



Unite Alliance Executive Council Report March 2018

Previous Executive Council Minutes from December 2017: Read and Adopted

Minutes of Special EC from 10th January: Read and adopted

FGPC minutes from 18th January: Read and Adopted

FGPC minutes from 15th February: Read and Adopted

General Secretary's Report

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

Public Meetings and General Events

- Attended TUC Executive and General Council.
- Attended 'License for London' announcement at Merton Bus Garage.
- Attended UK Commemorative Ceremony for Holocaust Memorial Day 2018 at QEII Centre, Westminster.
- Attended and spoke at the Resolution Foundation event on the year ahead for politics and for Labour on 30 January in London.
- Attended a screening in Liverpool of the new Jack Jones film on 31 January.
- Mary Turner Memorial Service, St Paul's Cathedral, London.

Political, International and Inter-Trade Union Matters

- Meeting with Iain McNicol, Labour Party GS.
- Meetings with SoS Greg Clark at Central Office and House of Commons, Westminster.
- Attended National TULO meeting.
- Meeting with Dave Ward CWU.
- Meeting with CoS Andrew Murray, PD Anneliese Midgley and AGS Steve Turner regarding LP NPF.

Administrative and Organisational Issues

- Meeting with Andrew Murray CoS; Steve Turner AGS and Anneliese Midgley PD to discuss affiliations.
- Meeting to discuss Community sector with Steve Turner AGS and Liane Groves, Community Central Co-ordination.
- Meeting with members of Unite's L&E Women's Officers Network to discuss some concerns.



- Meeting with Andrew Murray, CoS and Jennie Formby, RS to discuss South East regional issues.
- Quarterly meeting with Regional Secretaries and SMT.
- Attended AGSs and NOs meeting at Esher.
- Meeting with Andrew Murray, CoS and Jackie Pollock RS to discuss the political initiative in the ROI.
- Meeting with Andrew Murray CoS, Steve Turner AGS, Sharon Graham EO, Pauline Doyle DoC, and Howard Beckett AGS to discuss matters relating to the All Officers Conference.
- Attended All Officer Conference at the ICC Birmingham on 9 January.
- Met with the 'temporary' NOs for Automotive and FDA in Birmingham.
- Meeting with DoE Jim Mowatt; Kenny Barron Head of ULF and Howard Beckett AGS to discuss funding for the Action plan ULF project (Learning with Unite).
- Meeting with Mike McCartney NO; Gail Cartmail AGS; together with EC colleagues and Chair and Secretary of the National branch to discuss the GDPC sector going forward.
- Meeting with Diana Holland AGS to discuss Unite's Mental Health Task Force.
- Meeting with Head of HR Barbara Kielim to discuss officers, organisers and staff pay round.
- Met with Head of HR Barbara Kielim and CoS Andrew Murray to discuss 'Gender Pay Gap'.
- Attended digital project - Stratum Hawke demonstration.
- Meeting with NO Jim Kennedy.
- Attended digital project – web design presentation.
- Meetings with Unite's Officers, Organisers and Staff's bargaining units regarding this year's pay round.
- Meeting with AGS Tony Burke, NO Des Quinn and 'temporary' NOs Steve Bush; Jo Jaques and Carol Tallentire to discuss the Automotive Sector strategy plan.
- Meeting with NO Rhys McCarthy and EC member Howard Percival regarding Service Industries sector.
- Meeting with RS Peter Hughes, and ROs Victor Ochello and Gillian Birkett regarding our Gibraltar membership.
- Meeting with CoS Andrew Murray and AGS Gail Cartmail regarding Jewish Voice for Labour.
- Meeting with CoS Andrew Murray, Head of HR Barbara Kielim and DC Pauline Doyle to



discuss departmental restructuring.

- Meeting with EO Sharon Graham regarding 5% campaign.
- Meeting with the Regional Secretaries and Head of HR Barbara Kielim.

Constitutional Committees and Industrial Matters

- Meeting and subsequent phone calls with Duncan Tait, Fujitsu CEO.
- Phone call with David Connell, HR Dir at Vauxhall.
- Meetings with Maria de Cunha Director People & Legal, BA re Mixed Fleet dispute.
- Signed new national agreement with Nissan at the Sunderland plant.
- Meeting with Carlos Tavares, chief executive officer and Chairman of the Managing Board of Groupe PSA, in Paris.
- Meeting with NO Siobhan Endean regarding representation of parliamentary staff at Westminster.
- Addressed Unite's Equalities Conference on 1 February in Blackpool.
- Addressed two mass meetings of Vauxhall/PSA members at Ellesmere Port plant, 7 February.
- Met with MD of Suttons Tankers regarding current dispute and attended picket line.
- Meeting with Fujitsu shop stewards at our Liverpool office.
- Meeting with Jaguar Land Rover convenors at Coventry followed by a meeting in Whitley with Dr Ralf Speth JLR, CEO.
- Meeting with EC member Dick Banks and Local Authorities NISC Vice-Chair Graham McNab regarding concerns relating to national meetings and overnight accommodation.
- Meeting of Vauxhall/PSA shop stewards at Luton plant on 19 February.
- Introductory meeting with Steve Norman, PSA/Vauxhall's new MD and Chair.
- Meeting with Dr Shams Mir, Chair of the Organising Professional Committee of the British Veterinary Union in Unite (BVU) and AGS Gail Cartmail.
- Addressed Grocery Retail Logistics Combine at Central Office.
- Visited Babcock's at Devonport Royal Dockside, Plymouth on 26 February, met with reps and then the company MD, Craig Lockhart.
- Meeting to discuss the Sizewell C project with EDF's Philip Parker Head of Industrial Strategy – Nuclear New Building, and Humphrey Cadoux-Hudson, Director, with RO Miles Hubbard, RS Peter McIntosh and site convenor Declan Foy.

Principal Speaking Appearances

- Participated in a Fujitsu Combine video call.
- Produced a 'new year' video message for members which was shared on social media



including twitter.

Principal Media Appearances

- Interviewed by Stephen Oryszczuk of the Jewish News.
- GMTV
- Radio 5
- BBC
- Press Association
- LBC

STRATEGY FOR GROWTH

Broad Industrial Strategy - Development of Work, Voice & Pay

Developed Bargaining Tools

The Department launched a range of new bargaining tools for Shop Stewards/Reps. Consistent, relevant and easily accessible support for bargaining will underpin the Union's

Broad Industrial Strategy and the push for growth. The Department is pleased to report

that the new WVP tools have been positively received, as we continue the work to improve

each area and offer tangible support for our Shop Stewards and Reps.

The popularity of the WVP bargaining portal continues to be proven by data. As of 14th

February the WVP section of the Unite site received:

- 51,436 page views
- 39,322 unique page views

Considering that the number of unique visits is higher than our total primary audience, we can be content with progress to date.

Co-ordination of Industrial Data - WVP Pay Claim Generator

Following the introduction of the WVP Database in 2017, in January 2018 the Department

launched the WVP Pay Claim Generator. Developed to provide practical support to Shop Stewards/Reps engaged in pay campaigns, we believe the Pay Claim Generator



is the first of its kind in the world. Employees and activists can now produce a professional pay claim in less than 10 minutes. The EO will give a verbal report on the PCG, including a sample pay claim, at the March EC meeting.

As of 14th February, less than 5 weeks after the live launch, the PCG has exceeded expectations:

- 10,778 – Shop Stewards/Reps and Officers logged onto the Pay Claim Generator
- 1,700 pay claim generated

The Department has further development plans, including the addition of new content and pay claim items. This will be done on an on-going basis – continuous release. Following feedback, we have so far added a new facility that allows the user to include a bespoke claim item and also made it possible to request login details directly from the PCG page.

