony Woodhouse Chair.
- Various pay negotiation meetings.

Constitutional Committees and Industrial Matters

- Various meetings with reps, NO Oliver Richardson and RCO Wayne King and AGS Howard Beckett regarding the BA Mixed Fleet dispute.
- Meeting with Peter Kavanagh, RS, and Wayne King, RCO, re: BA related matters.
- Meetings with BA Mixed Fleet Shop Stewards.
- Several meetings with Maria de Cunha Director People & Legal, BA re Mixed Fleet dispute.
- Conference calls with Jimmy Kelly RS and Bombardier reps and Bombardier VP Michael Ryan.
- Phone call with SoS Greg Clark re: Bombardier and Vauxhall.
- Phone call with Clare Perry, MoS at the Department for Business, Energy and Industrial Strategy re Vauxhall.
- Meeting with Vauxhall Senior Management (Xavier Chereau and David Connell) with John Cooper in Luton.
- Rally in support of the Birmingham bin workers in Victoria Square, outside the council offices.
- Meeting with Dominic Hook NO re Capita.
- Phone call with Paul Dyer, CEO UK&I, DHL.
- Meeting with Bernard McAulay, NO, and Mick Whitley, RS re: Parc Adfer Power Station.
- Meeting with Babcock Shop Stewards and Management.
- Meeting with Kuene Legal (Jon Hettrick & Mark Jenkins), Julia Long (NO)

Principal Speaking Appearances

- Birmingham Rally, 17 September.
- Attended and spoke at 2nd Scottish Policy Conference, 28-29 October.
- CLASS Birthday event, 6 November.



- Attended and addressed delegates at the Unite Sector Conferences, 13-15 November.
- Pentonville 5 Anniversary, 1st December.

Principal Media Appearances

- Interview: Pienaar's Politics, BBC Radio 5 Live, 10 September.
- Interview: Ewen McAskill, Guardian, 20 September.
- Interview: Peston on Sunday, ITV, 24 September.
- Interview: Ian Dale Show, LBC radio, 26 September.
- Interview: Newsnight, BBC 2, 26 September.
- Interview: Adam Boulton, Sky News, 27 September

The General Secretary also spoke of the need to digitize the union. This should make it more engaging for members from joining Unite and to supporting members and stewards when in Unite. This could also involve departments within the Holborn merging.

When the GS met all of the Regional Secretaries he outlined the programme for 2018 for Growth. This will involve meeting a target of 5% net growth for all regions. He will also outline the programme to all the Regional Officers and Organisers on the 9th January in Birmingham.

The GS recommended that the EC agree to make a donation to the Bakers Union of £50K to assist them in a recruitment campaign within McDonalds which the Bakers Union are in dispute with. This was unanimously agreed by the EC.

Organising Report

During the period since the last EC in June, the Department has focussed on the following:

The Broad Industrial Strategy (including Work, Voice & Pay)

- Automation

Dissemination

Workshops & Feedback

Next Steps

- 100% Unite/Broad Industrial Strategy – Growth

Work, Voice, Pay – All Allocations

Regional Growth Plans

2017 Leavers – Analysis

Recognised and Non-Recognised workplaces – Analysis

Pay and Anniversary Data



- Development of an Online Pay Claim as part of Work, Voice, Pay Gig Economy

MANUFACTURING REPORT

Activity in the UK's manufacturing sector grew stronger in October, driven by higher domestic demand and exports, according to the closely-watched Markit/CIPS UK manufacturing Purchasing Managers' Index (PMI), which measures confidence in manufacturing. It rose to 56.3 from 56.0 (a reading above 50 indicates growth) in September, being the fifteenth consecutive month of expansion for the sector, with more than 50% of manufacturers surveyed saying they expected output to be higher in a year's time.

On the wider economy, the UK's higher than expected growth rate in the three months to

September was welcomed, with gross domestic product (GDP) for the quarter rising by 0.4%, compared with 0.3% in each of 2017's first two quarters, according to latest Office for National Statistics figures. At the time, economists said the figures were a green light for an interest rate rise & they were correct, with the Bank of England's Monetary Policy Committee (MPC) raising the base interest rate by 0.25% a week later (2/11/17) to 0.50%, with this being the first rise since 5 July 2007.

Manufacturing is being significantly affected by the chaos surrounding Brexit.

The Hard Brexit MPs inside the Government are clearly looking to finish Thatcher's work in developing a "race to the bottom", low wage, low regulated economy without any real care for decent skilled manufacturing jobs.

All sectors in manufacturing and the Manufacturing Combine have had briefing sessions with Sharon Graham in regard to our strategy relating to automation and there is now a clear understanding of the implications for our members, notably in manufacturing, of automation, robotics, smart factories etc.

Anxiety is being created by falling car sales. For the past few months sales of new cars have dipped dramatically and sales of diesel engine cars have been significantly affected with uncertainty related to CO2 emissions policy. The UK auto industry has been "the jewel in the crown" of UK manufacturing, however there are real concerns now about the industry, not just the OEM's but in the supply chain as well.

Job losses in manufacturing continue to increase at an alarming rate.



At Vauxhall in Ellesmere Port the company are seeking 400 job losses through a voluntary redundancy package.

However this can not be taken separately from the purchase of GM by PSA and at this stage although PSA had set out “100 days” for each of the European businesses in GM to submit proposals to the Chief Executive, at the time of writing nothing concrete has been published. Unite has written to Carlos Tavares of PSA seeking an urgent meeting with him and the General Secretary met PSA in Luton recently.

In Aerospace, Boeing the in the USA have taken out a case against Bombardier, claiming that the production of the C-Series single aisle jet was and is being subsidised by the Canadian and UK Governments.

There has been extensive media coverage on this matter and it is clear to Unite that this is an attempt by Boeing to destroy Bombardier’s share of the market in production of this passenger jet by the US Commerce Department imposing massive tariffs on production of the plane.

Workers in Canada are significantly affected as are our members in Northern Ireland, some 4500, who are involved in the production of wings for the C-Series Delta jet. Unite has mounted a major campaign to get the UK Government to defend jobs in Northern Ireland at Bombardier with significant political implications with the DUP’s support for the UK Government. Meetings have also taken place with the Canadian Union Unifor.

BAE Systems have announced major job losses in their aerospace divisions at Salmesbury, Warton and Brough. Unite has been warning for some time to the danger for jobs in the aerospace industry due to the Government’s purchasing “off the shelf” defence equipment, notably from Boeing including Apache and Chinook helicopters and P8 marine surveillance vehicles.

Again a campaign has been mounted to defend jobs in the industry and to get the Government to commit manufacturing in the UK, a 6th generation manned fighter plane which we have been demanding for some time.

In addition we have been notified of a loss of over 250 jobs at Schlumberger in Northern Ireland who are connected to the oil industry and we are facing large job losses at Cummins Generators at Stamford, Lincolnshire, where the company are proposing to move part production to Romania in a similar fashion to Delphi at Sudbury.



The lack of any industrial strategy from the Government coupled with the chaos and uncertainty created by the Brexit negotiations is making life extremely difficult for our members in manufacturing and there appears to be no end in sight at this time.

