



MINUTES AND RECORD
of the
EXECUTIVE COUNCIL
HELD AT UNITE HOUSE, HOLBORN, LONDON WC1
ON 17TH, 18TH, 19TH & 20TH SEPTEMBER 2012

PRESENT:

MEMBERS: Bro. K ABRAMS, Sis. L ADAMS, Bros. K AGYEMANG-PREMPEH, I ALLINSON, Sis. T ASHWORTH, Bro. S BEATTY, Sis. S BENNETT, Bros. D BOWYER, D BROCKETT, C CADMAN, J COOPER, Sis. J ELLIOT, M ELLIOTT, Bros. P ENTWISTLE, M FORBES, D GRAHAM, A GREEN, S HIBBERT, B HOLMES, Sis. S HUTCHINSON, Bros. G JACKSON, J JAMES, M JOHNSON, J KENDALL, M LYON, Sis. L MALONE, Bros. D MATHIESON, M MAYER, P McCOURT, Sis. H McFARLANE, Bros. S McGOVERN, S MILLER, J MITCHELL, T MITCHELL, Sis. T MOLONEY, Bros. I MONCKTON, J MURPHY, Sis. K OSBORNE, B PLEASANTS, Bro. P RUSSELL, Sis. M RYAN, S SHARP, J SHEPHERD, Bro. J SHERIDAN, Sis. J STILL, Bro. J STOREY, Sis. P STUART, Bro. M TAJ, Sis. J TAYLOR, Bros. M THOMAS, M THOMAS, Sis. A TOLMIE, Bro. H TURNER, Sis. M VANNET, S WALLACE, Bros. P WELSH, D WILLIAMS, D WILSON, F WOOD, M WOOD, T WOODHOUSE

EX OFFICIO: Bro. L McCLUSKEY (General Secretary)
Bro. T BURKE (Assistant General Secretary)
Sis. G CARTMAIL (Assistant General Secretary)
Sis. I DYKES (Head of Constitutional Administration)
Sis. D HOLLAND (Assistant General Secretary)
Bro. A MURRAY (Chief of Staff)
Bro. E SABISKY (Director of Finance & Operations)
Bro. S TURNER (Director of Executive Policy)
Bro. A WEIR (Assistant Chief of Staff)
Bro. P WISEMAN (Retired Members Observer)

IN THE CHAIR: Bro. T WOODHOUSE

FIRST DAY, 17TH SEPTEMBER 2012

The General Secretary congratulated and welcomed the newly elected members of the Executive Council.

**Minute
No.437**

1. APOLOGIES AND LEAVE OF ABSENCE

The Council were advised that Sister Gaynor Worrell had resigned from the Executive Council owing to pressure of other union commitments. Arrangements would be put in place for a further by-election as quickly as possible.

Formal permission was requested to be absent from the sessions referred to for the reasons stated:

Name	Session	Circumstances
Sean Beatty	Monday & Tuesday	Holiday
Chris Bond	All sessions	Holiday
Phil Entwistle	Monday p.m.	TU Business
Jim Kendall	Mon, Tues, Weds	Holiday
Harry McAnulty	All sessions	TU Business
Chris McEleny	All sessions	TU Business
Sean McGovern	Tuesday pm	TU Business
Therese Moloney	Thursday	TU Business
Jimmy Neill	All sessions	Holiday
Brenda Pleasants	Monday pm	Personal business
Maggie Ryan	Monday & Tuesday	TU Business
John Sheridan	Wednesday & Thursday	Family Business
Jane Stewart	All sessions	TU Business
John Storey	Thursday	TU Business
Pat Stuart	Monday	Illness
Jayne Taylor	Tuesday	TU Business
Sharon Wallace	Wednesday & Thursday	Medical Appointment
Dave Whitnall	All sessions	TU Business

Having full appreciation of the circumstances as reported, the Council

RESOLVED: "That necessary leave of absence be facilitated."

2. ANNOUNCEMENTS

**Minute
No.438**

2.1 Returning Officer's Report – EC By-Elections

The report had previously been circulated to members of the Council who were asked to formally accept the report to allow the newly elected members to play a full part in the business of the Council.

At the close of consideration, the Council

RESOLVED: "That the report be accepted."

3. EXECUTIVE COUNCIL MINUTES

**Minute
No.439**

3.1 Receipt of Minutes

The Minutes of the Meeting of the Executive Council held on 11th, 12th, 13th & 14th June 2012 were duly submitted.

The following decisions were recorded by the Council arising from their consideration.

3.1.1 Matters Arising out of the Minutes**Minute
No.440****3.1.1.1 Min.345 Hotel Accommodation**

A member of the Council referred to the cancellation of hotel rooms and the cost to the Union and enquired if there would be a review of accommodation as complaints had been received. In response, the Chief of Staff advised that the Director of Finance & Operations is assessing the situation and a full report will be brought back to the Council. Complaints are dealt with as they are received and are passed on to Trust Reservations to try and get a resolution as soon as possible.

At the close of consideration, the Council

RESOLVED: "That the report be accepted."

**Minute
No.441****3.1.1.2 Min.342 Review of Constitutional Committees (RISCs)**

A member of the Council enquired if proper consultation had taken place with RISCs and NISCs. In response, the Chief of Staff advised that there had never been any proposed mergers of NISCs and the proposals concerning RISCs had not proceeded unless agreement had been received. The proposals that had been brought to the Council had all been agreed and no other proposed changes were being presented.

At the close of consideration, the Council

RESOLVED: "That the report be accepted."

**Minute
No.442****3.1.1.3 Min.352 Million Climate Change Jobs**

A member of the Council referred to the campaign for a million climate change jobs that had been referred to the F&GPC for further investigation and enquired if this would be discussed by the Council. In response, the Chief of Staff advised that a discussion document had been prepared by the Research Department and circulated to members of the F&GPC and could be circulated to all Council members. The conclusion proposed in the document is that the Union should consider funding this campaign on a case by case basis rather than an affiliated basis.

At the close of consideration, the Council

RESOLVED: "That the report be accepted."

**Minute
No.443****3.1.1.4 Min.367 Legal Report**

A member of the Council requested an update on the situation with Coventry City Council. In response, the General Secretary advised that any financial damage to the Union had been contained and other issues were still being investigated.

At the close of consideration, the Council

RESOLVED: "That the report be accepted."

**Minute
No.444****3.1.15 Min.370 Sector Committees – Poor Attendance at RISCs**

A member of the Council advised that the Motor Components NISC were requesting a transparent review of lay members attendance at the September conferences. In response, the Chief of Staff advised that once the conferences had concluded, a thorough report on attendance and other matters relating to election and viability of RISCs would be completed and a full report given to the December meeting of the Council.

At the close of consideration, the Council

RESOLVED: “That the report be accepted.”

**Minute
No.445**

3.1.1.6 Min.373 Finance Strategy

A member of the Council referred to points of concern that had been raised in relation to members contributions, removal of benefits and lack of communication to branch secretaries. In response, the General Secretary advised that this was as a result of decisions taken by the previous Executive Council and General Secretaries. When opposition had been raised, it had been looked at in more detail and improved benefits were secured for Scale 1 members. Any specific problems with communications should be raised in order that they may be improved.