Work, Voice & Pay Monthly – Bargaining Information from the WVP Site

In order to assist our Shop Stewards and Reps key data from WVP has been put into a WVP Bulletin, released on the day that the Government publishes inflation figures. Again, the Department has received positive feedback and this anecdotal evidence of demand has been underpinned by the data. Within the first 4 days following launch over 1,000 Shop Stewards/Reps had downloaded their WVP Monthly.

Broad Industrial Strategy – Growth (extended 100% UNITE)

The Executive Officer has held 1-to-1 meetings with each Regional Secretary and delivered planning sessions with every Regional Senior Management Team. For 2018 we have been able to set plans and monitor results based on real year end data. Therefore, we can now effectively benchmark progress against previous years.

WVP Automation Consultation: Workshops, Survey and Interim Report

Following the Sector Conferences in 2017, dissemination and consultation on the Union's proposed response to automation continues at a fast pace. The Executive Officer has now addressed well over 1,000 activists.

In addition to formal consultation with the major constitutional committees of our Union, the Department has also used an in-depth survey to consult Unite activists in the workplace.



The Department's interim Automation Consultation Report provides the results of what is likely to have been the most comprehensive consultation to have ever taken place within

Unite over a workplace issue. Within the first week almost 1,500 workplace activists completed the whole survey, providing the Union with meaningful feedback from representatives responsible for thousands of Unite members. A full report with all the

findings as well as bespoke sectoral, regional and equalities papers will be ready later in the year.

The responses from both our Constitutional Committees and the Automation Survey will be used to draft the Union's 21st Century Workplace Manifesto. Headlines from the interim report include:

- 70% of responses said that Automation/new technology will be very or extremely important in their workplace over the next 10 years
- Over 90% said it was very or extremely important for the Union to keep up to date with the latest developments in automation technology
- Over 90% of responders said that Unite's political demands must include protection of jobs under threat and making sure humans are legally accountability for the actions of technology
- The following suggestions for Unites short/medium term industrial responses got between 73% and 88% of respondents saying they would be very or extremely helpful
 - A contact point for Stewards/ reps, organisers or officers who need assistance
 - tackling the threats and opportunities of automation
 - Bargaining support for workplaces tackling the issue of automation
 - Assistance with alternative strategies (including leverage) for fighting back on job cuts from automation
 - Collecting and sharing more information from Stewards/Reps about what is happening on automation in different workplaces
 - Benchmarking of best practice across the union
 - Accessible information for activists and members (such as newsletters, guides or webpages) about the opportunities and threats of automation
 - An electronic risk register to help members assess who is most at risk from automation



- Workshops on automation for Shop Stewards, Reps, organisers and officers
- Support from the union to help ensure that workplaces are strike ready if they need
- to push back against automation
- Increased funding and resources to tackle the issue of automation

MANUFACTURING SECTOR

Growth in UK manufacturing dropped in December. The IHS Markit/CIPS UK Manufacturing

Purchasing Managers' Index slowed to 56.3 at years end, down from a four-year high of 58.2 in November.

The index has recorded 17 consecutive months of growth.

Input costs rose, albeit at the lowest rate for four months, with companies linking higher costs to raw material prices, input shortages, supplier price rises and exchange rates.

The ONS reports that in the three months to November 2017, the UK Index of Production was estimated to have increased by 1.2% compared with the three months to August 2017, due mainly to a rise of 1.4% in manufacturing. There was strong broad-based growth across manufacturing in the three months to November 2017 with the largest contribution coming from machinery and equipment. Total production output increased by 3.3% for the three months to November 2017 compared with the same three months to November 2016, with manufacturing providing the largest upward contribution, increasing by 3.9%.

On the wider economy, the UK grew slightly more strongly in the final quarter of 2017. The preliminary estimate for Q4 GDP growth from the ONS was 0.5 per cent, ahead of the City of London expectation of 0.4 per cent growth. That reading means calendar year growth for 2017 is estimated at 1.8 per cent, down slightly from the 1.9 per cent seen in 2016, but ahead of the 1.5 per cent growth forecast by the Office for Budget Responsibility (OBR) in the November budget.

However, this positive news has to be balanced against the uncertainty in investment, recent job loss announcements and the effects of Brexit on manufacturing.

Manufacturing job losses and industrial strategy



Following the launch of the Government's industrial strategy last year continuing job losses and the crisis at Bombardier, GM/PSA and the unwanted takeover of GKN by Melrose have left the Government's "industrial strategy" very much in question.

In the past few weeks we have seen Unite jobs lost at Cummins in Stamford, where our members voted to secure an enhanced redundancy package, at Delphi in Sudbury where we currently are in talks with BEIS and the AIO about saving some jobs, via developing a training/advanced manufacturing centre, at Brush in Loughborough who have announced 270 redundancies and at Slumberger in Northern Ireland. In the case of Cummins, Delphi and Brush the common thread is that they intend to move production to countries in Central and Eastern Europe including Romania and the Czech Republic. In Slumberger the downturn in the oil industry has taken its toll and the plant is due to close.

Recent 'Offshoring' is a return to the 1990's where companies rushed headlong to 'low cost' countries in Central and Eastern Europe to produce component work. Although in more recent time companies have been persuaded to bring work back to the UK (notably auto parts), the trend to offshore is picking up again, possibly because of the uncertainty of Brexit.

Brexit and its effects on manufacturing

The effects of Brexit, the current uncertainty created by the government's lack of policy has seen investment being put on hold with companies either putting off decisions to spend on new kit or cancelling it all together.

The manufacturing sectors continue to be directly involved at national level with Government departments, the Labour Party and employer's organisations on the effects of Brexit.

All the employer's organisations with which we have regular dialogue are exasperated at the lack of policy and direction, infighting in the Conservative Party, misleading statements and lack of policy in regard to the single Market and Customs Union, immigration and trade policy.



A recent report from Sussex University indicated that manufacturing could lose as much as one third of exports if we get a “bad Brexit deal” and the recent regional reports show that certain parts of the UK will fair badly from Brexit, notably in areas of high manufacturing density – the North East, Midlands, parts of the South West and the North West.

Liam Fox, the Trade Minister, is jetting around the world announcing “potential” trade agreements with India, USA, China, Turkey and those countries previously involved in the 21 nation TTP Trade Agreement and NAFTA, all of which have all amounted to very little.

Unite recently took part in evidence sessions in the House of Commons on the taxation and Customs Bill and the AGS also gave evidence with the CBI, the Chamber of Commerce and small businesses on Government Trade Policy, where there was a unanimous view that the Government has no real policy on trade.

Also there was an “unusually candid” statement outside 10 Downing Street by the Japanese Ambassador who said the Japanese companies in the UK, (notably Nissan, Honda and Toyota), expected free access to the EU market with a veiled comment about profitability if we do not have access to the Single Market.

Unite continues to play a significant role in the Manufacturing Trade Remedies Alliance and is currently working on a joint statement with the Chemical Industries Association on the effect of Brexit in the science industries.

Automotive

Discussions in regard to the restructuring of GM across the European Union are ongoing



through the European Works Council but we have suffered more job losses at Ellesmere Port as well as proposed restructuring at the Luton van plant. The General Secretary recently met the CEO of PSA, Carlos Tavares.

The Automotive sector's strategy document on electric cars and future mobility is being distributed to the industry with a national launch involving our Shop Stewards and MPs.

In addition work has begun by our Automotive NISC on producing a strategy relating to CO2 emissions and diesel and petrol combustion engines. The Government's policy on announcing the banning of combustion engines by 2040 has caused havoc in the industry as did increased taxes on diesel fuel.

This gives us considerable concern for the future of diesel and petrol engine plants at Dagenham, Bridgend, Hams Hall and in other companies. Whilst we recognise that there will be an inevitable phasing out of ICE, Unite is seeking a just and fair transition to electric vehicles which protects employment and secures investment in the UK automotive and transport industries.