Job losses have taken place in all the sectors in manufacturing and we await the details of the Memorandum of Understanding between Tata and ThyssenKrupp joint venture for the remaining Tata plants in the UK.

Our chemicals sector has completed a review of the whole of their sector and has prepared a sector strategy which will be presented to their National Sector Conference.

In the GPM&IT Sector, Unite has continued to support our members at Fujitsu who have been in dispute regarding recognition and job losses.

It is pleasing to note that following the decision by Penguin Random House to de-recognise the NUJ and Unite, through an excellent campaign involving both Union's members the company have now reached a new agreement with ourselves and the NUJ which gives us recognition and rights to organise in their companies.

Finally the Unite strategy for manufacturing is due to be launched at the House of Commons in late November and so far it has received a positive response from our members in manufacturing companies.

SERVICES SECTOR

Negotiations on pay, pensions and redundancies have dominated the Services Sectors over the last quarter of 2017.

The Health and Local Authority Sectors have been to organise membership consultations on pay ahead of the budget 22 November.

The Leader of the LGA Labour Group has publicly supported the joint union claim and Unite has written to all Councillor contacts; at the time of writing the survey has resulted in 800 supportive responses. In addition, a 'member engagement' on pay launched 20 October has resulted in over 1,500 responses.

The 2017 Unite/CPHVA Professional Conference was attended by 450 paying delegates. A delegate survey showed that 93 per cent of Health Visitors said that the pay cap had caused a 'negative' or 'very negative' impact on morale.



Cross sectoral work on the Red Book pay negotiations and across contractor companies has brought relevant shop stewards together and this 'combine' strategy will be escalated.

A fresh approach has been taken with police support staff and I will report to the EC the outcome of a comprehensive indicative ballot on pay combining email and postal surveys.

CY&NfP, Health and LA sectors brought activists together in a Social Care Forum, foremost is the issue of sleep in payments.

HSBC's pay settlement for 2018 is a move away from Performance Related Pay, a hated system in the sector. Less encouraging is that RBS has disciplined a number of 'Relationship Managers' for not hitting targets. Pressure to sell was at the root of the PPI crisis and there is a serious risk history will repeat itself.

RBS announced the closure of 220 branches which will affect rural areas in particular.

Two sector organising campaigns - UCATT and Energy & Utilities - have focused attention on membership growth with encouraging results in the early stages.

Unite's Parliamentary Branch seized the moment and have ramped up their demand for recognition in a meeting with Theresa May.

In relation to the Grenfell Towers fire disaster, as a Trade Union we continue to actively support those who were affected by the disaster in the community. It's important we are involved also in the inquiry highlighting the shortcomings in the current Building Regulations as we need to present the case for stronger Building Regulations, especially in the section covering Materials and Workmanship in the Public Inquiry;

- Registration of all Construction companies in future to undertake these contracts
- All construction workers must also be licenced who work in the industry
- All workers must be directly employed under a recognised collective agreement
- Safety - post Edinburgh schools fiasco- we must continue the campaign for rigorous safety inspection of all public buildings and Public sector contracts.

TRANSPORT & FOOD SECTOR

BREXIT – UNITE DEMANDS PROTECTIONS FOR TRANSPORT AND FOOD WORKERS



Detailed information and clear Transport & Food demands are now available, and these inform our continuing regular discussions in the Unite Brexit team meetings.

POST-BREXIT BRITAIN – are we returning to an island nation?

The AGS sat on a panel with Lisa Nandy MP and a range of organisations at this very well attended conference organised jointly by CLASS, JCWI and the Runnymede Trust drawing on our Equalities priorities, Brexit discussions and the “Our Industrial Voice” Unite Migrant Workers Conference held earlier this year.

TWO SISTERS FOOD GROUP

Important developments following the serious concerns reported at the last EC about practices in Two Sisters, particularly in the West Midlands. An undercover operation at the site by ITN and the Guardian over 3 months, has exposed serious health, safety and hygiene issues, and Unite has presented written evidence to the Environment, Food & Rural Affairs select committee inquiry set up as a result to look into standards in Poultry Processing.

Unite has continued to make the case for Two Sisters workers and to ensure they are not scapegoated. A Memorandum of Agreement is also being negotiated.

AUTOMATED AND ELECTRIC VEHICLES PUBLIC BILL COMMITTEE

Following submission of Unite’s written evidence, we were invited to give verbal evidence to the committee – the Transport AGS, together with Adrian Jones National Officer Road Transport & Logistics and with Rob Johnson ITF AGS – and while commenting on the specific issues in the bill, we also strongly stressed that the impact of automation requires a full strategic response, and the bill’s concentration on insurance issues and electric vehicle charging points was completely inadequate. We did, however, obtain a verbal commitment from the minister that training and retraining needs should be properly addressed with trade unions fully included. The session is available online.

CLEAN AIR CUTTING DIESEL EMISSIONS CAMPAIGN : REGISTER, RECORD, REMEDY

Following the launch of our Unite Diesel Emissions register, we have had responses from across transport and now all sectors. One rep reported that when his employer introduced new diesel-powered equipment, he advised the employer he would be signing up to the Unite register. The employer responded : the equipment was removed and replaced immediately. We will be producing a further leaflet to encourage our members to use the register.

Additionally, Unite spoke at the SERA fringe at Labour Party Conference and Campaign against Climate Change fringe at the TUC Congress, which led to an interview and short feature in the Evening Standard, and separate meetings with UK



Climate Alliance, ClientEarth and the Healthy Air Campaign. This campaign is daily increasing in importance.

UBER DECISION IN LONDON

Transport for London has refused to renew Uber's licence due to health and safety issues, and Mayor Sadiq Khan has backed up TfL. An appeal has been launched which is due to be heard in mid-December. An important and landmark decision for standards in the taxi industry everywhere.

GLAA and DLME and Agricultural Wages – TACKLING LABOUR MARKET ABUSE

The extension of the former GLA's powers under the GLAA (Gangmasters & Labour Abuse Authority) to investigate issues across the labour market has led to a doubling of investigations, which Unite has welcomed. However, we continue to press for an extension to licensing to more sectors, sector collective bargaining, and sufficient resources. The Director of Labour Market Enforcement DLME has now published the consultation on the role and priorities. Unite has responded, noting in particular the inclusion of issues around how to hold accountable the company at the top of the global supply chain. Unite has responded to the welcome proposed changes from the Agricultural Advisory Panel for Wales with a 9.95% increase proposed at Grade 2 moving it much closer to the Real Living Wage figure, and 3.9% across all other rates and conditions, in line with RPI at the time negotiations took place, significantly better than last year's proposals.

MIGRANT DOMESTIC WORKERS CAMPAIGN

The joint Unite, Kalayaan, J4DW Fringe meetings at both TUC and Labour Party were good events raising the profile of the campaign and leading to a great deal of support. J4DW now has charitable status and is renamed Voice of Domestic Workers – a celebration launch was held which I was honoured to address. Waling-Waling Migrant Workers campaign group is now also re-established, with the core membership being those involved in the original migrant domestic workers campaign in the 1990s who gained their rights when the visa was introduced, and who now want justice for migrant domestic workers of today. We are planning activities for International Migrants Day with the GLA.