At the close of consideration, the Council

RESOLVED: “That the report be accepted.”

RESOLVED: “That the Minutes of the Meeting of the Executive Council held on 11th, 12th, 13th & 14th June 2012 be adopted.”

**Minute
No.446**

3.2 Receipt of Minutes

The Minutes of the Special Meeting of the Executive Council held on 24th June 2012 were duly submitted.

The following decisions were recorded by the Council arising from their consideration.

RESOLVED: “That the Minutes of the Special Meeting of the Executive Council held on 24th June 2012 be adopted.”

4. FINANCE & GENERAL PURPOSES COMMITTEE

**Minute
No.447**

4.1 Receipt of Minutes

The Minutes of the Finance & General Purposes Committee held on 19th July 2012 were duly submitted.

The following decisions were recorded by the Council arising from their consideration.

4.1.1 Matters Arising out of the Minutes

**Minute
No.448**

4.1.1.1 Min.394 Executive Council By-Elections

A member of the Council referred to Brother Beaumont being ruled out as not eligible to stand in the Executive Council By-Elections and asked if the F&GPC saw all candidates details relating to starting date and place of work. In response, the Chief of Staff advised that following the F&GPC meeting, Brother Beaumont and Brother Gill were written to, explaining the reasons why they were not able to stand. There has been no further communication from either of them or the Certification Officer. All details of candidates are not presented to the F&GPC but if any problem arises, it is drawn to the attention of the F&GPC or Executive Council if a decision is required.

At the close of consideration, the Council

RESOLVED: “That the report be accepted.”

**Minute
No.449**

4.1.1.2 Min.397 Show Racism the Red Card

A member of the Council voiced his delight that the Union has taken out gold sponsorship with this organisation and requested details of the sponsorship. In response, the General Secretary outlined the details and advised that a breakdown for this was available.

At the close of consideration, the Council

RESOLVED: “That the report be accepted.”

**Minute
No.450**

4.1.1.3 Min.395 Finance Report

A member of the Council referred to the position of Ray Fletcher on the Trustee Board for the pension funds and raised his concerns. In response, the General Secretary outlined the reasons for his decision to stand down from the Board and be replaced by Ray Fletcher.

At the close of consideration, the Council

RESOLVED: “That the report be accepted.”

RESOLVED: “That the Minutes of the Finance & General Purposes Committee held on 19th July 2012 be adopted.”

**Minute
No.451**

4.2 Receipt of Minutes

The Minutes of the Finance & General Purposes Committee held on 31st August 2012 were duly submitted.

The following decisions were recorded by the Council arising from their consideration.

4.2.1 Matters Arising out of the Minutes

**Minute
No.452**

4.2.1.1 Min.417 Constitutional Committees

Concerns had been raised by the EC member for the MOD & Government Departments in relation to national branches and seats on RISCs. In response, the Chief of Staff outlined the situation in relation to national branches who are administered from one region but have members across the country. The MOD have two national branches – guards and fire service, administered by the South West Region but with members across the country. It had been requested that seats be made available on RISCs if activists wanted to play a part in the region in order not to debar them for technical constitutional reasons. Whilst agreeing to this request, it would not set a precedent for all national branches as further requests would be taken on a case by case basis.

At the close of consideration, the Council

RESOLVED: “That the report be accepted in line with the preamble to this Minute.”

**Minute
No.453**

4.2.1.2 Min.428 Presentation Scheme

The endorsement of the Council was sought for the amended Presentation Scheme.

At the close of consideration, the Council

RESOLVED: “That the Presentation Scheme be adopted.”

**Minute
No.454**

4.2.1.3 Min.425 Labour Transport Group

A member of the Council asked how it was proposed to nominate the 10 members to the Group. In response, Assistant General Secretary, Diana Holland suggested that it should be discussed with the EC members, Chair of the National Committee and National Officer and it was proposed that the senior transport representatives be there.

At the close of consideration, the Council

RESOLVED: "That the report be accepted."

**Minute
No.455**

4.2.1.4 Min.431 Suspension of Kingsley Abrams from Labour Group

A member of the Council sought clarification of Unite's position regarding opposition to cuts and support for councillors who are opposed to cuts. In response, the General Secretary advised that a statement from Unite would be issued making it clear that the Union is opposed to cuts and expect all Unite councillors to oppose cuts and fight against cuts within the Labour Group.

At the close of consideration, the Council

RESOLVED: "That the report be accepted."

RESOLVED: "That the Minutes of the Finance & General Purposes Committee held on 31st August 2012 be noted."

6. STRATEGY FOR GROWTH

**Minute
No.456**

6.1 100% Strategy

A written report had been circulated to the Council and in the absence of Executive Officer, Tony Woodley, was verbally supplemented by Director of Organising, Sharon Graham and Rob MacGregor.

The Director of Organising reported that further to discussions with the Regional Secretaries and in order to move the 100% Campaign on to Phase 2, all Officer allocations will be uploaded onto the 100% monitoring system by December 2012. A copy of the proforma that the Regions are using had been circulated and was explained to the Council. This system has potential for the future with a range of items being updated alongside Officers' allocations to co-ordinate the strategy of the Union.

The key challenge in the coming months will be to further develop and maintain the management and accountability structures within the 100% strategy which will be critical at the next stage. This is particularly the case as dedicated organiser resource will be exiting and reverting back to strategic sectoral organising. The capability and commitment of the management tiers will form the bedrock to the future success of this strategy.

Rob MacGregor reported that it is now 10 months into the 100% Campaign with 36,910 joiners as of today's date. There are 883 individual campaigns with 340 Officers registered on the system. The average delivery per Regional Officer is 108. Regions are now being ranked by joiners per Officer which gives a fairer reflection of delivery. Within those figures there is a wide variety of levels of delivery in relation to campaigns. RCOs and Officers have been asked to focus on campaigns that are cumulatively delivering less than 20 joiners and Officers who have only achieved less than 40 joiners. Actions are being taken to bring all Officers up to average national delivery.

Questions and comments from members of the Council were responded to.

At the close of consideration, the Council

RESOLVED: "That the report be accepted."

**Minute
No.457**

6.2 Organising Department

A written report had been circulated to members of the Council and was verbally supplemented by the Director of Organising, Sharon Graham.

The Director of Organising gave a detailed outline of the London Bus Workers dispute and the leverage strategy that had been used to reach a successful conclusion. It was stressed that 'leverage' is not a substitute for collective strength and the development and maintenance of power at the place of work. 'Leverage' helps organised workers maximise their opportunities for success, it does not replace organisation.

A detailed report on the situation at Liverpool Mutual Homes was given to the Council where the National Organising Department had assisted the Sector and the North West Region. The social housing provider unfairly selected 14 workers for redundancy, following the in-house takeover of a maintenance contract in June 2011. The Organising Department, over the last six weeks, had increased strategic participation to deliver a settlement via the use of leverage, unanimously voted for by the members.

The Director of Organising verbally supplemented the draft leverage plan that had been circulated to the Council, explaining that this was not a template for leverage but an organising plan that gives an understanding of serious things that come into play when looking at leverage. There is a difference between competent negotiations and leverage and leverage is an additional way to move employers, not a campaign.