Bombardier

The Executive Council will be aware of the decision of the U.S. to impose massive tariffs on Bombardier's C-series Jet Passenger plane following a complaint of unfair competition by Bombardier by Boeing. This created massive uncertainty and worry about significant job losses at Bombardier plant in Northern Ireland.

Despite the Government "waving the unite flag" Unite mounted an excellent campaign in Northern Ireland and in the UK which included lobbying of UK Government, the Labour Party and various government bodies in Washington D.C. (in co-operation with the Canadian Unifor Union). The U.S. Trade Commission, against all expectations, voted 4-0 against the



tariffs of 239% that had been proposed.

This gave immense relief to our members in Northern Ireland and in the aerospace industry.

However the fight is far from over.

There is concern that although the decision appears to have rejected Donald Trump's

"America First" policy, his unpredictability means that he may return to this issue or another

issue at some point in the future.

GKN Unwanted Takeover Bid by Melrose

The Executive Council will be aware that the "turn around" company Melrose are bidding to takeover GKN, one of the oldest engineering companies in the UK, which is profitable and is at the leading edge of technology in the automotive and aerospace industries.

At the time of writing this report Unite is engaged in a major campaign to stop the takeover

on the grounds that GKN is a defence contractor, the government expenditure already made in GKN and the technical developments lead by GKN in autos and aerospace.

Melrose also owns Brush at Loughborough and have done so for quite some time and have declared redundancies at the site.

Melrose intend to borrow the "buy out money" and then load the debt on the GKN balance sheet to leverage the buy out, this could make both or either parts of GKN unviable.

As a "turn around" company they say they would improve the business and then sell it or part of it on at a significant profit.

At present the banks stand to make £180m from the transaction and Directors of Melrose (it is reputed) will make £280m profit from the purchase of the business.

Working with our Reps, Tony Burke and Steve Turner have held numerous meetings with



Government, Greg Clark, MPs, Trade Associations, Customers and the company etc. to try to stop the takeover and persuade GKN Shareholders not to sell to Melrose. We have also launched an international campaign notably in the USA to get Congressmen etc. to oppose the sale of GKN because of the defence implications.

GPM&IT Sector – Fujitsu

We have a long running dispute at Fujitsu in Manchester. The General Secretary has used his office to try resolve the dispute and a ballot vote of members for on going strike action has taken place in Manchester.

Membership Growth

Following the decision of the Executive Council to go for a 5% net growth in membership the manufacturing sectors are now discussing strategic plans to grow union membership in a number of companies including those where we are unorganised or partly organised in some sites and also in the extensive supply chains.

Target companies are being identified along with their supply chain companies where growth can be achieved not just in existing groups where we can develop Combines to help us grow but also in potential greenfield sites.

SERVICES SECTOR

The broken business model that led to the collapse of Carillion has demonstrated the price of failure is at the expense of workers jobs, continuity of public service delivery and vulnerability of the supply chain and their employees. Unite was the first to point out the model is broken and Carillion is potentially the tip of an iceberg.

In meetings with the Official Receiver, PwC (the liquidators) and Carillion it is apparent that nothing short of a full Public Inquiry will shed light on the recklessness and greed of the Carillion Board; the nature of public procurement that encourages a 'race to the bottom'; construction almost entirely reliant on a long and fragmented labour supply chain within which bogus self-employment thrives; and the role of the UK's 'big four' auditors, among them PwC.

Unite called for a Task Force and ensured union involvement. We have weekly conference calls with the LP Leaders Office and also across TUC affiliates and have submitted evidence to Parliamentary Select Committee; however information is



piecemeal and the Official Receiver admitted that a collapse on this scale and of such complexity is unprecedented. The Sector's reports highlight the impact to Unite members. Unite has called for a moratorium on all privatisations in the pipelines, as an example the Defence Fire and Rescue Service.

Unite Scotland has successfully campaigned and won a stay of execution on 10 RBS Branch closures. This is a significant, much welcomed and unprecedented achievement, albeit subject to a review in 12 months.

The Energy & Utilities Sector has engaged in the emerging debate on public ownership/remutualisation feeding into Labour Party Policy and the Campaign for Energy Democracy as well as linking up with sister unions in Europe with experience of re-mutualisation. Likewise the Sector has contributed to Labour Party statements on carbon reduction, fossil fuel and a just transition that works for workers.

Unite is standing by members in Oxfam. I will update the EC following discussions with our stewards, members and senior management. Unite is committed to the UK's 0.7% investment in International Development and is aware that many right wing players are shamelessly turning the issue of unacceptable sexual exploitation to their advantage to undermine support for international development.

TRANSPORT & FOOD SECTOR

TRANSPORT AND FOOD and 5% GROWTH

Following the General Secretary's meeting with the AGSs and National Officers, they have been discussing key issues with each National Officer in Transport & Food Sectors, which will be developed and included in future reports, and we have agreed regular updates and reviews. Following a very helpful meeting with Sharon Graham and the AGSs, we are also now looking at how we can ensure National Sectors, AGS's and National Officers' roles most effectively support the 5% growth campaign, and coordinating so that appropriate membership information is consistently used. A meeting has been set up of the Transport & Food sectors' National Officers, researchers and secretaries to ensure all are engaged and involved, and to agree the processes needed.

BREXIT and AUTOMATION

The AGS supported Regional Brexit conferences, and ensuring that materials on Brexit and Transport and FDA sectors are available at all conferences. The National industrial Sectors Committees are meeting with Sharon Graham following up on the presentation and discussions at the National Industrial Sector Conferences.

FOOD, DRINK & AGRICULTURE SECTOR



Two Sisters has also announced major closures in the West Midlands and Scotland, and a verbal update was given at the EC. Bev Clarkson is meeting reps and officers regionally and nationally.

The January FDA NISC held in Dublin was an important one for the sector. Following commitments made at the Sector Conference, the AGS attended the committee meeting to discuss the key issues for the sector, and to reassure all delegates of continued support, and specifically in coordinating with the 3 National FDA Officers during 2018. Julia Long addressed the committee for the final time in her role as National Officer, and major tributes were paid. Joe Clarke's current acting NO position was also completed and thanks expressed to him. The meeting was also able to welcome the 3 successful Regional Officers who will be Acting National FDA Officers in 2018: Bev Clarkson for the first period, Joe Clarke for the second and Sue Pollard for the final period. Each will be National Officer for 6 months over the coming year, with 4 months lead National Officer responsibility and 1 FDA NISC.

The FDA NISC has now been fully established following the merger of FDT and RAAW. The Plough to Plate and FDA Brexit Strategies are in place, all a positive tribute to the committee and to Julia Long. The AGS also attended a vital meeting of Regional FDA lead officers with the acting National officers to discuss the 5% growth campaign.

CUTTING EMISSIONS CAMPAIGN AND UNITE EMISSIONS REGISTER

A number of developments are taking forward this campaign, which is coordinated by me with Oliver Richardson. Unite has linked up with a major study planned across transport inside the M25 area to measure exposure levels and the impact of different action to reduce levels. Researcher Colin Potter has addressed a number of training sessions with trade unionists. Tony Burke and I have discussed automotive and diesel engine production, and a meeting between Oliver Richardson and Des Quinn has ensured a united approach. Promoting the Unite emissions register is key.

MIGRANT DOMESTIC WORKERS CAMPAIGN

The AGS spoke at a powerful meeting arranged for International Migrants Day by Jeanette

Arnold, London Assembly member, in County Hall, with the Deputy Mayor and a range of other organisations and supporters including many migrant domestic workers themselves. The event coincided with a photo exhibition which was displayed in County Hall, celebrating the campaign and exposing the horrors of the modern day exploitation and abuse faced.