INTER-UNION ISSUES

- Flybe – Prospect : following the first stage meeting at the TUC, draft wording confirming Unite's recognition agreement for cabin crew at Flybe has been drafted and we are awaiting the Prospect formal response
- Stobarts – GMB : GMB has now confirmed that all activities have stopped. A very positive outcome for independent trade unionism
- Epsom Bus – RMT : following concerns raised by RMT, the first steps in the memorandum agreed for such situations have to date not achieved an agreed outcome. Unite is clear that we have recognition as the union for London Buses and



RMT has fully recognised this – it should therefore apply in this case

- URTU : ongoing issues are still being discussed with the assistance of the TUC
- Community : very early stages, but serious concern at the activities of Community in relation to a contract formerly held by URTU in downstream oil distribution

EQUALITIES REPORT

VIOLENCE AND HARASSMENT – WORLDWIDE ACTION

These are very difficult, divisive and dangerous times across the world. Hardfought-for achievements on dignity and respect have faced ridicule and public undermining. The lessons learned in the past are proving insufficiently understood, and procedures negotiated for preventing and dealing with harassment, discrimination and bullying are being bypassed and undermined.

Now is the time for Unite to ensure everyone is 100% clear of what harassment is, how it can be prevented, and the action needed to deal with it, including fair and effective procedures with confidentiality and appropriate safeguards throughout.

Four clear messages must come through :

- (a) harassment is about power, it is unwanted, it causes distress and detriment;
- (b) if anyone is in doubt about whether behaviour may be harassment, don't do it
- (c) harassment is against the fundamental objectives of the union and there are rules to deal with it
- (d) harassment is unlawful

Unite has rules, statements, a comprehensive negotiators' guide, specialist education courses, equality reps and officers. We need to ensure these are more widely promoted, enforced and extended into new areas as needed.

The ILO Convention and Recommendation on Violence and Harassment in the World of Work to be debated at the ILO Conference in June 2018 will only come about if we campaign strongly right now. This needs to ensure gender-based violence, which has been the motivation for the convention, and all other forms of discriminatory harassment and violence are fully included, as well as key sectors including transport, hospitality, public sector, the threats faced by workers in informal, insecure and precarious work, and the impact of domestic violence at work

UNITE NATIONAL EQUALITIES CONFERENCES 2017 now 2018

Following the decision of the last EC, final arrangements are underway across the regions and nationally to ensure these vital conferences achieve their essential role in translating Unite's unequivocal commitment to equality at the heart of our union into practice.

EQUALITY AND FORTHCOMING UNITE ELECTIONS

Every form of under-representation in Unite has its roots in serious underrepresentation



in our reps structure. The importance of a widespread commitment to tackling this under-representation cannot be underestimated. If Unite's reps structure is not representative of the workforce, then this also undermines our ability to strengthen organisation and build the union.

EQUALITY AND INDUSTRIAL PRIORITIES OF UNITE

In line with the importance of ensuring equality is at the heart of our industrial agenda, the Equalities stand at the National Industrial Sector Conferences included a number of tools and actions, including calling for nominations from sectors for Equality Awards to be presented at the Unite National Equalities Conferences, a new negotiators checklist on Migrant Workers – Our Industrial Voice, and the clear message National Industrial Sector Conferences included a number of tools and actions, including calling for nominations from sectors for Equality Awards to be presented at the Unite National Equalities Conferences, a new negotiators checklist on Migrant Workers – Our Industrial Voice, and the clear message “Unite Industrial Sectors 4 Equality”. We are ensuring the equality aspects of all Unite campaigns are effectively included from Brexit to Automation, from cutting diesel emissions to decent pensions and annual pay negotiations, all underpinned by clear collective bargaining agreements on equality and paid release for union equality reps. The campaign for a strong ILO Convention and Recommendation on Violence and Harassment against Women & Men in the Workplace, together with campaigning on White Ribbon Day 25th November is a priority throughout our union and beyond.

MEETINGS OF UNITE WOMEN OFFICERS AND BAEM OFFICERS

These meetings are taking place as previously reported, and are now established on a firm twice-yearly footing.

BLACK HISTORY MONTH – October

A tribute to all involved and the importance of ensuring that hidden history is brought out to ensure we do not relive the horrors of past race discrimination, and that BAEM men and women who have shaped our world for the better are fully recognised and celebrated.

DISABILITY HISTORY MONTH – 22 November – 22 December

Unite's powerful message of the social model of disability is being widely distributed. We need to fit 'the job to the worker' and action on reasonable adjustments and using Access to Work can make a huge difference.

UNITE MIGRANT WORKERS CAMPAIGN “OUR INDUSTRIAL VOICE”

This campaign continues to develop, and plans are underway for a follow-up conference to the one held earlier this year. The central role of NISCs and National



officers remains key as previously confirmed. Migrant Domestic Workers campaigning and Justice for Cleaners campaign also have a vital role. I have also followed up with a view to advancing regional initiatives.

UNITE WOMEN'S WEEK November

Following the change of date for Women's Week, I am delighted to report that applications are high, and as I prepare this report, the opening session has been held and we are looking forward to an excellent week.

WORKERS UNITING AGREE JOINT ACTION FOR AN ILO CONVENTION ON GENDERBASED VIOLENCE AND "HE FOR SHE" U.N. CAMPAIGN

At the Workers Uniting steering committee held in London, a pledge to support the ILO Convention was signed by all present, and it was agreed to jointly support the UN Women initiative "He for She" which seeks to take action to ensure men speak out against discrimination against women.

POLITICAL REPORT

Overview

Politics has been dominated by Tory chaos during the past period. This is illustrated by the stumbling Brexit negotiations, Cabinet resignations, widespread dissatisfaction in Boris Johnson's performance as the Foreign secretary and the weakness of Theresa May so her inability to sack him.

In parliament the Tories have played dirty Parliamentary tactics like abstaining from any opposition day debate votes including on Universal credit which was won by 2299-0 but the Tories refuse to recognise it.

The Labour Party are entrenching its position in the polls, are increasingly looking like a government in waiting and are more self-assured in their Parliamentary performances and tactics.

However despite all this, the polls are still within the margin of error depending on perceived turnout so we still have much work to do.



Scotland

Richard Leonard has been elected as the Leader of the Scottish Labour Party on a 62.3% turnout. Richard received 56.7% of the vote.

In this contest there were 10,760 affiliated supporters. Unite had 8,506 of that number.

We signed up over 4,000 new supporters in just over 4 weeks.

We made a plan to take us through the 3 phases of the campaign - sign ups, messaging about why we supported Richard and turning out the vote.

As in the General Election we used both traditional and new forms of campaigning.

We ran a

campaign using targeted Facebook ads, emails and texts, Direct mails from Pat Rafferty

timed to drop on the last weekend of voting, we organised phone banks and for the first

time we developed a remote canvassing phone app so that our members could phone other

Unite affiliated supporters from home or wherever they were, whenever they wanted and

the data recorded.

As well as campaigning we had significant political input into Richard's campaign including

input into the workers manifesto.

We ran a successful campaign that resulted in 77.3% of affiliated supporters voting for

Richard. This compares to 57% of affiliated supporters who voted for Jeremy in 2015 and

61% in 2016.