Questions and comments from members of the Council were responded to.

The General Secretary supplemented the report referring to the leverage strategy that had been used in the London Bus Workers campaign and with Honda and Balfour Beatty. A guide book is being produced for Officers and activists on how to deal with an industrial dispute and will also have questions on leverage in it.

At the close of consideration, the Council

RESOLVED: "That the report be accepted."

5. REPORT OF THE GENERAL SECRETARY

**Minute
No.458**

5.1 Report

The General Secretary reported on his meeting with Ford Europe regarding the Visteon pension dispute. The final details are awaited and it is hoped to have a positive report to bring back to the Council.

Various companies within the Automotive Sector are taking on huge numbers of additional workers which is being led by Jaguar LandRover and the deal concluded at Vauxhall's will create significant new jobs. This will be important for the Union going forwarded and discussions are taking place to make sure Unite's image and standards are properly being projected.

The General Secretary highlighted the problems that continue in the Oil Trades Sector following the resolution to the dispute earlier in the year. A number of meetings have taken place with the sub-committee borne out by an enormous amount

of frustration and the Union is trying to bring back an element of unity amongst the sector.

In referring to the Policy Conference, the General Secretary thanked the Council members for the role they played at Conference. It was a great conference that will stand the Union in good stead as it moves forward.

At the TUC Conference, Unite was once again outstanding and the lay member delegates demonstrated that Unite is the biggest, best and most powerful union that is standing up for its values and driving forward its vision. The General Secretary had spoken at a number of fringe meetings at the Conference that were good and well attended with an eagerness amongst delegates to listen and want to engage. That is an indication of what is happening in the real world where people are fed up and looking for different answers and wanting to be involved in various issues that are with us at the moment.

A successful meeting had taken place in Paisley to support Jim Sheridan MP and promote Unite's political strategy. A similar meeting in support of Maria Eagle MP had also taken place.

During the quarter, the General Secretary had attended a number of meetings with Shadow Ministers and had also met with other trade union General Secretaries.

The General Secretary highlighted various public meetings and events that he had attended including the unveiling of a plaque in Liverpool commemorating the 1911 transport strike and the Preston Guild.

With reference to the recognition agreement with BA for mixed fleet, this has not yet been signed but is imminent.

Questions and comments from members of the Council were responded to.

The General Secretary gave a detailed report on the new global federation, IndustriALL and the meeting that had taken place with its President, Berthold Uber and the debate that if IndustriALL is to set a standard, it has to be on the basis that if multi-national companies misbehave, they have to be called to task in their own country.

Further questions and comments from members of the Council were responded to.

At the close of consideration, the Council

RESOLVED: "That the report be accepted."

RESOLVED: "That the report of the General Secretary (as recorded in Appendix 1 of these Minutes) be adopted."

8. DEPARTMENTAL REPORTS

**Minute
No.459**

8.2 International Report

A detailed report had previously been circulated to the Council and was verbally supplemented by the International Director, Simon Dubbins.

The Eurozone crisis is still a demanding issue within Europe although the latest moves to shore up the Euro appear to have had some effect in temporarily restoring confidence in the currency. The obsession with austerity measures remains as firm as ever with the cuts programme in Spain dramatically raising social tensions. Despite the unprecedented economic meltdown austerity has already caused in Greece, European leaders are openly talking of expelling Greece from the Eurozone

while the 'Troika' are now demanding the removal of employment protections, more cuts and the introduction of a 6-day working week.

In the United States, the Presidential election is due to take place this coming November. Although there is some optimism that Obama will be re-elected, it is still extremely tight and a long way from being sure. US trade unions are working flat out to mobilise their members.

The global merger of the metalworkers (IMF), chemical, energy and mines (EMCEF) and textile workers (ITGLWF), took place at a founding Congress of IndustriALL in Copenhagen in June 2012. The founding Congress was made up of over 2,000 delegates from trade unions across the globe and the Unite delegation was effectively the Workers Uniting steering committee. Despite being successful, the Congress was marred by a dispute over the representation of Latin American unions in the Executive Committee that led to a walk out from those delegates. Although the dispute has been resolved, it did underline the sensitivity that still exists between developed and developing countries and the type of political approach that the new organisation will adopt. The General Secretary, Len McCluskey and USW President, Leo Gerard met with IndustriALL President, Bertold Huber which allowed both leaders to make clear the type of organisation that they wished to see – one that was industrially focused, aggressive in its actions and which gives real support to organising and holding multinational companies to account.

With reference to UNI/UNI-Europa, following the adoption of the 'Fit for Purpose' resolution at the November 2011 Congress, the Executive has now adopted a series of actions designed to implement the proposals. A new Officer has been appointed to improve the political input of the organisation in relation to the European institutions, a process is being put in place to help focus the priorities more on organising and a more coherent approach to multinationals has been adopted.

In the graphical sector, the process of establishing a formal Social Dialogue structure with the employers' organisation Integraf is well underway with the inaugural meeting planned for the beginning of 2013. A European conference to bring together the key EWC reps and officials from across Europe will take place in Budapest during November 2013.

Unite will participate in the forthcoming PSI Congress in Durban, South Africa during November 2012 and the delegation will be led by AGS, Gail Cartmail and will comprise of EC members from the sectors covered by PSI – Local Authorities, Health, MOD and Education.

Unite was represented by a delegation of five lay reps and two full-time Officials at the IUF Congress that took place in May 2012. The Congress was attended by some 500 delegates from all around the world with a Unite rep also present at the preceding Women's Conference.

The Workers Uniting Steering Committee meeting took place in Copenhagen in June 2012 and reviewed all industrial activities that had taken place in the previous six months: Cooper Tyre, Mayr Melnhof, Rio Tinto and SCA. Len McCluskey and Leo Gerard stressed that Workers Uniting must remain primarily an industrial and politically focused organisation and it was agreed that a political strategy conference would be held in 2013 to develop a coherent strategy across the four constituent countries.

A Workers Uniting course 'Building Power Internationally' was held at Esher in July with 15 participants each from USW and Unite. During the course, the participants looked into the similarities and differences between each organisation and the political structures in each country (US, Canada, Ireland and UK).

An extremely useful meeting between Unite EDF reps, the National Officer and their counterparts from CGT-FNME took place on 6th September in Paris. The meeting was to build a much stronger relationship with this critical union in order to maximise leverage potential with EDF should it be needed in the coming years. EDF is set to win up to 6 of the up-coming nuclear new build programmes and valuable information concerning working conditions and agreements was gained in relation to the practices of EDF and contractors during these programmes.

The International Director highlighted the work and support for EWC's that continues to increase as more success and gains are made in this area, which will undoubtedly benefit Unite members.

With reference to Information and Consultation, the Council were given an update on the situation with GE and SITA.

Following the terrible massacre of 34 striking mine workers at the Lonmin mine in South Africa, the Unite F&GPC issued a strong statement condemning the killings and police brutality and actions of the company. However, aware of the acute tensions that currently exist in South Africa and the attempts of various forces to encourage splits within the trade union and wider labour movement, Unite also expressed its full support for the National Union of Mineworkers and offered any assistance it could at this difficult time. The killings have met with global condemnation and expressions of solidarity from the global labour movement.