INTER-UNION ISSUES

- **Flybe – Prospect** : this remains a serious ongoing issue. Draft wording from the TUC meeting is still being finalised, and an update will be given
- **RATP-DEV Quality Line / Epsom Bus – RMT** : two meetings have taken place at the



TUC, and an agreed narrative reaching back to 2014 is in the process of being agreed. The current situation is clear, that Unite has achieved recognition, in line with our position as the union for London Buses (which RMT has fully recognised). However, RMT is still seeking recognition based on its previous organising

- **URTU** : issues remain under discussion with the assistance of the TUC
- **Delifrance – BFAWU** : Unite have been able to give Ronnie Draper assurances regarding their recognition agreement, following discussions with Peter Kavanagh

EQUALITIES REPORT

UNITE NATIONAL EQUALITIES CONFERENCES 2018 – National Women’s, Black Asian ethnic minorities, Disabled members and LGBT Conferences and Joint Equalities plenary

The Unite National Equalities Conferences took place as agreed 31 January – 2 February 2018 in Blackpool. Delegates came together in each Conference to debate motions, take part in workshops, and plenary sessions with the General Secretary and AGS Equalities, and Equality Questiontime Panel with Kate Osamor MP, Shadow Secretary of State for International Development, Nicola Smith TUC Joint Head of Equality and Strategy and Faiza Shaheen Director of CLASS. We set a powerful agenda in each conference and agreed to

“Take Action for Equality Now!” in 5 key areas:

- Unite must have reps who are fully representative of the diversity of our members
- Strong and effective link between Unite Equalities and Industrial Sectors
- 5% growth in Unite at the heart of all we do in Unite Equalities
- Link up on equalities to advance our positive agenda, as well as when under threat
- Union Equality Reps at the forefront of campaigning at the workplace and in the branch

Workplace representation and negotiating priorities agreed include :

- Women : equal pay and pensions, flexible working, sexual harassment, menopause
- BAEM : progression and under-representation, race discrimination, sickle cell/thalassemia
- Disabled members : reasonable adjustment, mental health, sickness, terminal illness
- LGBT : LGBT+ harassment and bullying, LGBT+ rights – no return to the 1950s, Trans rights

Voices for Equality in Unite campaigns were called for, including : the impact of automation and digitalisation on women’s jobs in the economy, black and Asian



members' involvement in politics and public life, disability access to buses, LGBT rights and Brexit.

DEALING WITH ALL FORMS OF HARASSMENT – Unite for Dignity and Respect at work

The importance of workplace action on prevention, representation, collective bargaining and campaigning on all forms of harassment remains high. A presentation and discussion on key Unite issues at the AGS and National Officers meeting in December 2017, and arrangements have been made to do the same at the Regional Secretaries' meeting in 2018. It is vital that we audit all dignity at work policies and ensure they are fit for purpose, widely understood, effectively implemented and backed up with union education and equality reps. Unite's Dignity at Work course for all remains an important support for our shop stewards and all reps at the workplace.

UNITE MIGRANT WORKERS CAMPAIGN "OUR INDUSTRIAL VOICE"

The AGS met Fizza Quereshi and Anna Rogushi of Migrant Rights Network to discuss their project in areas with a high Brexit vote and a high proportion of EU migrant workers. They have produced a report "Migrants' perspectives on Brexit and UK Immigration Policies", and are particularly concerned at the stories of labour abuse coming out of the project, and the level of fear. We are at initial stages of working together in the Boston area, and the East Midlands region are now ready to be positively engaged.

The AGS with Harish Patel met with Peter Kavanagh to discuss the regional proposals which came to the EC. It was a very positive meeting and plans are underway which will effectively coordinate regional and national activities. We concentrated on practical steps needed, clear aims of events to bring migrant workers together, the importance of mapping, identification of leaders, and the potential for growth in membership. We also discussed key issues, including : identity and definition of migrant workers, ethnic monitoring and BAEM structure, "Migrant workers – Our industrial Voice" approach and industrial agenda, rights of EU nationals and Brexit, discrimination and harassment of migrant workers, involvement in the union, development of specialist migrant workers Unite education course and ESOL.

Sexual Harassment and #MeToo Campaign

We have produced leaflets and posters which we have put out on social media. We have worked closely with Charlotte Bence, Hotel project co-ordinator, has carried out a survey around sexual harassment in the hospitality sector. We have carried out media interviews and written articles in the new statesman and Morning star setting out the importance of



trade union organisation in tackling bullying and harassment at work. One of the reasons these incidents are not reported is due to job insecurity and no confidence in the employer that action will be taken without consequences. Also as they are low paid workers they are dependent on tips to supplement their wages and therefore put up with the sexual harassment.

Gender Pay Gap

The union have been giving advice to senior officers and reps on this issue. Due to the pay disparity within the BBC there has been significant interest. The National Women's Committee have identified the need for senior reps to be provided high level training around the gender pay gap and the different concepts within gender pay gap and equal pay legislation. The National Women's Committee have identified as priority issues to address within the pay campaign in the union to tackle equal pay concerns as well as the gender pay gap including bonuses, sliding pay scales depending on length of service, skill blocks (extra studying). It was felt that if extra studying is required to get promotion that this was biased against women with families, and that this was indirect discrimination against women.

National BAEM Equality Conference

The delegates who attended conference have given a very positive feedback and many have said that this was the best conference they have attended. There were a total of thirteen motions submitted of which one was withdrawn and one fell as there was no delegate from the region to move the motion.

There was a Panel Session consisting of: Kate Osamor MP, Dr Faiza Shaheen CLASS, Paresh Patel Unite, Wilf Sullivan, TUC. Followed by Question and Answer session We had four Workshops organized to discuss:

a. Organising

1. Brexit – Impact of Brexit on BAEM workers and how do we organise better
2. Anti-racism – Rise of Hate crime and increase in Nationalism what steps does Unite need to look at to counteract such rise
3. Automation – Job losses in Retail and Finance & New platform controlled jobs like Uber, Deliveroo are emerging – how do we organise in such environment



b. Participation

1. Black Women – What barriers do Black Women face to become active in the Union at all level – Child Care? Timings of meetings? Time off work?
2. Strengthening links with industrial sectors – what effective steps can we take to get more BAEM Reps to participate in improving the equalities on the negotiating agenda and all levels of the Union
3. Confidence building – What areas can be examined to help BAEM Activists to have confidence in presenting and effectively convince others that equalities & fairness is every ones responsibility

c. Political

1. SWOT on selection of BAEM candidates – community leaders, councillors, MPs and MEPs and union officers
2. How do we build a pool of key people to prepare to take up positions in public life?
3. What barriers do need to overcome and win the race during selection and appointments?

d. International

1. Brexit and international trade agreements – What agreements exist outside of the EU – NAFTA.
2. Is TTIP back on the agenda after Brexit? How does this affect Black Workers?
3. Addressing the rise of nationalism across Europe – How do we build alliances with other unions at international level given the increase in Nationalism in Europe, US and in the world.

TUC Black Workers Conference 2018

Unite's motion to this year's TUC Black Workers Conference is on Automation and the impact on Black Workers. We will have a full complement of delegates and there will be a workshop to discuss Automation.

National Demonstration & March Against Racism - 17 March 2018

The National Committee has agreed to support the march to be held on Saturday 17 March by recommending a donation of financial support in line with previous years by matched funding to what Unison will contribute to the event. All the regions have been written to seeking their support for the March.



Disabled Members National Equalities Conference

The feedback from delegates is very positive with comments that it was the best conference to date and allowed delegates to participate in the debates and workshops. Fifteen motions were debated at conference.

On the Panel Session we had the following:

1. Marsha de Cordova MP - covered Access to Work and Reasonable Adjustments
2. Rory Heap - presenting The Social Model
3. Grace Krause - Closing Disability Gaps at Work Report
4. Susan Murray - Preventing Occupational Stress
5. Ellen Clifford – Disability Campaigns – Access to Goods, Facilities and Services

Four Workshops were organized and they were on:

- a) Mental Health
- b) Organising for Growth
- c) Employment
- d) Social Model

National Disabled Members Committee

The National Committee is extremely concerned at the further rolling out of Universal Credit. The current system has left a lot of disabled people struggling to make ends meet and calling on the next Labour Government for the total scrapping of Universal Credit as a priority.