Wales

a. Wales Labour Party Liaison Conference

Our Unite Wales Labour Party Liaison Conference took place on Saturday, 21

October in Cardiff. It was well attended and guest speakers included Sian Errington, Hannah Blythyn

AM and Mark Drakeford AM, Cabinet Secretary for Finance and Local Government.

Our

new committee was elected on a 3 year term.

b. Welsh Labour News



At a meeting of the Welsh Executive Committee of Welsh Labour on the 4th November, there was overwhelming support for the retention of the Electoral College when choosing the Welsh Labour Leader and Deputy Leader. All affiliated trade unions on the WEC were united in their desire to see our historic and deep rooted links to Welsh Labour retained and nurtured. The election of the new Deputy Leader of Welsh Labour will commence shortly.

c. Carl Sargeant AM

It was with great sadness that we learned of the passing of Carl Sargeant on Tuesday 7th November. Carl was a Unite member.

Carl represented the constituency of Alyn and Deeside and was first elected to the Welsh Assembly in 2003. He served in many roles: Chief Whip, Minister for Social Justice and Local Government and Cabinet Secretary for Communities and Children. He was a member of our union and worked alongside members in the Save our Steel campaign. Carwyn Jones announced that an independent inquiry would look into the actions he took. He had dismissed Carl on Friday 3 November after allegations had been made against him.

Selections

The Labour Party has triggered early selections in 75 seats in England, as well as several in Wales. The Labour Party structures regions differently to Unite. By the time the EC meets, at least four selections will have already been completed.

We have made nominations for candidates in a number of constituencies. Each region has convened a lay member panel, which consulted applications and conducted interviews with those who sought our support.

There are still several regions which are yet to make nominations in some seats: East Midlands; West Midlands; London and Eastern; North East, Yorkshire and Humber.

As well as nominating candidates, we have also worked to ensure Unite is represented on many of the Selection Committees, where we have branches affiliated to the CLP.

Future Candidates Programme & Training

Following the very successful course over the summer at Esher, we have run a follow-up day



on media training. Of those who took part in this most recent course, five members are currently standing in Parliamentary selections.

We have also organised a Refresher/Reunion course, for members who have taken part in the Future Candidates Programme in recent years, to provide them with an opportunity to re-establish networks and top up their skills.

We have produced a document advertising our Future Candidates Programme, which was made available to members at Sections Conferences, to support our aim of further increasing the industrial diversity of those taking part in the course in future. Our next course is scheduled for January and we will be finalising the list of attendees soon.

We are looking to set a timetable of programmes up for the next year which as well as our members will include training for new MPs, councillors, young Unite members and the Frontbench.

Parliament

The past few months have been busy for Unite in Parliament - primarily due to the sheer number of job losses facing our members. On this front, we have been instrumental in securing Urgent Questions in Parliament on job losses at Bombardier, BAE Systems and Vauxhall - with members from Bombardier and BAE Systems also visiting Parliament to lobby their MPs. We also arranged more intimate meetings with Government and Shadow Cabinet Ministers to discuss these crises - with a particular focus in discussing the need for a robust approach to manufacturing, the forging of a robust industrial strategy and an emphasis in readdressing the Government's failings when it comes to the Northern Powerhouse.

On another occasion, when we arranged for a delegation from Bombardier to visit the PMQs gallery and Jeremy raised their concerns during PMQs - while the Labour MPs wore stickers in support of UK defence jobs which we arranged.

We also supported two Private Members' Bills - one in support of votes at 16 and the other in support of additional regulations to minimising the restraint that can be used on mental health patients.



We have continued to build relationships across the Parliamentary Labour Party - something which has proven to be critical in garnering extra support for our photo opportunities with members and something which will be invaluable as crucial votes take place as the Repeal Bill passes through Parliament.

We arranged for representatives from Unite to give oral evidence in the Nuclear Safeguards Bill Committee, with a particular focus on the need for the UK to have continued membership of Euratom, and also in the Automated Vehicles Bill Committee - as well as providing written evidence to these Bill Committees and countless others.

Unite have also been leading the charge on behalf of Parliamentary and Constituency staff in the wake of the sexual harassment scandals in Westminster. As a result, representatives from Unite met with the Prime Minister and the Leader of the House, Andrea Leadsom MP to discuss next steps in giving staff protection from harassment, abuse and bullying in the workplace - as well as pushing for recognition for the union and a proper HR framework for staff. We will also be having meetings with the Speaker, John Bercow MP, in his role in organising mandatory training for MPs and staff in MPs' offices with managerial responsibilities - something the union has been campaigning on in Parliament for years.

We have also been a strong voice for Unite Community members during the debates on Universal Credit, providing briefings and writing interventions for MPs to make in the debate based on Unite Community's ten asks.

In addition to all this activity we have also pushed our union's aims to centre on campaign events already in the calendar. For example, we held an event in Parliament for Youth Week with the Shadow Cabinet lead for young people, briefed our Vice Chair to ask a question on mental health during PMQs the day after Mental Health Awareness day and promoted issues to MPs relating to Black History Month.



Labour Party Conference

This year Unite had a delegation of 130 to Labour Conference, who represented our union in votes on policy and constitutional matters; as well as at fringes, policy commissions and speaking in debates.

Unite organised 10 fringes, covering a range of issues from Grenfell, to delivering a jobs-first Brexit. In addition to our own, we also supported a number of fringes hosted by organisations we support, for example Stop the War, Show Racism the Red Card and the Cuba Solidarity Campaign. A number of Unite representatives also spoke at other meetings representing the union.

The GS received a standing ovation as he presented Unite's composite motion to conference on economic strategy.

Unite delegates voted in favour of motions on the pay cap, council housing and more. Many of the rule changes we were supported were remitted to NEC, a move which we supported. The Party will now be conducting a root and branch review, which will include looking at how the Leader is elected. Unite will be consulted and feeding into this review in due course.

Unite took part in co-ordinating with other unions to ensure our issues were on conference floor and led the compositing process we were part of. The department also drafted briefings for members attending NPF workshops at Labour conference to ensure representation of our policies in discussion with Shadow Ministers.

INTERNATIONAL REPORT

The international context of UNITE's work remains as challenging as ever with an extremely difficult environment.

Political context

The international political situation remains dominated by the ongoing challenges and repercussions created by the Brexit process and the activities of the Trump administration. The huge far right vote in Austria and Germany, together with the collapse of coalition talks in Germany, highlights the continuing volatility of European politics and the dangers that still exist. Meanwhile the USA has pulled out of the Paris Climate Change Agreement and is clearly embarking on a more belligerent approach in relation to Latin America with renewed pressure and attacks on Cuba and Venezuela. In Turkey, The Middle East and North Africa the situation remains extremely unstable with intense fighting taking place in a number of areas.

Global and European Federations



Work continues within all the federations to which UNITE is affiliated and further progress has been made with regard to embedding the organising agenda and pushing for a more active and effective approach to multinationals. Important progress is being made in

Industriall-Europe and preparations are well underway for the UNI global congress in 2018. UNITE has been very active in trying to avoid irreparable damage to relations between construction unions in the EFBWW and BWI.