In Colombia, the announcement that peace talks are starting between the government and FARC guerrilla group is extremely welcome but it should be noted that the announcement of talks coincides with a clear spike in the violence of the regime against civil society activists and trade unionists. Our sister union, FENSUAGRO has seen 6 of its members killed this year and many arrested. Unite's Irish Region has been heavily involved in supporting the preparation of the peace delegation to Colombia during November 2012. The delegation will bring key members of all the Northern Irish political parties to Colombia to share their experiences with those engaged in peace talks in Colombia.

Unite continues to provide full support to the Palestine Solidarity Campaign. The General Secretary spoke at the TUC fringe meeting and the Labour Party fringe meeting will be held in Unite marquee.

Unite International Committee Chair, Mark Lyons send a solidarity letter on behalf of the Union expressing our condolences and solidarity with the families of all those that lost their lives in the refinery explosion in Venezuela. The letter specifically objected to the situation being used in a political manner by the opposition. Unite will be participating in the solidarity rally on 26th September just prior to the coming Presidential election in which all signs are pointing to a successful outcome and re-election of President Hugo Chavez.

With reference to the Denis Blockley & Nick Burdon Fund, the International Committee agreed to recommend support, sending a circular in which branches would be invited to support various campaigns including the solidarity fund.

The International Committee also agreed a number of steps to raise awareness and help build the campaign to free the 'Angolan 3'. Steps will include contacting USi to build a campaign and to write to Amnesty International expressing our awareness and support.

Questions and comments from members of the Council were responded to.

At the close of consideration, the Council

RESOLVED: "That the report be accepted."

**Minute
No.460**

8.2.1 Minutes of the EC International Sub-Committee Meeting

The Minutes of the EC International Sub-Committee held on 23rd April 2012 had previously been circulated to the Council.

At the close of consideration, the Council

RESOLVED: “That the Minutes be agreed in principle.”

**Minute
No.461**

8.2.2 Minutes of the EC International Sub-Committee Meeting

The Minutes of the EC International Sub-Committee held on 5th September 2012 had previously been circulated to the Council.

At the close of consideration, the Council

RESOLVED: “That the Minutes be noted.”

7. INDUSTRIAL / EQUALITIES REPORTS

**Minute
No.462**

7.1 Industrial Report – Manufacturing

A detailed written report had been circulated to the Council and was verbally supplemented by Assistant General Secretary, Tony Burke.

The Assistant General Secretary referred to the BAe Systems/EADS potential merger, Siemens, Petroplus, Coryton and the situation in oil refinery.

Questions and comments from members of the Council were responded to.

At the close of consideration, the Council

RESOLVED: “That the report be accepted.”

**Minute
No.463**

7.3 Industrial Report – Transport & Food

A detailed written report had been circulated to the Council and was verbally supplemented by Assistant General Secretary, Diana Holland.

The Assistant General Secretary referred to the oil tanker drivers, RTC Logistics & Retail Distribution, Passenger Transport, Sainsbury’s, AWB and the Olympics.

Questions and comments from members of the Council were responded to.

At the close of consideration, the Council

RESOLVED: “That the report be accepted.”

**Minute
No.464**

7.3.1 Rules of the United Kingdom Maritime Pilots’ Association

The UKMPA is a distinct organisation that is part of Unite and the Council’s endorsement of the terms of reference and rules was sought.

At the close of consideration, the Council

RESOLVED: “That the Rules of the UKMPA be endorsed.”

SECOND DAY, 18TH SEPTEMBER 2012

IN THE CHAIR: Bro. T WOODHOUSE

7. INDUSTRIAL / EQUALITIES REPORTS continued/.....**Minute
No.465****7.2 Industrial Report – Services Sector**

A detailed written report had been circulated to the Council and was verbally supplemented by Assistant General Secretary, Gail Cartmail.

The Assistant General Secretary referred to the Construction Sector, Blacklisting, Finance Sector and Remploy.

Questions and comments from members of the Council were responded to.

The following resolutions were considered by the Council and the response verbally amplified.

Families Against Corporate Killers (FACK) – The resolution was submitted by the London & Eastern Regional Committee and called on the Union to support their appeal with a generous donation and distribute the appeal to branches. In response, the General Secretary advised that the F&GPC had recommended a donation of £2,000 and the appeal would be sent to other Regions for support.

68 is too late – The resolution was submitted by the London & Eastern Regional Committee and called on the Union to call for Labour to oppose any increase in the state pension age and to commit to reversing increases when back in power. In response, the Council supported the resolution.

Steve Acheson: Inquiry – The resolution was submitted by the North West Regional Committee and called on the Union to convene progress and complete an inquiry into the circumstances surrounding Steve Acheson's dismissal. In response, AGS Gail Cartmail advised that a Witness in Chief Statement had been taken and an investigation into employment tribunal decisions which would give rise to interviews with colleagues.

Lisa Mannion – The resolution was submitted by the Local Authorities NISC and called on the Union to conduct an investigation into the circumstances around Lisa Mannion's dismissal and to investigate its own procedures in dealing with complaints from lay members and activists. Following a detailed discussion, the resolution was withdrawn.

Southampton City Council – The resolution was submitted by the Local Authorities NISC and called on the Union to call upon Southampton's ruling administration to refrain from imposing any disciplinary sanction on those Councillors for standing up for their community. In response, the Council supported the resolution.

Industrial Sectors - The resolution was submitted by the Local Authorities NISC and called upon the Union to better co-ordinate the activities of the Industrial Sectors in organising the workforce of private and voluntary sector organisations. In response, the Council noted the resolution.

Individual Trades on Membership Cards – The resolution was submitted by the Construction NISC and called on the Union to reserve space on members cards to display their individual trades. In response, the Council supported in principle the resolution but further discussion would be needed with the Director of ICT.

**Minute
No.466**

7.4 Equalities Report

A written report for the Equalities Sector had previously been circulated to the Council and was verbally supplemented by Assistant General Secretary, Diana Holland.

Unite Equalities is highlighting and campaigning against the horrifying attack on equality from the ConDem government, including the major undermining of the Equality & Human Rights Commission.

At the Policy Conference, a major debate on equalities took place and the new positive action measures on representation of disabled and LGBT members agreed at the 2011 Rules Conference were implemented for the first time, together with the involvement of 100 young men and women member observers. Additionally, a major fringe meeting “We Call it Equality: They Call it Bureaucracy” was well supported.

The framework and links for the Unite Equalities web pages have been developed and are now ready to be uploaded. The importance of ensuring equalities is a clear access point from the home page has been stressed following a considerable number of representations.

Unite is working with Maternity Action to protect maternity rights at work. The current focus of the ‘Valuing Maternity’ campaign is to highlight how pregnant women and new mothers are being unfairly targeted for redundancy at this time of austerity. Mass 1 have issued a text message campaign as a recruitment tool and to highlight the ‘Valuing Maternity’ campaign. A series of text messages have been sent asking people to participate which resulted in over 1500 responses which indicates one in four Unite women members have experienced maternity discrimination at work.