5% Growth Strategy

The National LGBT+ Committee have discussed the 5% growth target with a view to the organising campaigns they have in place and have agreed that the LGBT+ committee is in a key position to reach out to LGBT people and inform them that Unite is the place for them to have a collective voice. They need to build on LGBT networks in the workplace to get the message out to all our reps. The committee have agreed to identify the five largest organisations which have strong LGBT membership in them to set targets for growth.

POLITICAL REPORT

Political Update

The political narrative has been dominated by the Brexit negotiations and Tory disunity. The Tories have been unable to define what they want from Brexit as



different wings of the party have clashed in the media. Anna Soubry has called for hardline Brexiteers to be expelled from the party and at the same time hardline brexiteers have slammed the Government for considering being part of the single market and customs union.

Boris Johnson has attempted to cast Brexit as the "liberal option" and gave a major speech trying to recast Brexit.

The Labour Party has launched a number of initiatives including the new Community Wealth Building Unit, which will support policies to nationalise public services and set up new energy companies.

Top lines on the latest polls are:

YouGov – Westminster voting intention

Fieldwork concluded February 13th

Con: 40% (-3) Labour: 41% (+2) LDEM 8% (-) UKIP 4% (+1) GRN 2% (-1)

BMG - Westminster voting intention

Fieldwork concluded February 9th

Con: 40% (+3) Labour: 40% (-) LDEM 8% (-1) UKIP 5% (-) GRN 4% (+1)

Selections

The Labour Party has triggered early selections in 75 seats in England, as well as several in Wales, and a further 20 in Scotland. Unite has 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 where we are yet to make nominations, and these are mostly in seats where the process will not begin until after the May local elections.

Our team supports our candidates' campaigns in a number of ways, including organising photo shoots, producing printed material, speech writing, website design, setting up phone banks, text messaging, facebook advertising, organising delivery rounds and where possible providing an on-the-ground field organiser. All support is fully within Labour Party rules and procedures.

We have co-ordinated with other trade unions to ensure as much as possible that there is shared support for our candidates. Unite-supported candidates have won in 22 of the 37 selections so far, a pretty good outcome.



In addition to these selections there is a Welsh Deputy Leadership election taking place on 21st April and a Scottish Deputy Leadership contest is planned for later in the year.

Wales

Unite arranged a workplace visit with Keir Starmer and Eluned Morgan as part of the Brexit Weekend. Both met with the Unite Shop Stewards Committee to discuss the impact of Brexit on Wales. Following the meeting, they toured the site, finishing the workplace visit with media interviews in the test cell areas. It was reported BBC Wales, ITV Wales and Global Radio.

The Unite Wales Brexit Conference will take place on Saturday, 17th February with guest speakers including Keir Starmer MP, Mark Drakeford AM, Tony Burke Assistant General Secretary and Simon Dubbins Unite Brexit Coordinator and International Director.

a. Alyn & Deeside By-election

In November 2017 Assembly Member for Alyn and Deeside Carl Sargeant was found dead at his home in Connah's Quay. Four days previously he had been sacked by the First Minister from his job as Cabinet Secretary for Communities and Children and suspended as a member of the Labour Party following allegations brought to the attention of Welsh Labour

by Carwyn Jones. An independent inquiry is ongoing. A by election was held in Alyn & Deeside and Jack Sargeant, Carl's son, was elected as the Welsh Labour candidate. Jack, a Unite member, had our full support. We emailed members asking them to campaign with Jack and a mailing was sent to all members living in the constituency to get out and vote.

He won with a majority of 6,545 and at 23 he is the youngest ever Assembly member. In his maiden speech he thanked Unite and looked forward to working with us in the future.

b. Welsh Labour Deputy Leadership

Nominations for the position of Welsh Labour Deputy Leader opened on Friday, 9 February and will close on Friday, 16th February. Aspiring candidates must get 20% of the combined total of AMs, MPs and MEP and that combined total must include a minimum of 3 AMs nominations and 3 MP nominations in order to proceed. The result will be announced at Welsh Labour Conference.

c. Welsh Government and Brexit

December saw the publication of the Welsh Government's latest Brexit paper warning against the UK government using our exit from the EU as an opportunity to



take money and funding decisions away from Wales. The paper states that the £370m which Wales currently receives from the EU each year should be replaced by the UK government and added to the Welsh Government's annual budget, rejecting the idea of a Westminster controlled UK Prosperity Fund and calling for regional investment decisions to continue to be made in Wales. The proposals include:

- simplifying the rules, administration and systems for regional investment funds
- developing plans for the regions of Wales led by partnerships involving local authorities, businesses and communities in those areas
- regional investment focused on places where it is needed and in line with the Welsh Government's Economic Action Plan (EAP)
- continuing the ability to provide state aid to businesses
- the 4 national governments of the UK agreeing rules on regional support to avoid a race to the bottom that could damage communities
- creation of a Council of Economic Ministers from all 4 nations to ensure co-ordination of policy across the UK.

d. Economy

Carwyn Jones has warned that the Welsh steel industry would be "wiped out" if Britain left the European single market and signed a free trade agreement with China, and claimed a fresh deal with New Zealand including agriculture could badly hit its farmers. The first minister of Wales made the comments as his government launched a trade paper claiming that hard Brexit would have a severe, negative impact on the country's economy. The report, which is supported by an economic impact analysis from Cardiff Business School, claims that crashing out of the EU on to World Trade Organization rules would cause the Welsh economy to shrink by between 8 and 10%, equivalent to £1,500-£2,000 per person in Wales. (Guardian)

Scotland

The most significant development in the last quarter in respect of our political strategy in Scotland was the election of Richard Leonard as Scottish Labour Party leader. All but one of the trade unions affiliated to the Scottish Labour Party supported Richard's campaign, which was very much based on his track record as a trade union official and activist for many years and we now have a Scottish Labour Party leader who is keen to work with us on taking forward our political strategy, campaigns and policies. Whilst the other trade unions supported Richard's campaign, the degree of participation in it by Unite Affiliated Supporters in particular greatly exceeded that of any other affiliate and thanks is due to the



Political Department at Holborn for all of the assistance that they provided throughout the campaign, which involved constant day-to-day messaging via e mail, phone and social media to Unite members eligible to vote in the leadership election.

However, our success in building participation by our members in the election presents new challenges moving forward. In particular, we now need to redouble our efforts to ensure that the thousands of Affiliated Supporters that we have in Scotland remain active in the Labour Party and, ideally, become full Labour Party members. Discussions with the Labour Party in this regard have already taken place and plans are being made for a further visit to Scotland by Jeremy Corbyn alongside Richard Leonard with a particular focus on meeting Affiliated Supporters and building Labour Party membership among trade unionists. We have also made specific suggestions to strengthen trade union participation in the Scottish Labour Party - including suggesting the convening of district policy conferences with direct trade union delegate participation in deciding the content of local government manifestos. We are also focusing on further increasing Unite participation at CLP level (with all branches to receive communication urging affiliation to CLPs and the election of delegates to them). All CLPs have received communication and leaflets from the union urging that all Scottish Labour Party members who are not in employment and are not currently trade union members should consider joining Unite Community.

An early indication of the how trade union friendly Richard Leonard's leadership is likely to be was provided when he left his own victory party on the day of his election to visit the workers at BiFab engaged in a campaign to save their jobs. The campaign, which involved the workforce occupying the site, the organisation of a tremendous demonstration in Edinburgh to the Scottish Parliament, extensive media coverage and the intervention of the Scottish Government, was successful in winning a reprieve for the closure threatened BiFab sites and efforts are now required to secure their long term future.