Workers Uniting

At the recent meeting of the Workers Uniting Steering Committee political exchanges about the realities in the US, Canada, UK, Ireland and Mexico took place. Concrete decisions were also taken on how to address global trade issues as well as maintaining solidarity actions with unions in some of the most difficult countries for trade unionists, such as Colombia, Mexico, Bangladesh and Turkey.

Multinational companies

Significant progress has been made in relation to EWCs and I&C structures in a number of companies, including GE, Siemens, HP, Princess Food, Westinghouse, SPX, Leonardo and Engie, while further legal action will be taken against Manpower. Very disappointingly however, the European Commission has decided against a legal revision of the EWC

Directive in favour of notes of guidance to be issued on key subjects of EWC activity.

Solidarity work

UNITE continues to undertake vitally important solidarity work in relation to Colombia, Cuba, Turkey and the Kurds, Venezuela and Palestine. In all of these areas UNITE has supported various activities including project activities on the ground, demonstrations in the UK, interventions with embassies and ambassadors, and meetings and support for activists.

UNITE Brexit Coordination Team Report

1. Key Brexit developments since the last Executive Council

Since the last Executive Council the key points to note in relation to Brexit have been:

- **Continuing chaos and lack of clarity in government approach:** There is no doubt that complete lack of clarity and internal conservative party strife continued to be the dominant characteristics of the governments approach to Brexit. With the Conservative party completely divided on the issue ‘hard Brexiteers’ appear to



increasingly be holding the government to ransom on every attempt to arrive at compromises with the EU. Those in favour of more measured approaches, such as chancellor Philip Hammond, have become targets for the hardliners;

- **EU negotiators frustration and insufficient progress made for trade talks:** Expressions of frustration from the EU side of the table continued to emerge with renewed emphasis on the need to resolve the three key issues of the financial contribution, Irish border and status of EU and UK nationals, before talks can move towards addressing the post-Brexit relationship between the UK and the EU. Michel Barnier, the EU's chief negotiator, has also made it clear that nothing more than the Canada-EU FTA will be on offer to the UK post Brexit;
- **UK government decision to increase financial contribution:** It appears that the UK government will now table a revised offer to address the issue of UK financial contributions to the EU. Press reports suggest the offer will be increased from £20bn to as much as £40bn, however the UK government appears to want to insist that talks on a future trade deal must then begin in December 2017 otherwise the financial offer may be withdrawn. Increasing the payment on offer has drawn harsh criticism from the hard line Brexiteers;
- **Irish border:** There does not appear to have been any progress made on the question of the Irish border with the EU responding to UK suggestions of 'imaginative technological solutions' as nothing more than fantasy world suggestions on the basis that the technology simply doesn't exist. Despite all the comments insisting that there will not be a return to a hard border it is becoming increasingly difficult to see any other solution that would satisfy requirements given the Irish Republics will maintain EU membership;
- **Business and employer organisation warnings:** At the beginning of November, representatives of 14 major employers' federations and organisations - including the European employers' federation BusinessEurope - met with Teresa May to exert maximum pressure on the government to make progress with the negotiations. They also gave clear warnings of permanent and irreversible damage about to be done to the British economy due to decisions for investment in 2018 about to be postponed or cancelled altogether on the basis of continued uncertainty. There are now many examples of companies reviewing investment decisions, with the aerospace industry warning of dire consequences and additional costs of £1.5 billion due to likely tariff barriers. Airbus in particular has warned that a hard Brexit may spell end of wing manufacturing at the Broughton site in Wales.
- **UK-US trade deal:** With the hopes of Brexiteers resting on the quick conclusion of FTA with the USA the comments of US Trade Secretary Willbur Ross at the CBI annual conference were illuminating. Ross made it crystal clear that if the UK wanted



a quick trade deal with the US then it should abandon EU labour and environmental standards. There is also little doubt that the US side will insist on an 'Investor State Dispute Settlement' system as part of any deal that the US would be willing to sign;

- **Transfer of EU Medicine and Financial Agencies out of UK:** Along with the increasing array of economic data and stories demonstrating the damaging effects of Brexit on investments and jobs, the decision has now been taken to relocate the EU medicine and financial control agencies away from London and to Amsterdam and Paris respectively;
- **German & Austrian elections & Catalonia:** The German election produced no clear winner although Merkel's CDU remained the largest party despite a sizeable fall in the share of its vote. With the SPD vote collapsing and a huge surge in support for the far right 'Alternative for Germany' (13% and 98 MPs), Angela Merkel sought to conclude a three way coalition with the FDP and Green Party, however talks broke down in November with signs that a new election may be called in order to try and resolve the impasse. Meanwhile in Austria the far right FPO made very large advances in the general election and is now in coalition talks with the conservative OVP. In Catalonia the unofficial independence referendum was met with extreme violence from the Spanish state who attempted to stop the vote. The regional authority has since been suspended and the leadership imprisoned. All the above developments weigh heavily in different ways upon the Brexit process.

2. UNITE political input:

UNITE has continued to have a strong political input in its attempts to shape the Brexit process;

- **Labour Party:** UNITE continues to make its voice heard with key figures in the Labour Party and continues to support the party in its push to maintain single market access and to remain within the Customs Union. The labour party line to oppose key aspects of the EU withdrawal bill - especially those relating to Henry VIII powers and devolution - is also consistent with the UNITE approach. UNITE held fringe meetings at both the Labour Party and TUC conferences and tabled a motion on the issue to the TUC;
- **Trade Remedies:** UNITE efforts to force the government to be ready for Brexit with a coherent regime of trade remedies are also developing as work with employers' organisations with the same concerns takes place under the umbrella of the Manufacturing Trade Remedies Alliance. Numerous meetings have taken place with senior officials from the Department of International Trade and Unite also facilitated a briefing for Labour's Shadow minister for Trade, Barry Gardiner.



- **Trade policy:** Unite has also engaged with Department for International Trade officials as they seek to set forward their proposals for a trade policy for the UK post Brexit. Unite will be participating in a CLASS research project seeking to identify the key aspects of what might be termed a ‘progressive trade policy’. I.e. the type of trade policy that we would want to see implemented post-Brexit.

3. 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:

- **Sector conferences:** Brexit was an important theme of the UNITE sector conferences with most conferences having individual discussions as well as the issue being raised during the General Secretary’s plenary Q&A. Each sector delegate was given a copy of their specific UNITE publication in relation to Brexit and researcher Ben Norman made interventions at many of the sessions;

- **Sister Unions and European federations:** UNITE has continued to make our strategy and approach clear to sister unions, both directly in bilateral meetings and also within the structures of the European and international federations. Interventions have been made at meetings of French, Italian and Nordic trade unions as well as during the regular meetings of Industriall-Europe, the ETF and UNI;

- **Joint positions with employers’ organisations:** Discussions are underway with various employers’ federations with a view to issuing joint draft statements on Brexit as the process starts to reach a critical point. In particular the statements would address the question of market access and customs borders as well as workers’ rights and environmental standards;

4. 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. The Brexit team is also working with the communications department to put in place a more strategic focus for the website that will involve an ongoing focus on specific sectors and guest contributions from sister unions and politicians. A twitter account is also to be set up in association with the Brexit Check website. UNITE is the only union to have established a dedicated website to deal with the issue;

6. 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:

- **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 in early 2018.
- **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.