Following the review of Rule 6, three regions in particular have been targeted for a positive action programme to increase involvement and representation of BAEM members.

The National BAEM Committee were disappointed that their motion on increasing diversity in the Union was not carried at the Policy Conference. They were, however, pleased to be advised that steps are being taken to make sure that there is more interaction between the equalities committees and that each committee has a clear understanding of where the other equalities committees are coming from and their particular issues of concern, so that any misunderstandings and negativity can be avoided in the future.

Speakers on disability hate crime are being organised for the regional disabled members’ conferences in the autumn. The attacks on disabled benefits has been used to suggest disabled people are undeserving and has led to many disabled people being identified as fit to work but are not.

The World Pride event took place in London on 7th July but problems with funding affected the procession. Other regional Pride events where Unite was due to take place included Norwich, Warrington, Blackpool, Manchester, Liverpool, Preston, Oxford, Bournemouth, Bristol, Northern, Leeds, Glasgow, Nottingham, Brighton, Reading and others.

As part of the current focus on trans equality due to an increase in queries and calls for support by Officers and members, a training event took place at Holborn to raise awareness and give confidence to reps and Officers about representing people who are trans or in transition.

A regional update on the Unite in Schools programme had been circulated to the Council and a summary of what has happened to date on plans agreed. A further meeting is planned between the General Secretary, Director of Education and the National Officer for Young Members.

Following discussions at the National Young Members Committee, the Committee was keen to develop a Unite mentoring policy to pair up young members with more experienced members, such as members of the Executive Council, Regional Committees and Workplace Representatives. A draft policy would be drawn up by the National Officer and committee members.

The National Pensioners Convention are organising a national lobby of parliament in October where the focus will be the series of attacks against universal pensioner benefits, such as free bus travel and the winter fuel allowance.

Questions and comments from members of the Council were responded to.

The following resolution was considered by the Council and the response verbally amplified.

Regional Women's & Equalities Organisers - The resolution was submitted by the National LGBT Committee and called on the Union to review how this is working in practice so that the role of Regional Women's & Equalities Organisers is not undermined. In response, the Council supported the resolution in principle as the Executive Officers continually look at these issues and will continue to do so with AGS Diana Holland.

At the close of consideration, the Council

RESOLVED: "That the report be accepted."

8. DEPARTMENTAL REPORTS continued/....

8.3 Education Report

A written report had previously been circulated to the Council and was verbally supplemented by the Director of Education, Jim Mowatt.

The strategic plan to create a first-class education service in Unite has been successfully implemented and carefully managed by the education team. The ambition was to ensure that Unite's three pillar message had been effectively communicated and embedded in all the education activities. Pivotal to this has been the political education of our tutors in their understanding historically and in their critique of contemporary capitalism. To underpin that objective, a series of regular tutor briefing have been put in place.

Even in adversity there are opportunities and the trade union activists will carry that forward in the future and that is being factored into education courses in Unite. Different ways of doing this are being piloted; working with the Red Ladder Theatre Company at the Durham Political School, sponsorship and active participation in the Labour Film Festival this month which includes an award winning short film on Unite members at Canary Wharf. A project of events have been developed to commemorate the Matchwomen's 125th Anniversary which will replicate the approach to Unite's programme to commemorate the Great Dock Strike of 1889.

Raising political consciousness is at the very heart of the political education activities in the regions and nationally with Unite registering a significant growth in courses, seminars and activities.

With the development of the Community Membership initiative, tutors have been trained and the Education Department has helped in the induction of the Community Organisers. Unite education courses are to be relocated into community hubs which not only increases footfall, but deepens the activities and facilities.

The Director of Education highlighted the new initiatives and specialist courses that have been developed for the sectoral lay leadership reps to meet the very specific needs of our membership.

Questions and comments from members of the Council were responded to.

At the close of consideration, the Council

RESOLVED: "That the report be accepted."

**Minute
No.468**

8.3.1 Minutes of the EC Education Sub-Committee

The Minutes of the EC Education Sub-Committee held on 26th July 2012 had previously been circulated to the Council.

At the close of consideration, the Council

RESOLVED: "That the Minutes be noted."

**Minute
No.469**

8.1 Political Report

A separate written report on political activities had been circulated to the Council and was verbally supplemented by the Political Director, Steve Hart.

As previously reported, Regions were asked to develop intensive pilot campaigns to pursue the political strategy with the aim of increasing membership of the Labour Party and to increase delegates. This process is underway in the regions with different methods being used. Well attended meetings have taken place in Paisley, Garston and Halewood. A variety of methods are being used in West Bromwich and good activity in Thurrock, Derby and the North East and plans are in place for Grangemouth.

The Union is required to conduct a Political Fund Ballot before 8th June 2013 and preparations are well under way. This is not about affiliation to the Labour Party but about the Union being able to campaign and have a view around political issues. A full report will be given to the December meeting of the Council.

The Political Department continues to consolidate work with the Unite group in Parliament together with providing support around issues that arise from time to time, including support for lobbies. The Enterprise and Regulatory Reform Bill continues to be of great concern and lobbying activity will need to be stepped up. The Union is working with the TUC and TULO on this.

Assistance is being given in relation to the Corby by-election, the Bristol mayoral selection and the Police Commissioner selection.

With reference to candidate selection, it is now assumed that there will be no implementation of the Boundary Commission review. Labour has not yet announced the order of selection for the next phase but it is anticipated that these will be marginal. These marginal and other seats where the MPs are approaching retirement have been mapped and it is a priority that regions understand this map and make appropriate preparations. Considerable work has been put into candidate selection and assisting candidates in this process. The candidate development programme has now been renamed – Future Candidates Programme – which is now starting. 8 activists attended a TULO FCP on 7/8 September and the Unite programme will

commence on 28th October. The Union will be assisted in the candidate selection process by a committee set up in the Leader's office. All branches have been written to seeking expressions of interest in both the Future Candidates Programme and the Parliamentary Panel.

The annual Durham political school was a considerable success, attended by 80 activists.

Following the successful launch conference of CLASS in May, a new pamphlet "Why Inequality Matters" has just been published. Trade union support is growing and ASLEF has now become a fully affiliated supporter.

Preparations are well advanced for the Labour Party Conference. The NPC agreed that a contemporary motion on Banking would be appropriate and a suitable draft in line with policy has been prepared.

The triennial Political Conferences which will elect the Regional Political Committees – and then the National Political Committee – will take place in Spring 2014. In addition, it is currently proposed that there should be annual political conferences convened on the same basis but without elections in the other two years of the cycle.

The Political Director reported that he had been involved in three disciplinary matters recently at local level in Coventry, the North West and assisting EC member Kingsley Abrams in his pursuit of reinstatement to Lambeth Labour Group.

Questions and comments from members of the Council were responded to.

The General Secretary expressed his views and outlined a campaign to be launched that changes the position of the Labour Party and this will be brought back to the Council for further debate.

The agreement of the Council was sought for a lobby to Save the NHS at the Labour Party Conference and the contemporary motion on Banking.