Richard also stood alongside Unite members on the Capita picket line and at our protests on our day of action against blacklisting and he has worked closely with us in supporting the union's case regarding Carillion, equal pay in Scottish local government, our campaign against the RBS bank closure programme and our campaign to "Save our Scotch", arguing for new regulations on the production, bottling and packaging of blended whisky to halt the offshoring of whisky industry jobs.

We will have a particular role to play in developing Richard's industrial strategy which, with our input, includes commitments on the positive use of procurement to



boost jobs (whilst banning zero hours and blacklisting), the creation of a Scottish Investment Bank, the extension of workplace democracy based on sectoral forms and collective bargaining, a new approach to automation based on improving working conditions and health and safety and the case for common ownership, including the call for an initiative similar to the Italian Macorra Law providing workers with the opportunity to take over ownership when workplaces are threatened by closure.

In addition to these key policy areas, we are, off course, continuing to campaigning against austerity and cuts. Our task on this front has not been made easier by the Scottish Government's budget announcements, which includes an insufficient raising of revenue for public services through their income tax proposals (£64 million when tax relief of £100 million for small businesses is taken account of), a real time cut for local government (when the Confederation of Scottish Local Authorities estimate a requirement for a revenue increase of £540 million to maintain current level of services) and an inadequate public sector pay "award" (below the rate of inflation and excluding almost 50% of public service workers from guaranteed coverage e.g. all local government workers).

On a more positive note, talks are continuing with the Scottish Transport Minister on a possible Transport Act giving local authorities powers to franchise bus services and municipally own buses and discussions are ongoing with Labour MSP, Daniel Johnston, on a possible private members bill to address attacks against workers in the retail sector. In these discussions, we are arguing that the bill should include protections for workers engaged in any age-related sales i.e. including hospitality workers. This ties in with our organising activities in the hospitality sector and, moving forward, it is our intention to attempt to link our political work to organising objectives on membership retention and recruitment wherever possible. In this regard, we have already won the support of politicians for the lodging of motions linked to our organising agenda in oil & gas, construction, hospitality and food & drink (with follow up lobbies, protests and media coverage). Examples of these include the Scottish Parliament motions on our Save Our Scotch and Hospitality Charter campaigns (lodged by Neil Findlay MSP), the motion and debate on helicopter safety in the North Sea (lodged by Lewis McDonald MSP) and the adoption by several councils in Scotland of our Construction Charter covering issues such as direct employment and adherence to union negotiated agreements in council procurement.

Northern Ireland



Northern Ireland continues to face protracted political uncertainty. It is now one year since the political institutions collapsed after the then deputy First Minister Martin McGuinness resigned. That crisis was precipitated following the scandal of the overspend in the Renewable Heating Initiative scheme and the refusal of the First Minister Arlene Foster to temporarily step-aside pending an independent inquiry.

Since that time the focus of the division between the leading parties has shifted away from the RHI itself to broader issues of 'respect' and social reform – central has been the Sinn Fein 'red-line' on the adoption of a stand-alone Irish Language Act for Northern Ireland.

Despite two elections last year, which concretised support for the two largest parties all efforts to re-establish a functioning Executive have failed. The latest set of talks has just commenced under the direction of the new Secretary of State, Karen Bradley.

The DUP continues to play a role in supporting the current UK government through a confidence and supply arrangement. This situation has meant that the government has a small majority with which to drive forward austerity budgets and progress the EU exit legislation. In return £1 billion in additional funding for Northern Ireland has been promised – the bulk of which is non-recurring capital investment and money tied to 'reform' of public services. Due to the delay in re-establishing a functioning Executive, so far only £50 million of this has been released.

The absence of a functioning Executive has led to rule by the civil service to return. The strong likelihood that direct rule might be re-established in order to bring forward a first post-Executive budget poses very considerable challenges for workers in all parts of Northern Ireland as we will be subject to the political priorities of Conservative Ministers at a time when the full scale of austerity constraints are finally coming to bear on Northern Ireland's budget.

The possibility of outright privatisation, considerable hikes to household rates or the introduction of standalone water rates or other service charges are certainly not precluded in the near future. The only thing likely to avert these is the difficulty in enforcing such changes without the Conservatives having any base of support in society. It is therefore more likely that we face the prospect of ever more severe crisis in public services funding. Despite this, at this time there appears very little prospect of a return to locally-accountable government.

Parliament

There have been quite a few campaigns we have taken to Parliament since the EC last met.



We had delegations from Bombardier come to Parliament to lobby MPs as well as having continual lines of communication open between figures in the Northern Ireland and BEIS teams of both Government and Opposition - needless to say there was a much more sympathetic ear coming from Labour politicians. However, it's still humbling to think that the political pressure we helped provide was a small part of the success achieved by those from our union involved in the campaign.

Unusually we have also been involved in campaigns on behalf of members working in Parliament. Following the recent negative reports circulating in the media concerning Parliamentary staff, we were pleased to be involved with the campaign of parliamentary staff who by their place on the Working Group have achieved safeguards - such as an independence grievance procedure for staff and mandatory training for all MPs and Peers as employers - which may seem basic but are things the Unite Parliamentary and Constituency Staff branch have been campaigning for for well over a decade.

A second group of Parliamentary workers whose campaign we have aided is our members from the Blue Badge Tour Guides who are at risk of losing their contract with Parliament after 17 years. This campaign is still ongoing but they have had our full support in speaking to sympathetic politicians and trying to help overturn the decision made by the Parliamentary authorities.

We have had a delegation of steelworkers into Parliament and have provided MPs with questions and an EDM to support to continue to keep the campaign to Save our Steel in the public eye. We will continue to find other mechanisms to keep steel on the Parliamentary agenda.

Another ongoing campaign we will continue to be involved in is that opposing the hostile takeover of GKN by Melrose. We have been in conversation with the Labour Frontbench and other key politicians as well as using other Parliamentary mechanisms to further the campaign. We even went along to the meeting of the West Midlands PLP to discuss GKN with MPs from the region - where GKN's automotive base is - as well as discussing Jaguar Landover.

We also issued briefings and questions for our MPs in a number of Urgent Questions - including Carillion and the Taylor Review and have tabled and promoted EDMs on a plethora of issues of relevance to our members from Premier Inn hospitality workers to our Save our Scotch campaign and from RBS bank closures to barista visas.



Our Parliamentary Group has almost doubled in the last 2 years and Unite are perceived among Labour MPs across the Party as the most active union, with a good reputation on pushing through on our industrial issues.

Future Candidates Programme & Training

Following the very successful course over the summer at Esher, and the follow-up day on media training, we are running another full course on the weekend of 24th February.

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

Out of the 37 Labour Party selections that have taken place so far only one BAEM candidate has been selected. This needs to be urgently addressed. The Political team have been in discussions with our equalities team and the BAEM committee and following discussions have come up with some first steps to do what we can to address it. Working with the Equalities department on members being included on FCP courses will become a formalised requirement in future and will be made clear in an amended political strategy.

Similarly, while Unite's FCP is well regarded and feedback is largely positive, as are the workshops that we provide, within the wider political context the status quo and the selection of BAEM Labour candidates is not working. IN discussion with a lead from our BAEM members we will work to find a solution to the lack of BAEM Parliamentary Labour Candidates as a different approach is urgently required and take this up with the party.

Regional Labour Party Liaison Conferences

All regions have now hosted their RLPLCs, with new committees elected. These have been very well attended with MPs from the region delivering speeches, and with lively discussion about the implementation of our political strategy regionally, particularly in light of current Parliamentary selections and the upcoming council elections. It has been great to be able to visit some of these and present a national report. Our first National Labour Party Liaison Conference with our new delegates will take place on February 24th.