CENTRAL OFFICE DEPARTMENTS & ADMINISTRATION REPORT

ADMINISTRATION AND CONSTITUTIONAL ISSUES

MEMBERSHIP OF EXECUTIVE COUNCIL

The term of office of the former UCATT members of the Executive Council finishes in June 2018. In accordance with the transitional arrangements for the transfer of engagements an election is necessary to elect their replacements who shall hold office until the end of the current electoral period for the full EC.

The process will start on the 12th February and the result declared on the 1st June.

The election will be run in accordance with the guidelines for the election for the EC for the current electoral period. Nominations will take place at a branch “star night” meeting in March 2018.

NATIONAL CONSTITUTIONAL CONFERENCES

National Industrial Sector Conferences 2017

The National Industrial Sector Conferences were held in the Brighton Centre, Brighton from



12 – 15 November. The General Secretary addressed the plenary sessions on the theme of the conferences was Growing Unite. A presentation on the challenge of automation was given by the Executive Officer.

National Retired Members Conference 2017

A successful Retired Members Conference was held on 12th November in conjunction with the National Industrial Sector Conferences. Retired Member delegates were invited to attend the sector's plenary session on Monday morning to hear the General Secretary's address.

National Equalities Conferences 2018

As previously reported the re-arranged National Equalities Conferences will be held at the Hilton Hotel Blackpool from 31st January to 2nd February 2018. Arrangements in respect to the agendas for the conference and for delegates are in hand.

National Policy Conference 2018

The policy conference will take place from 2 – 6 July 2018 in the Brighton Centre. We have written to branches and constitutional committees inviting motions for inclusion on the agenda. As previously reported the deadline for submission of motions is 9th February 2018.

We will be writing to regions to advise them of the timetable and arrangements for election of delegates following the December meeting of the Council.

Write to branches/committees inviting amendments: 13th March 2018

Deadline for submission of amendments: 11th May 2018

EC meeting to take view on motions & amendments: 4 – 8 June 2018

Timetable for election of delegates:

Write to Regions and National Officers as required following December EC meeting w/c 11th December 2017

Deadline for submission of delegates: 30th March 2018



Deadline for submission of substitute delegates where required: 15th June 2018

ELECTIONS OF CONSTITUTIONAL ELECTORAL PERIOD COMMITTEES 2018 – 2021

We are consulting regions and national officers about the make-up of constitutional committees for the forthcoming electoral period. The result of this consultation will be presented at the EC meeting in March 2018.

The necessary guidance on holding Regional Industrial Sector Conferences, Regional Equalities Conferences, Area Activists meetings is being prepared and will be sent to regions as soon as possible.

AMENDMENT TO STANDING ORDERS

Standing Orders – National Industrial Sector Committees

5. Secretary

5.1. The National Official or, in his/her absence, another ~~employee~~ full time official nominated by the appropriate Assistant General Secretary, shall act as Secretary to the Committee advising the Chair as appropriate and recording decisions taken and the outcome of the elections.

Standing Orders – Regional Committees

5. Secretary

5.1. The Regional Secretary or, in his/her absence, ~~another employee~~ the Deputy Regional Secretary, shall act as Secretary to the Committee advising the Chair as appropriate and recording decisions taken and the outcome of the elections.

Standing Orders – Regional Industrial Sector Conferences

4. Secretary

4.1. The Regional Secretary (or other appropriate regional official delegated by the Regional Secretary) shall act as secretary to the conference, advising the Chair as appropriate and recording decisions taken and the outcome of the elections. Subsequent meetings of the Regional Industrial Sector Committee, to be properly constituted, will require the presence of a full time official nominated by the Regional Secretary to act as secretary.

Standing Orders – Area Activists Meetings

4. Secretary

4.1. The Regional Secretary (or other appropriate regional official delegated by the Regional Secretary) shall act as Secretary to the meeting – advising the chair as appropriate and recording decisions taken and the outcome of the elections. Subsequent meetings of



the Area Activists' Committee, to be properly constituted, will require the presence of a full time official nominated by the Regional Secretary to act as secretary.

There shall be similar “read across” amendments to Standing Orders for the:

- 4 x equality structures
- retired members' structures
- young members' structures.

GRENFELL TOWER FIRE APPEAL

The Unite Grenfell Fire appeal raised £112,000 from the kind and generous donations from Unite members, branches, regionals and staff. A committee led by the London Region consisting of lay members and key officials from the region was formed to oversee the spending of the fund. LE Unite community coordinator, Dave Condliffe has been the link between our Grenfell Unite members, the wider community and the union.

To date approximately two thirds of the appeal funds have been given directly to the Unite members who survived the fire, and to the families of the Unite members who lost their lives (where we have been able to trace their families). The appeal also funded a vital storage unit for the first three months following the fire that was used to distribute essential aid such as clothing and toiletries. The appeal paid for funeral clothing for a family who lost their 12-year-old daughter; and recently it provided money for winter coats, warm clothing and shoes for the many families who are still in great need. Importantly, Unite is also providing vital trauma counselling for our members and their families. There is still approximately £30,000 left in the appeal of which money has been put aside for future unforeseen needs as well as future trauma counselling when our members are ready to present themselves. At present most of our members are still living in hotels and once they have been rehoused and settled they have indicated they would like to receive our counselling support. Unite's legal representative, Howe & Co has now been granted Core Participant status in the public enquiry to 53 Unite supported individuals with 9 further applications are yet to be decided. Unite community is also campaigning on the housing issues this terrible tragedy has highlighted.

Consultation on Proportional Representation

At the 4th Policy Conference held in 2016 two Motions, including an Amendment, were tabled calling for a change in the method in electing the West minister Parliament.



The result of the consultation is an overwhelming view from respondents was for no change/stick First Past the Post.

Finance Report

3rd Quarter 2017 Results

The financial results for Unite in the 1st Three Quarters of 2017 are satisfactory, although £3.6 million worse than last year.

More specifically, Total Income amounted to £129.8 million in the 1st Nine Months of 2017, up £3.5 million versus the same period a year ago. Contribution Income increased by £4.1 million principally due to the in 2017 of the contributions of former UCATT members, coupled with the increase in Enhanced and Part-time member subscription rates implemented on 1st September 2016. However, as anticipated, due to the Jackson legislation, Legal Income has continued to fall, down £1.0 million (or 28%) year on year. A breakdown of Unite's Total Income in the 1st Nine Months of 2017 is as follows:

Contribution Income excluding Driver Care	£124.7
Driver Care	£2.0
Legal Income	£2.6
Affinity / Sundry Income	£0.5
Total Income	£129.8

Total Recurring Expenditure totalled £116.8 million in the 1st Nine Months of 2017 – up a

slightly worrying £10.8 million compared with last year. This increase was primarily due to:

(1) Employer Dispute costs of £8.2 million (up £5.7 million versus 2016) as detailed in

Appendix 2; (2) Employment Costs excluding Organising of £47.1 million (up £4.6 million

versus 2016) owing to the cost of employees taken on as consequence of the UCATT amalgamation plus the general wage increase awarded to Unite employees; and (3)

Political

Grants & Affiliations totalling £5.1 million (up £3.1 million versus 2016) owing to the General

Election. These elements of higher spending were partially offset by a decline in the cost of

Members' Legal Representation to £1.4 million (down £1.0 million versus 2016) and £1.6



million less of Irrecoverable VAT. Taken together, Employment Costs excluding Organising and the National Organising Department amounted to 41.4% of Income in the 1st Nine Months of 2017 above last year's comparative figure of 37.6%.