Further questions and comments from members of the Council were responded to.

The following resolutions were considered by the Council and verbally amplified.

Data Protection Act – The resolution was submitted by the GPM NISC and called on the Union to raise concerns at the way the Data Protection Act is being interpreted to prevent the supply of names and job titles of members of existing bargaining units by employers. In response, the Council supported in principle the resolution and agreed to refer it to the Political Department to carry forward as political work.

Enterprise & Regulatory Reform Bill – The resolution was submitted by the GPM NISC and called on the Union to challenge the amendment to the Bill. In response, the Council supported the resolution.

At the close of consideration, the Council

RESOLVED: "That the report be accepted in line with the preamble to this Minute."

**Minute
No.470**

8.4 Membership Report

A written report had previously been circulated to the Council and was verbally supplemented by the Director of ICT, Dominic Hook.

The report shows a breakdown of membership for each region. A new column has been added showing where ethnicity has been declared.

The branch membership portal is being well used with good feedback and now includes transactions whereby Branch Secretaries can see a monies paid into branch funds.

Questions and comments from members of the Council were responded to.

The Chief of Staff, Andrew Murray advised that the previously reported backlog of processing at Newcastle is now more or less clear. It has been a good effort by staff working at Newcastle and the Union is now able to reduce the temporary employment at Newcastle as the backlog has been cleared ahead of schedule.

Further questions and comments from members of the Council were responded to.

At the close of consideration, the Council

RESOLVED: "That the report be accepted."

9. CONSTITUTION & ADMINISTRATION

**Minute
No.471**

9.2 Irish Policy Conference 2013

The proposed arrangements for the Irish Policy Conference 2013 had previously been circulated to the Council.

At the close of consideration, the Council

RESOLVED: "That the proposed arrangements for the Irish Policy Conference 2013 be endorsed."

**Minute
No.472**

9.6 Application for National Branch: CAT Sector

A document detailing the application submitted by the National Officer for the CAT Sector for a national branch to be set up for the membership in SR Technics had previously been circulated to the Council and was verbally supplemented by Assistant Chief of Staff, Adrian Weir.

A member of the Council proposed a discussion at the next Council meeting regarding national branches and how they are created and how they fit into the structures of the Union. In response, the General Secretary advised that a list of national branches had been produced.

At the close of consideration, the Council

RESOLVED: "That the report be accepted."

**Minute
No.473**

9.8 Local Authorities NISC

A document detailing the application for a national constituency on the Local Authorities NISC for Criminal Justice Managers had previously been circulated to the Council and was verbally supplemented by Assistant Chief of Staff, Adrian Weir.

At the close of consideration, the Council

RESOLVED: "That an additional seat on the Local Authorities NISC for Criminal Justice Managers be agreed."

THIRD DAY, 19TH SEPTEMBER 2012

IN THE CHAIR: Bro. T WOODHOUSE

10. FINANCE

Minute
No.474

10.1 Finance Report

The preliminary financial results for Unite overall in the 2nd Quarter of 2012 had been circulated to the Council and were verbally supplemented by the Director of Finance & Operations, Ed Sabisky.

The financial results for Unite in the first half of 2012 are satisfactory and in line with the outlook for the year as a whole (excluding the one-time impact of the gain on the sale of Woodberry). It needs to be kept in mind that the first half is generally a far better financial outcome than the second half of the year.

Total Income amounted to £77.5 million in the first half of 2012, up £3.7 million versus the same period a year ago. Within this total, all categories of Income – Contribution Income, Driver Care Income, Legal Income and Affinity Income – were up versus the prior year.

Total Recurring Expenditure totalled £68.7 million in the first half of 2012 which was £1.3 million more than last year. This deterioration was more than entirely attributable to the £2.5 million increase in payments to Regions and Branches reflecting the branch financing settlement approved by the EC in December 2011 and effective 1st January 2012. On the upside, Employment Costs excluding Organising fell by £1.0 million in the first half versus the same period a year ago.

As a consequence, Unite recorded a surplus before Investment Income and Non Recurring Items of £8.8 million in the first half of 2012 – an improvement of £2.4 million versus the first half of 2011.

Investment Income amounted to £0.6 million in the first half of 2012, down £1.5 million versus a year ago due to the deterioration in the financial markets since that time. Non Recurring Items (excluding Pension Deficit Reduction payments) amounted to a net income of £3.3 million in the first half of 2012. As noted above, this consisted a one-off gain of £5.5 million on the sale of Woodberry and a few smaller property assets offset by costs of £1.1 million each in respect of severance costs and the write-off of VAT on property refurbishment.

Pension Deficit Recovery contributions totalled £5.1 million in the first half of 2012 (50% of the £10.1 million scheduled for the year) – an increase of £3.6 million compared with the same time last year.

Taking everything into account, Unite posted an overall surplus of £7.6 million for the first half of 2012 – a result which was £3.4 million better than last year – the improvement more than accounted for by the gain on the sale of Woodberry.

Liquid assets totalled £64.3 million as at 30th June 2012 – down £3.4 million from the end of the first quarter. The decline in cash reflects the payment of the entire £7.1 million due to the pension fund for former T&G Officers and Staff for the whole of 2012 in the second quarter (as required under the recovery plan agreed between the Union and the Trustees in 2010) whereas the payments are shown equally throughout

the year in the surplus/deficit calculation plus the fact that the £7.5 million of cash for the sale of Woodberry was not received until 17th July although contracts were exchanged and the gain on sale accounted for in the second quarter. The cash position should improve in the third quarter as the cash received for Woodberry will be recorded. Going forward, the Union has the sale of Quorn Grange (offer accepted at £1.65 million) to look forward to in the near term and the eventual sale of Hayes Court in the somewhat longer term (as that sale will be subject to planning consent). On the downside, the major refurbishment of Moreland Street as the Regional Office for the London & Eastern Region has commenced.

From a starting balance of £25,142,674 as at 31st March, the balance of the Dispute Fund has risen to £25,396,992 as at 30th June 2012. This reflects inflows of £933,069 (the 2.5% diversion from Branch Administration) offset by Dispute Benefit payments totalling 3415,216 and other expenses incurred directly related to Disputes of £263,535. Note that we are still in the process of getting expenses coded so that they are automatically applied against the Dispute Fund.

Questions and comments from members of the Council were responded to.

At the close of consideration, the Council

RESOLVED: “That the report be accepted.”

**Minute
No.475**

10.2 Property Update

A document detailing a property update on the major activity taking place had previously been circulated to the Council and was verbally supplemented by the Director of Finance & Operations, Ed Sabisky. A full property report will be presented to the December meeting of the Council.

Questions and comments from members of the Council were responded to.

At the close of consideration, the Council

RESOLVED: “That the report be accepted.”

**Minute
No.476**

10.3 Branch Honoraria

A draft memorandum to be sent to Branch Secretaries and Branch Treasurers detailing the HMRC position in respect of honoraria paid by branches to lay branch officials had previously been circulated to the Council and was verbally supplemented by the Director of Finance & Operations.

Questions and comments from members of the Council were responded to.

At the close of consideration, the Council

RESOLVED: “That the document be agreed.”