UNITE Brexit Coordination Team Report

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:** As per the previous report the continuing lack of clarity and internal Conservative Party strife remain dominant themes in the Brexit process. Rumours abound that the hard Brexiteers are eyeing a collapse of May, and her replacement with a government headed by Jacob Rees-Mogg with Gove and Johnson in key positions. Alarming zig-zags in key policy areas are still happening with May refusing to rule out membership of the Customs Union in China, and then completely reversing the position and ruling it out a few days later. Despite two meetings of the Cabinet Brexit sub-committee no new progress was made on either the issue of future Customs Union/Single Market arrangements or the Irish border question. Boris Johnson's much vaunted speech on the future of the UK outside the EU was a complete damp squib with nothing new in content and it received hefty criticism. It should also be noted that Teresa May refused to rule out the NHS being part of a new UK-US trade deal.
- **Initial Phase I deal reached in December 2017 but enormous amount of issues still to resolve and EU negotiators' frustrations remain:** Following the debacle of an initial deal being scuppered by the DUP further talks did finally result in a deal being reached on the initial matters of budget contributions, EU nationals and the Irish border, however on closer examination it is fairly clear that on the border issue no real details exist and much is still outstanding while important differences remain on the status of EU nationals during the transition period. EU frustrations about the lack of clarity from the UK also exist in relation to the Irish border during the transition period, with the EU now stating that they will write continued membership of the Custom's Union and Single Market into the agreement in the absence of any other position from the UK. EU negotiators also expressed frustration at the UK's demand to have veto rights over new legislation that it opposed during the transition period.
- **Leaked regional impact assessments:** Following the debacle of David Davis' climb down in relation to the 53 in depth sectoral analyses that suddenly didn't exist once Parliament had asked to see them, a leaked Government document highlighted the potential regional economic impact of Brexit. Modelling the three most likely scenarios the report revealed that overall economic growth would be 8% lower under a hard Brexit, 5% lower if a comprehensive free trade agreement could be achieved and 2% lower if single market access could be maintained. However, there were major regional differences with the North East, West Midlands and Northern Ireland being worst hit, with economic growth up to 16% lower under the hard Brexit scenario.



- **EU Withdrawal Bill, Trade Remedies & Taxation and Revenue (Customs) Bills:** These three key pieces of legislation continue to work their way through parliament with the EU Withdrawal Bill now in the House of Lords. The government suffered an important Commons defeat when the House voted to amend the legislation to ensure that the final deal with the EU would be subject to a meaningful vote in Parliament. There are still major areas of difficulty with the legislation as it stands. The Trade Remedies and Taxation and Revenue bills are both still in committee stage in the Commons with very major concerns that both are still totally inadequate. A key issue is that the legislation leaves huge scope for Ministers to make decisions unilaterally concerning appointments to oversight and adjudication bodies and the ability to rewrite huge areas of employment law through secondary, rather than primary legislation

UNITE political input:

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

- **Input into Scrutiny Committees:** AGS Tony Burke and the International Department appeared before parliamentary committee hearings on the Trade Bill and the Taxation (cross border trade) Bill making clear the deficiencies and problems that still exist with the Bills, particularly in relation to trade defence instruments.

- **Continued working with Labour Front Bench:** Various meetings in relation to Brexit have taken place between UNITE officials and senior members of the Labour Party front bench team including Keir Starmer, Barry Gardiner and Rebecca Long Bailey. UNITE is in continuous contact to make sure that our voice and position concerning the process and proposed legislation is heard.

- **UNITE Regional Brexit Conferences:** The planned UNITE regional conferences on Brexit have now begun with conferences having taken place in the East Midlands, Irish and Welsh regions and more scheduled to take place in Scotland, the North East, South West, London and Eastern and South East during the coming 10 days. Those that have taken place have proved to be very successful with turnouts ranging between 60 and 80 people with useful and lively discussions.

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:

- **Brexit check survey:** The questionnaire survey aimed at capturing the experience of reps and members in the workplace continues and has now amassed some 500 replies and is helping to create a more comprehensive and coherent overview of what is happening in the workplace. Initial survey results show that some 66% of respondents cite Brexit as having been raised in relation to attempts to suppress pay increases with the impact on future investments being the second most regularly raised issue;
- **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.
- **Joint positions with employers' organisations:** The cooperation with key employers' federations in the manufacturing sectors has continued including with those in the chemicals, ceramics, motor, aerospace, and general engineering areas. Joint positions exist in relation to trade defence instruments and the necessity to avoid tariffs and non-tariff barriers to access to the single market as well as to remain part of a customs union. These positions have now been summarised in a joint publications.

Documents and Communications:

- **Website:** The UNITE Brexit check website continues to be updated regularly and is functioning well in providing relevant information to activists and members as well as key news items. This communications tool will become increasingly important as the process of Brexit enters its critical phase in the coming months. A twitter account has also been 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;
- **Documents:** New additions to the Brexit documents include a Public Sector strategy as well as Energy and Utilities, Higher Education and Construction sectors, and one for Retired members. This brings the total to 21 covering the manufacturing and public services sectors as a whole, with special documents for Ireland and Gibraltar;

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:** To finish the round of Brexit conferences in each region in order to make sure that the UNITE message in relation to Brexit has been put out, and to ensure that reps and members have had the chance to debate and discuss the matters at hand.
- **Political input:** UNITE will continue to make strong political inputs at both the national and European level. The importance of making effective political interventions is clearly increasing as key pieces of legislation work their way through parliament and the crunch vote on the Brexit deal edges closer;

CENTRAL OFFICE DEPARTMENTS & ADMINISTRATION REPORT

ADMINISTRATION AND CONSTITUTIONAL ISSUES

MEMBERSHIP OF EXECUTIVE COUNCIL

As reported at your December meeting the nomination period for the election for the 4 x ex-UCATT members is currently underway. The new members will attend your June meeting.

NATIONAL CONSTITUTIONAL CONFERENCES

National Equalities Conferences 2018

The National Equalities Conferences were held from 31st January to 2nd February 2018, the conferences were a success.

5th National Policy Conference 2018

The closing date for receipt of motions for inclusion on the agenda for the 5th Policy Conference 2018 was Friday 9th February. The Standing Orders Committee met on 21st February to consider these motions. An invitation to submit amendments will be circulated week commencing 13th March and the deadline for receipt of amendments will be 11th May 2018. The June meeting of the Council will consider any Executive Statements to the conference and their attitude to motions and amendments received.

In accordance with rule the Standing Orders for the conference have been circulated to the Council for their consideration.



Delegates and observers to conference: As previously reported Regions and where appropriate NISCs have been advised of the number of delegates and retired member observers that they are entitled to elect as agreed by the EC. The deadline for submission of delegates is 30th March 2018.

Council members are reminded that in accordance with Rule they shall attend the Policy Conference as observers, with permissions to speak but not to vote on issues. The Administration will write to members separately about arrangements for their attendance.

2nd Rules Conference – remitted amendment

An amendment to change to Rule to allow for direct representation of the 4 national equality committees at the Policy Conference was remitted to the EC in 2015. For the 4th Policy Conference in 2016 the EC gave authority for 4 extra delegate places to be created to allow for the direct representation of these committees.

For the 5th Policy Conference this year it is proposed that the EC make the same arrangement, that is that 4 delegate places be created to allow the Chair or if unavailable, another member of the 4 national equality committees, to attend Conference as full delegates.

ELECTIONS OF CONSTITUTIONAL ELECTORAL PERIOD COMMITTEES 2018 – 2021

A separate paper regarding the make-up of committees drawn up in consultation with regions and national officers is being circulated for your information.

The necessary guidance on holding Regional Industrial Sector Conferences, Regional Equalities Conferences, and Area Activists meetings has been circulated to regions.