As a consequence, Unite recorded a surplus before Investment Income and Non-Recurring Items of £13.2 million in the 1st Nine Months of 2017 – £7.3 million lower than last year.

More positively, Investment Income amounted to £2.7 million in the 1st Nine Months of 2017 - - £2.1 million more than a year ago. Non-Recurring Items (excluding Pension Deficit Reduction payments) amounted to a net £2.2 million in the 1st Nine Months of 2017 - - £1.7 million better than a year ago. This was comprised of severance costs of £1,480,000 and the write-off of VAT on property purchase/refurbishment of £1,770,000, partially offset by the gain in the sale of properties.

Pension deficit recovery contributions totalled £9.5 million in the 1st Nine Months of 2017 – £0.2 million higher than 2016 due to the inclusion of deficit reduction payments for the UCATT pension scheme for the first time.

Taking everything into account, Unite posted an overall surplus of £4.3 million for the 1st Nine Months of 2017 – a result which was £3.6 million worse than last year. It is worth noting that the 3rd Quarter results, while still negatively impacted by high Employer Dispute costs, rebounded into a surplus of £2.7 million following the deficit of £2.2 million in the 2nd Quarter.

Liquid Assets

Unite's liquid assets totalled £136.5 million as at 30th September 2017, up £6.8 million from year end 2016. The reason for the increase in the quarter was largely due to the jump in the global stock markets (and the decline in the pound) which led to a £8.4 million increase in the value of the Union's marketable securities to £70.0 million. The Union's Cash balances fell by £1.6 million to £66.5 million as a consequence of the financial results detailed above coupled with the significant



ongoing investment on the Union's National Education & Conferencing Centre (as well as the West Midlands Regional Office). This negative trend in cash flow will have to be monitored

Dispute Fund

From a balance of £37.2 million at the beginning of the year, the balance of the Dispute Fund has fallen to £33.0 million as at 30th September 2017. This reflects inflows of

£2,849,275 (the 2.5% diversion from Branch Administration) more than offset by Dispute

Benefit payments totalling £7,077,139 (detailed in Appendix 2). 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.

DriverCare

In September 2017, the Executive Council approved a 5p per week increase in DriverCare

subscriptions effective 1st January 2018. This increase was required to cover benefit improvement changes to DriverCare which had been effective 1st January 2016. The increase in subscriptions had been delayed to see whether the improvements coupled with

membership growth activities would be sufficient to boost membership of DriverCare to the

extent that the increase in membership subscriptions was not required. At the last EC, it

was noted that a further package of benefit improvements was being considered along with

consequent member subscriptions increases and that, if agreed by the RTC and Passenger

NISC's, that package of benefits/subs increases would be brought to this Executive Council. A package has been developed and agreed by the respective NISC's at the Industrial Sector Conference in November.

The main benefit improvements are:

- An increase in the Main Scheme Loss of License benefit from £7,500 to £8,000
- Extension of Loss of License benefit in the Main Scheme from age 60 to 62
- Extension of Loss of License benefit in the Top Up Scheme from age 65 to 68
- Conversion of the Assault benefit from a fixed sum to a daily rate with a maximum and an increase in the maximum benefit from £1,000 to £2,500 (Standard) and from £3,000 to £4,000 for enhanced members
- Elimination of the current age 65 upper age limit for a non-Loss of License benefits
- Introduction of an Equivalent Occupation criteria into the Permanent Total Disability



Benefit

These benefit changes would be effective from 1st January 2018. In addition, the agreed package contained a 10p per week increase in DriverCare subscriptions (15p per week in total including the 5p per week increase noted above taking the new weekly rate to £1.10) also effective from 1st January 2018. The current reduced “over 60” rate of 60p per week would also be increased by 5p per week from 1st January 2018.

Esher

A one page, one side A4 bit of paper was tabled by the Executive Officers recommending the sale of Esher. After a debate it was agreed to have a Special Executive Council in Birmingham on the 10th January, which the Finance Director will be providing more detail into the proposed sale of Esher.

LEGAL REPORT

Audit of Panel Solicitors' files

For the past 6 years the Unite Legal Department has been identifying cases to review from panel solicitors. The cases selected have been personal injury claims where the union has paid out (or are being asked to pay out) Defendant costs on lost and discontinued cases.

To date the sum of over £1,038,000 has been saved as a result of the audit process.

Ongoing reviews are taking place to identify suitable cases for audit when requests are received for Defendants costs.

At present there are a number of unsuccessful cases from panel solicitors which Unite are reviewing and may be requesting repayment of Defendants costs. Within those cases, issues with the case handling have been identified. Failures on the part of solicitors on some cases appear to have led to Defendants' costs ultimately being incurred.

A total sum of over £275,000 claimed by panel firms is currently being investigated. Further repayments are likely and will be reported at the next EC.

Audits of employment files are continuing. These audits are unlikely to have a financial penalty for the firms concerned (other than in the most extreme of



circumstances) but they will assess and improve standards throughout the regions. We intend to progress to reports as to the performance of panel firms.

Regional Audits

General audits

With a view to assessing the standards of service provided by panel solicitors, arrangements have previously been made to visit various panel law firms. The visits have taken place at their offices.

A number of personal injury and employment files have been audited and discussions have taken place with the relevant heads of departments to discuss the files and to explain what is expected of panel law firms.

In the last 5 years, 11 panel law firms have been audited. Following audits, various firms have subsequently left the Unite panel.

The previous audit process identified areas of concern in case handling and recommendations were being made to help improve the standards of service to members. The need to contact members as soon as possible to avoid cases being lost to 'no win no fee' lawyers was emphasised.

Unite's requirements for panel solicitors to attend branches, provide training to union officials and to support the union on local/national campaigns was also highlighted.

Recently, Robert Lemon from the Unite Legal Department commenced a further audit process which will include all panel solicitors. These ongoing audits will cover the panel solicitors operating in each Region and will review a mix of different types of personal injury claim to ensure high levels of service are being provided to members.

Five panel firms have been audited. Panel firms operating in more than one Region will be audited in each of those Regions. The audit reports are being prepared and the findings will be provided to the EC at the conclusion of the audit process.

Personal Injury Case Uptake

The Legal Department is continuing to monitor the uptake of personal injury claims within the Regions to ensure that members are benefitting from Unite Legal Services and not pursuing a claim with non panel lawyers where they are likely to receive a substandard service and lose 25% of any compensation.



Meetings are taking place with relevant panel law firms to ensure that solicitors are regularly attending branches/events and taking the initiative to get the message out to members that their personal injury claims should be pursued via Unite. By providing a supervisory service and effectively marketing that service, we should see an increase in the number of personal injury claims being pursued by members.