9. CONSTITUTION & ADMINISTRATION continued/....

**Minute
No.477**

9.10 Correspondence including Resolutions from Regional & National Committees

The following resolution was considered by the Council and verbally amplified.

Renaming of South West Regional Office – The resolution was submitted by the South West Regional Committee and called upon the Union to rename the refurbished Regional Office “Tony Benn House”. In response, the resolution was supported by the Council.

Minute
No.478

11. Legal Report

A detailed report was submitted to the Council including updates on recent developments in various areas of law. The report was verbally supplemented by the Legal Director, Howard Beckett.

For the past 10 months, the Unite Legal Department has been identifying cases to review from panel solicitors. The cases selected have been personal injury claims where the Union have paid out (or are being asked to pay out) defendant costs on lost and discontinued cases. To date, a sum of over £210,000 has been saved as a result of the audit process and on-going reviews are taking place to identify suitable cases for audit when requests are received for defendant costs.

With a view to assessing the standards of service provided by panel solicitors, arrangements are being made to visit each panel law firm. A small selection of personal injury and employment files will be viewed and discussions will take place with the relevant heads of department to explain what is expected of panel law firms. To date, five panel law firms have been audited and the audit process has identified areas of concern in case handling and recommendations have been made to help improve the standards of service to members.

A letter has been sent to all panel law firms which highlights the importance of the law firms advertising successes as being on behalf of Unite Legal Services. Panel law firms will be expected to provide quarterly reports to the Regional Legal & Affiliated Services Coordinators on the advertised successes they have been promoting within the Regions.

A direct marketing campaign is being organised for all members in England and Wales. The campaign is to encourage members to use the Union's personal injury service. This will increase revenue for the Union prior to the forthcoming changes that will affect recoverability of success fees and insurance premiums in personal injury cases.

The interviews for the position of Regional Legal & Affiliated Services Coordinators will take place at the end of October and the training sessions have been progressing well.

Detailed regional statistical reports and financial report had been circulated to members of the Council.

The Legal Director highlighted significant legal cases including a landmark case victory over holiday pay for the long-term sick.

An update on legislative changes was reported to the Council.

With reference to affiliated services, since the last report, the revenue generated by the department from core affiliated schemes has increased from £137,000 to over £300,000.

The Unite4jobs site is now live and is featured prominently on the Unite Home Page. On average, the site advertises over 300,000 vacancies and so far, 2,500 members have registered on the site and visitor traffic is gradually increasing with an average of 300 a day in August. The aim in the final quarter of 2012 is to build up the number of registrations and start to 'commercialise' the site by charging employers to advertise their vacancies.

The new member pack is being redesigned and in addition to a welcome booklet, leaflet and card, the pack will contain condensed leaflets covering the affiliated and legal services.

Questions and comments from members of the Council were responded to.

The following resolution was considered by the Council and verbally amplified.

Legal Representation for Unite member working at Vauxhall Motors, Ellesmere Port - The resolution was submitted by the North West Regional Committee and called on the Union to investigate immediately to ascertain why the situation has occurred and take appropriate action. Following a detailed discussion during which the General Secretary gave his assurance that this situation would not happen again, the resolution was withdrawn.

At the close of consideration, the Council

RESOLVED: "That the report be accepted."

9. CONSTITUTION & ADMINISTRATION continued/....

**Minute
No.479**

9.3 Rule Changes

A document had previously been circulated to the Council detailing proposed rule changes and was verbally supplemented by the Chief of Staff, Andrew Murray.

New Rule 9.7

The Young Members' National Committee shall elect from its number an observer delegate to the Executive Council.

At the close of consideration, this was agreed by the Council.

Amended Rule 10.7

Retired member activists are entitled to attend the triennial Area Activists Meetings and general Area Activists Meetings, and to stand for election for up to 2 defined retired members' seats on Area Activists Committees, elected by retired members attending the meeting.

At the close of consideration, this was agreed by the Council.

Delete Rule 15.8

The Union has received legal advice that this rule would no longer be considered lawful in the light of recent changes to retirement legislation removing the employer's ability to set an obligatory retirement date for employees.

At the close of consideration, this was agreed by the Council with the exception of Steve Hibbert, Tam Mitchell and Sue Sharp.

Rule 16.12 Delete second sentence and replace with

A candidate must be eligible to vote in the election; have at least 10 years continuous membership of the union; and have received at least 50 branch nominations or workplace nominations (where there is no workplace branch), subject to the total including nominations from more than one region.

At the close of consideration, this was agreed by the Council with the exception of Steve Hibbert.

Rule 22.5

Line 3 – change “annual” to “triennial”

Line 5 – delete word “and”, change “Rule 10.3.4” to “Rule 10.8”.

At the close of consideration, this was agreed by the Council.

Delete Rule 27.9

This rule relates to disciplinary issues pre-dating the merger of the T&G and Amicus into Unite, and is therefore now no longer necessary.

At the close of consideration, this was agreed by the Council.

RESOLVED: “That the report be adopted in line with the preamble to this Minute.”

**Minute
No.480****9.4 Branch Standards**

A further draft discussion document relating to Branch Standards had previously been circulated to the Council and was verbally supplemented by Assistant Chief of Staff, Adrian Weir.

Following discussion, the General Secretary proposed that the document be referred back to the Executive Officers for amendment to a more streamlined and acceptable to the democratic freedom and principles approach and will be brought back to the December meeting of the Council for discussion.

At the close of consideration, the Council

RESOLVED: “That the document be referred to the Executive Officers in line with the preamble to this Minute.”

**Minute
No.481****9.5 Branch Standing Orders**

A draft document outlining Branch Standing Orders had previously been circulated to the Council and was verbally supplemented by Assistant Chief of Staff, Adrian Weir.

Following discussion, the General Secretary proposed that the document be referred back to the Executive Officers for amendment and will be brought back to the December meeting of the Council for discussion.

At the close of consideration, the Council

RESOLVED: “That the document be referred to the Executive Officers in line with the preamble to this Minute.”

**Minute
No.482****9.7 EC Panel: Branch Appeals**

A document detailing branch appeals heard by the EC Panel had previously been circulated to the Council and was verbally supplemented by the Assistant Chief of Staff, Adrian Weir.

At the close of consideration, the Council

RESOLVED: “That the report be accepted.”

9.9 Policy Conference 2012**Minute
No.483****9.9.1 Report of the Policy Conference 2012**

A report of business conducted and the motions carried at the Policy Conference had previously been circulated to the Council.

At the close of consideration, the Council

RESOLVED: "That the report be accepted."

**Minute
No.484****9.9.2 Unite Policy Handbook**

A draft document containing the decisions of the June 2012 Unite Policy Conference had previously been circulated to the Council and was verbally supplemented by Chief of Staff, Andrew Murray.

Following discussion, the Chief of Staff proposed that this document be renamed as "Decisions of the June 2012 Unite Policy Conference" and a full policy manual be brought back to the Council for endorsement.

At the close of consideration, the Council

RESOLVED: "That the report be accepted in line with the preamble to this Minute."