Submissions

Submissions to government departments, parliament and other agencies have included:

- Health Select Committee investigation into Sustainability and Transformation Partnerships (STPs);
- DfT consultation on draft Airports National Policy Statement;
- Public Bill Committee call for evidence on the Automated and Electric Vehicles Bill.

Pensions



A response was made to the House of Commons inquiry into collective defined contribution (CDC) schemes calling for the Government to implement the regulations needed to make these schemes possible. The key advantage of these schemes could be to obtain for members a better return on their contributions than current individual DC schemes provide.

We have seen proposals from a number of companies to restructure their DC scheme contribution scales in order that the minimum rates meet or exceed the rising minimum level required by the auto-enrolment legislation.

We are supporting UCU-led action to oppose the closure of the Universities Superannuation Scheme defined benefit scheme. The USS is strategic for the university sector where up until now most universities have maintained defined benefit pensions for their support staff.

Health and Safety

The health and safety unit continues to be involved in various health and safety campaigns across the sectors, for example asbestos, stress and mental health, diesel, welding, and access to welfare facilities at work and have achieved success through joint campaigning in securing the strengthening of HSE guidance on the duty to give access to welfare facilities to delivery drivers. In particular we are encouraging members to sign up to the Unite Diesel Register if they have been exposed to diesel engine exhaust emissions at work and are taking part in the Unite Mental Health Task Force.

Unite is continuing the '40 years of union safety reps' campaign throughout 2018. The new Unite Health and Safety Guide will be published in early 2018 including a number of case studies of safety rep action to inspire others.

We continue to attend a number of tripartite and industry health and safety committees



covering many Unite sectors. One example of work with the Health sector Health Safety and Wellbeing Partnership Working Group was joint guidance on supporting employees in the NHS who are experiencing domestic violence and abuse. We also attended Unite national committees and presented at internal and external training and seminars including the Unite National Women's Week and National Equalities Conferences, and the HSE Lung Summit conference.

At European level discussions continue concerning chemicals, offshore work and silica. At international level H&S liaison work continues with United Steel Workers including discussions concerning a new trade union approach to H&S.

INFORMATION AND COMMUNICATIONS TECHNOLOGY DEPARTMENT (ICT)

Over the past few months ICT have been working with all CO departments to progress digitalisation of the Union. During these discussions it has been made clear that Unite needs a centralised digital platform to run all of our social media and digital channels. After demonstrations and evaluations of many products it has been agreed to invest in a new module for our membership system called 'Stratum Hawk'. Stratum Hawk will be a single point of resource for colleagues to develop digital campaigns. Via API's (Application Programming Interface) this seamlessly connects to any digital applications which will future proof the system relevant in our now increasingly digital world.

By centralising all of our digital work it will allow us to evaluate the effectiveness of our digital campaigns and deliver more relevant content to our members. The system will track success to an individual member, for example, if a member reads an article relating to the transport sector this will be registered and therefore future articles on transport will be sent to this member. This will eventually provide a customised experience when members visit



the new Unite website and ensure they only receive relevant information from ourselves. By only sending relevant content to a member this will improve the retention rates and significantly increase engagement. Sharing of content via a new members section on the website and via a new app will be encouraged via Twitter, Facebook, etc, further promoting and improving member engagement. Having a single point of membership contact for departments will allow Unite to become GDPR (discussed later) compliant with regards to all digital communications to members.

In the coming months the Unite Newcastle Computer Centre will be undertaking an upgrade of the core hardware which runs all of the systems within Unite. The current hardware is now being fully utilised with no further room for expansion. With direct support running out, it is essential that this hardware is maintained in order to provide the 24x7x365 availability which is now demanded from our systems. Due to the previous investment in virtualisation technologies, this hardware replacement will be achieved with minimal downtime and interruption to services for our members.

GRENFELL TOWER FIRE

Unite employees, branches, and regions, have donated over £125,000 to the Grenfell fire appeal which has helped our members and the wider community rebuild their lives. The members supported have been incredibly touched by the support they have had from their union and have asked us to pass on their thanks.

Unite had 20 members living in Grenfell and 13 survived the fire. Unfortunately, seven of our members died that night, some alongside other members of their family. And some of our members that did survive lost members of their family. They all lost friends. The appeal is continuing to pay for counselling as our members get housed they are feeling ready to get the counselling they need.



Over half the money raised has gone directly to Unite members who lived in Grenfell and to the families of our members who died. The fund supported their immediate practical needs in the weeks and months after the fire, it paid for storage space to distribute clothing and toiletries. Our fund paid for the funeral clothing for an entire family who had to bury their 12-year-old daughter. And as we have moved into colder weather the money has paid for warm winter clothing and shoes for many who are still in need. The appeal has also been spent on vital professional trauma counselling for our members and their families. Money from the fund has been set aside to pay for further counselling. We are expecting that as members get rehoused and settled they will be ready to see a counsellor.

Unite's solicitors are representing 59 residents in what will be a long road to justice for the survivors and families who have lost their loved ones and/or been traumatised by their horrific experiences. Members have also had legal support with housing, welfare, and employment cases. A Unite convenor in the construction sector also saved the job of a Grenfell member who had been disgracefully sacked for taking time off from work sick. Another member who has had his sick leave stopped is also being represented by Unite.

FINANCE REPORT

The preliminary financial picture for Unite for 2017 was satisfactory – on track with the financial plan but £0.2 million worse than 2016.

More specifically, Total Income amounted to £171.7 million on a preliminary basis in 2017 – an improvement of £3.7 million versus 2016. Contribution Income increased by £4.2 million year on year principally due to the inclusion in 2017 of the contributions of former UCATT members, coupled with the increase in Enhanced and Part-time member subscription rates implemented 1st September 2016. However, as anticipated, Legal Income has continued to fall, down £1.7 million.



Total Recurring Expenditure totalled £153.1 million on a preliminary basis in 2017 – representing an increased expenditure of £12.6 million versus last year with the following comments:

- The cost of Employer Disputes rose by £7.3 million in 2017.
- Employment Costs excluding Organising totalled £61.8 million in 2017, up £4.0 million

versus 2016. This increase was driven by the cost of employees taken on as a consequence of the UCATT amalgamation plus the general wage increase awarded to all Unite employees. Taken together, Employment Costs excluding Organising plus the National Organising Department amounted to 40.2% of Income in 2017 above last year's figure of 38.7%.

- Owing to the General Election occurring in 2017, the cost of Political Affiliations and Grants increased by £3.2 million in 2017 versus 2016.

As a consequence, Unite recorded a surplus before Investment Income and Non-Recurring Items of £18.7 million on a preliminary basis in 2017 – a deterioration of £8.8 million versus 2016.

Investment Income amounted to £3.2 million in 2017 – a significant improvement of £2.4 million compared with a year ago. Non-Recurring Items excluding Pension Deficit Reduction

Contributions amounted to £3.3 million on a preliminary basis in 2017 – a massive £6.3 million better than 2016. Included within the Non-Recurring items were £2.2 million of employee severance and £2.0 million of VAT write-offs on property purchase and refurbishment.

As a consequence of the very positive year to year movements in Investment Income on Non-Recurring Items, Unite achieved a surplus prior to Pension Deficit Reduction Contributions of £18.6 million in 2017 – a result which was only £0.1 million worse than the year before.

Pension Deficit Reduction Contributions totalled £12.7 million in 2017 -- £0.1 million more than 2016 due to inclusion of deficit payments to the (now defunct) UCATT scheme.

Taking everything into account, Unite posted an overall surplus of £5.9 million on a preliminary basis in 2017 – a result which was £0.2 million worse than 2016, although the year to year comparison is significantly flattered by the significant



improvements in both the Investment Income and Non-Recurring Items areas. The result means that the Union remains on track with its financial plan.

A full audit of the 2017 results should be finished for the next Executive.

A discussion took place of the reports in the Press that the General Secretary had bought out the union's share of the property in London.