Panel firms are being tasked to target specific branches and workplaces which have shown a drop in the number of personal injury referrals. Various initiatives are taking place to seek to increase the number of members pursuing their personal injury claims with Unite.

Follow up meetings with panel firms have shown target branches have seen the number of personal injury claims increase. There is more to be done and ongoing visits will be taking place.

Diesel Emissions Register

Following requests from various Sectors, a diesel exhaust emissions register has been developed for members to complete when they have been exposed to diesel emissions at work.

The register enables Unite to provide evidence of exposure to employers and government bodies as well as being shared with Unite panel law firms to assist members in pursuing personal injury claims.

Panel solicitors are reporting on a monthly basis so the Legal Department can monitor the number of claims being submitted by members and then take strategic decisions as to future conduct.

GRENFELL TOWER DISASTER

Unite Legal Support for Survivors and Families

1. **Numbers** – the number of individuals receiving support from Unite has now increased to 65. All but 4 of those either lived in Grenfell Tower or are bereaved family members of a Tower resident. We are currently helping 4 bereaved families.

2. **Legal work** – this continues to be various including: immigration, probate, the criminal investigation, loss of belongings, personal injury and death compensation claims and available charitable grants. Our advice continues to focus on 3 key areas: Housing, the Public Inquiry and compensation.

3. **Housing** – this remains a key issue with over 100 families awaiting removal from emergency hotel accommodation to temporary and permanent rehousing. The RBKC



have proven to be inflexible unless pushed to deal with amendments to tenancy agreements. We have attended several meetings with the council and their advisors on housing issues. Virtually all our clients do have offers capable of acceptance subject to some further amendments to the terms of offer. Once families are rehoused there will be a chance to try and get back to something resembling normal living.

4. Public Inquiry - this has been slow in getting off the ground properly. The Inquiry is very sensitive to the fact that, unusually, it is running in parallel to a major police criminal investigation. At a meeting with the Inquiry team at the beginning of November it was clear that the staff of the Inquiry is under tremendous pressure with the enormity of the task. For example when the police went in to the TMO they grabbed 35 million documents (the relevance and duplications of which are being worked through). There is a Memorandum of Understanding between the Inquiry and the Metropolitan Police about the sharing of documents. On 15 November the Inquiry informed us that it has received over 200,000 documents from other parties that it has approached. The Inquiry has a full time legal staff including 3 QCs, 6 junior barristers and a further 18 junior barristers on specific tasks. 545 applications for Core Participant status were made with 393 having been granted including 25 organisations and professional bodies. We will see very shortly who has been granted status which will assist Unite's application. The Inquiry is to hold a procedural hearing on 11 and 12 December.

5. Police investigation – this continues with over 1,000 statements having been taken and numerous companies involved in the refurbishment under investigation. There are 338 companies involved, to different degrees, in the refurbishment work that took place between 2012 and 2016. Police statements will be made available to representatives of Core Participants in the Inquiry but only on strict undertakings as to the handling of those statements.

6. Death and Injury claims – it is still early days in such claims although the severity of some of the psychiatric injuries is starting to show. We remain in contact through meetings and correspondence with the Defendant insurers. It is still too early to be obtaining medical evidence although we have opened discussions around interim payments.

7. Reports – Martin Howe of Martin Howe & Co recently attended the West Midlands Regional Committee and the London and East Regional Committee to give presentations on the work Unite is supporting at Grenfell. The political impact of the Grenfell disaster is striking. Three individuals (supported by Unite) who escaped from the Tower on 14 June were invited to Jeremy Corbyn's launch of a campaign on 9



November for the retrofitting of sprinklers in social housing of 10 floors or more. Labour has called for funding of £1 billion to be made available by central government to councils in the upcoming budget for the urgent safety work to be carried out. One of the individuals was quoted on the front page and inside pages of the Sunday Mirror on 12 November calling out the government for risking the lives of ordinary families throughout the UK by failing to make the funding available despite earlier indications that it would.

HOLIDAY PAY

Since the last Council meeting, and as the implications of our success in Dudley MBC v Whittle & Others have bedded in, a large number of employers have come back to the table to resolve outstanding holiday pay issues industrially.

The holiday pay claims in Scotland, which in the main had been 'sisted' (on hold within the Tribunal system) since they were lodged, have likewise begun to progress. The Scottish Tribunal system wrote to all legal representatives dealing with holiday pay claims on 4 October 2017 to confirm that the employment tribunals dealing with the claims would be writing to parties over the forthcoming months to lift the 'sist' and set case management hearings to begin progressing outstanding claims.

The majority of employers with claims against them (and those without), both north and south of the border, have now seen the sense in industrial resolution/correction of their holiday pay practices. The legal department has been heavily involved in advising on employer proposals, which in the main acknowledge the legal requirements, albeit some are still requiring work.

Since securing judgment against Veolia Environmental Services in respect of 2 London Borough contracts in June 2017, whilst their approach to outstanding holiday pay litigation has softened, we still await constructive engagement from the company industrially to change their holiday pay methods.

The mass holiday pay litigation against British Airways is ongoing and the full hearing is due to take place over 10 days commencing on 4 December 2017. The case involves over 22,000 members across all bargaining units.

CERTIFICATION OFFICER CASES AND JUDGEMENTS

Coyne v Unite



A complaint has now been received by the union from the Certification Officer relating to the General Secretary election of 2017. An initial response has been sent disputing the points made by the Applicant and pointing to its lack of evidence and merit.

MEMBERSHIP REPORT

Retention of Members

The union attracts a significant number of new members each month, some 106,000 this year, an average of 10,600 per month. The problem the union faces is that we lose more members than those who join.

The union must focus on keeping the members we have and over the coming months more effort is to be put into the retention of our members.

The retention process is supported by the regions, with each regional secretary receiving a report each week that details each officer allocation and then highlights those workplaces where the union has gained or lost significant members, this will aid the officers to focus on potential problem workplaces, speak to the stewards to see if there are any issues that need to be addressed or visit the workplace if necessary. The regional legal coordinator (RLAC) will also be sent this report so they can assist in this process to ensure that we are making the necessary progress.

The officers and the RCOs also receive a weekly email report; this shows greater detail about each workplace, showing the significant movements in any workplaces in their allocation. The report shows the details for the current month and shows any new members who have joined and those members who have left the union; the report will also include those members who have stopped paying and fall within the retention project.

These members can then be targeted, either by the regions or the reps, to find out why they have stopped paying and encourage them to resume their membership.

Those members who stop paying are also passed to our call centre who first text the member to let them know that they will be receiving a call, and then called to discuss their position. Details are shown in subsequent pages of the huge return that this element of retention is having.

If the member does not continue with their subscriptions, then once they are out of compliance, they will be sent a letter of intended termination (SP3 letter) and we will



make a final attempt to phone them and if there is no change in circumstances the member will be lapsed.

A new section within our membership system (Stratum) has now been implemented, this shows each officers allocation so the officers can see live information at any time and drill down to members data where required.

The branch portal also contains a list of those members that have been included in the retention process, the branch secretary of any branch that has members in this process will receive a regular email advising them of the fact and encouraging them to take action to bring those members back into compliance.