**Minute
No.485****9.9.3 Implementation of Motions**

A document detailing the motions carried at the June 2012 Policy Conference and identifying Officers and Departments responsible for the implementation had previously been circulated to the Council and was verbally supplemented by the Chief of Staff.

Following discussion, the Chief of Staff advised that a report will be presented to the Council meeting in June 2013 detailing actions taken to progress policies agreed at the Policy Conference 2012.

At the close of consideration, the Council

RESOLVED: "That the report be accepted in line with the preamble to this Minute."

**Minute
No.486****9.9.4 Remitted Motions Report**

A document detailing remitted motions from the Policy Conference and suggested action had previously been circulated to the Council and was verbally supplemented by the Chief of Staff.

The following decisions were recorded by the Council arising from their consideration.

Composite 22a: The Swedish Derogation

All action points covered by Composite 22, no further action required.

Motion 28: BAEM Workers Voice Needs to be Heard Now

Modify proposal and refer it to National BAEM Committee and Equalities Sector to bring forward proposals.

Motion 73: Enhanced Retirement Provisions

No further action required.

Motion 102: UNITE Code of Conduct for Employers

The motion will be referred to the Not for Profit Sector Committee.

Motion 103: National Shop Stewards Network

The need for a closer relationship with the NSSN will be kept under review.

Motion 117: Campaign for the Reform of National Insurance Contributions

Unite will continue to campaign on the issue of fair and progressive taxation and proper welfare provision as directed by other motions passed at conference.

Motion 128: Casual and Agency Labour

To adopt the motion and the motion then be integrated into the implementation report as normal business.

Motion 135: (As amended) No to Employment Agencies in Trying to Attack Our Members

Unite did pass other motions dealing with the question of Agency Workers, in particular condemning the exploitation and calling for the loopholes in the 'Swedish Derogation' to be closed. Unite will continue to campaign against the unregulated use of Agency Workers and for better protections.

Emergency Motion 7: Labour & Immigration

Adopt the motion.

Emergency Motion 9: Remploy

Motion adopted as in line with existing Unite actions.

Emergency Motion 12: Spanish Miners General Strike

The motion to be noted and for Unite to continue to monitor the situation in case further solidarity action is needed.

Emergency Motion 13: Closure of Coryton Oil Refinery

The motion be noted and that oil refinery strategy is implemented.

At the close of consideration, the Council

RESOLVED: "That the report be accepted in line with the preamble to this Minute."

**Minute
No.487**

9.9.5 Motions on Union Administration

A document detailing motions on union administration that had been debated and also those not taken but remitted to the EC had previously been circulated to the Council and was verbally supplemented by the Chief of Staff.

Questions and comments from members of the Council were responded to and modifications agreed. Regions and branches will be advised of what is happening to remitted motions.

The Annual Report had been referred back to the Council as it was felt it did not contain all the information relating to expenses. In response, the General Secretary

outlined the decision taken at the Rules Conference and advised that the Union had responded to the rule change on the basis of taxable expenses. If individuals want to be more specific, this will require a further rule change at the next Rules Conference.

The following resolutions were considered by the Council and verbally amplified.

Rule 14.8.5 – The resolution was submitted by the IT & Comms NISC and called on the Union to implement Rule 14.8.5 as quickly as possible. In response, the Council supported the resolution.

Low Carbon Industrial Strategy – The resolution was submitted by the Metals (inc. Foundry) NISC and called on the Union to immediately engage with stakeholders and begin lobbying for political solutions. In response, the Council supported the resolution.

Leverage Campaigns – The resolution was submitted by the FDT NISC and called on the Union to set out clear guidelines both for running leverage campaigns and for the use of the Unite logo. In response, the Council supported the resolution.

At the close of consideration, the Council

RESOLVED: “That the report be accepted in line with the preamble to this Minute.”

**Minute
No.488**

9.11 Branch Reorganisation

A document detailing the proposed reconfiguration of Community, Youth Workers Branches had been circulated to the Council and was verbally supplemented by the Assistant Chief of Staff, Adrian Weir.

At the close of consideration, the Council

RESOLVED: “That the report be accepted.”

FOURTH DAY, 20TH SEPTEMBER 2012

IN THE CHAIR; Bro. T WOODHOUSE

9. CONSTITUTION & ADMINISTRATION continued/....

9.9 Unite Policy Conference 2012

**Minute
No.489**

9.9.6 Recommendations from the Standing Orders Committee for Future Conferences

A written report had previously been circulated to the Council.

The Chair advised the Council that it was his intention to meet with the SOC to discuss issues that had arisen and would report back to the F&GPC. He requested that the document be postponed until the December meeting of the Council.

At the close of consideration, the Council

RESOLVED: “That the report be noted in line with the preamble to this Minute.”

**Minute
No.490**

9.10 Correspondence including Resolutions from Regional & National Committees continued/.....

Policy Conference – The resolution was submitted by the DRF&W NISC and called on the Union to ensure that at all future policy conferences there is enough time allocated to enable delegates to discuss all motions proposed. In response, the Council agreed to leave the resolution on the table until the December meeting.

3. EXECUTIVE COUNCIL

3.1.1 Matters Arising out of the Minutes continued/...

**Minute
No.491**

3.1.1.3 Min.352 Million Climate Change Jobs continued/....

Following circulation of the analysis document to the Council, it was proposed that the Union should affiliate to Million Climate Change Jobs campaign. EC member Martin Mayer was elected to represent Unite in the organisation.

At the close of consideration, the Council

RESOLVED: “That the report be accepted in line with the preamble to this Minute.”

9. CONSTITUTION & ADMINISTRATION continued/....

**Minute
No.492**

9.12 EC Disciplinary Sub-Committee

The Chief of Staff reported that following the resignation from the Council of Ruth Creaney, it was appropriate that a female member of the Council be elected as a replacement. It was also proposed that the Chair and Vice-Chair should also join the Disciplinary Sub-Committee.

At the close of consideration, the Council

RESOLVED: “That Kate Osborne and Jayne Taylor be elected to the EC Disciplinary Sub-Committee in line with the preamble to this Minute.”

12. ANY OTHER BUSINESS

**Minute
No.493**

12.1 Hillsborough

The Chair referred to the report into the Hillsborough disaster that had recently been published, highlighting what this meant to the families and people of Liverpool. EC member, Dave Williams gave a brief outline of what had happened on that day and how the report represented not just a community victory but a working class victory against the establishment. The General Secretary also reported on the disaster and the effects it had on the people of Liverpool.

RESOLVED: “That on behalf of the Executive Council a letter of congratulations be sent to the groups involved and offer best wishes and support for the future.”

**Minute
No.494**

12.2 Sector Conferences

A member of the Council referred to the Sector Conferences scheduled to take place next year and requested a report back on what has happened with policies. In response, the Chief of Staff advised that policy follow-up would be the responsibility of the Sector Committees. However, a discussion could be timetabled on the arrangements for the Sector Conferences to allow input by the Executive Council.

At the close of consideration, the Council

RESOLVED: “That the report be accepted.”

**Minute
No.495**

Documentation

The Executive Council noted that all documents specified within the Minutes had been circulated to all members of the Council and were filed on the records of the Council.

**The Meeting of the Council
thereupon terminated**