



MINUTES AND RECORD
of the
EXECUTIVE COUNCIL
HELD AT UNITE HOUSE, HOLBORN, LONDON WC1
ON 3RD, 4TH & 5TH MARCH 2014

PRESENT:

MEMBERS: Bro. K ABRAMS, Sis. L ADAMS, Bros. K AGYEMANP-PREMPEH, R ALLDAY, I ALLINSON, Sis. T ASHWORTH, Bros. S BEATTY, C BOND, D BROCKETT, C CADMAN, J COOPER, Sis. J DOUGLAS J ELLIOT, Bros. P ENTWISTLE, M FORBES, D GRAHAM, A GREEN, S HIBBERT, B HOLMES, J JAMES, M JOHNSON, J KENDALL, Sis. L MALONE, Bros. M MAYER, P McCOURT, Sis. H McFARLANE, Bros. S McGOVERN, S MILLER, J MITCHELL, T MITCHELL, Sis. T MOLONEY, Bros. I MONCKTON, J NEILL, Sis. K OSBORNE, S OWENS, B PLEASANTS, Bro. P RUSSELL, Sis. M RYAN, J SHEPHERD, Bro. J SHERIDAN, Sis. J STEWART, 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. S WALLACE, Bros. P WELSH, D WHITNALL, 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. A WEIR (Assistant Chief of Staff)
Bro. P WISEMAN (Retired Members' Observer)

IN THE CHAIR: Bro. T WOODHOUSE

FIRST DAY, 3RD MARCH 2014

**Minute
No.952**

1. APOLOGIES AND LEAVE OF ABSENCE

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

Name	Session	Circumstances
Kingsley Abrams	Monday	TU Business
Kwasi Agyemang-Prempeh	Wednesday pm	TU Business
Richard Allday	Monday am	Funeral
Tracey Ashworth	Tuesday am	TU Business
Sean Beatty	Monday am	TU Business
Sara Bennett	All sessions	Work commitments
Chris Bond	Monday	TU Business
David Bowyer	All sessions	Illness
Chris Cadman	Tuesday	TU Business
Moiria Elliott	All sessions	Illness
Mick Forbes	Tuesday	TU Business
Andy Green	Tues, Weds	TU Business
Brian Holmes	Monday am	Medical Appt
Glenn Jackson	All sessions	Illness
John James	Monday	TU Business
Mark Lyon	All sessions	Illness
Lizanne Malone	Monday am	TU Business
Dave Mathieson	All sessions	Illness
Ivan Monckton	Wednesday	TU Business
Sue Sharp	All sessions	TU Business
Bryan Simpson	All sessions	TU Business
Jane Stewart	Monday	TU Business
Mohammed Taj	Wednesday pm	TU Business
Mark Thomas	Tuesday	TU Business
Meurig Thomas	Wednesday	TU Business
Marie Vannet	All sessions	Family illness
Dave Whitnall	Tuesday	TU Business
Dave Williams	Tuesday am	TU Business
Frank Wood	Wednesday	TU Business

Having full appreciation of the circumstances as reported, the Council

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

2. EXECUTIVE COUNCIL MINUTES

**Minute
No.953**

2.1 Receipt of Minutes

The Minutes of the Meeting of the Executive Council held on 9th, 10th, 11th & 12th December 2013 were duly submitted.

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

2.1.1 Matters Arising out of the Minutes

**Minute
No.954**

2.1.1.1 Min.887 Policy Conference Timetable

A member of the Council raised concerns that not all RISCs were aware that they had an opportunity to reconvene their meetings following the decision at the December Council meeting and there is no information on the website in relation to the Policy Conference. In response, the Chief of Staff advised that Regional Secretaries were notified of the decision of the Executive Council and should have conveyed that to the RISCs. Arrangements will also be made for information to be posted on the website.

At the close of consideration, the Council

RESOLVED: "That the report be accepted."

**Minute
No.955**

2.1.1.2 Min.895 BAEM Representation on Executive Council

A member of the Council referred to the West Midlands BAEM seat in the Executive Council elections and raised concerns in relation to information not being given to activists and the Regional BAEM Committee not being reconvened. In response, the Chief of Staff advised that the decision of the Council had been conveyed to Regional Secretaries, National Officers and Sectors but he would raise the matter again with the Regional Secretary.

At the close of consideration, the Council

RESOLVED: "That the report be accepted."

**Minute
No.956**

2.1.1.3 Min.898 Northern Ireland –Translink Privatisation

A member of the Council referred to the resolution supported by the Council at the December meeting and advised that assurances had now been given by leading politicians in Northern Ireland that they would not be pursuing privatisation and thanked Unite for its support.

At the close of consideration, the Council

RESOLVED: "That the report be accepted."

**Minute
No.957**

2.1.1.4 Min.913 Complaint

A member of the Council requested an update on the complaint. In response, the Chief of Staff advised that the Union had submitted a comprehensive response to the Certification Officer defending its position on all points. A response is still awaited from the complainant.

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 9th, 10th, 11th & 12th December 2013 be adopted."

**Minute
No.958**

2.2 Receipt of Minutes

The Minutes of the Special Meeting of the Executive Council held on 13th February 2014 were duly submitted.

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

At the close of consideration, the Council

RESOLVED: "That the Minutes of the Special Meeting of the Executive Council held on 13th February 2014 be adopted."

3. FINANCE & GENERAL PURPOSES COMMITTEE

**Minute
No.959**

3.1 Receipt of Minutes

The Minutes of the Finance & General Purposes Committee held on 16th January 2014 were duly submitted.

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

At the close of consideration, the Council

RESOLVED: "That the Minutes of the Finance & General Purposes Committee held on 16th January 2014 be adopted."

**Minute
No.960**

3.2 Receipt of Minutes

The Minutes of the Finance & General Purposes Committee held on 13th February 2014 were duly submitted.

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

At the close of consideration, the Council

RESOLVED: "That the Minutes of the Finance & General Purposes Committee held on 13th February 2014 be noted."

8. CONSTITUTION & ADMINISTRATION

**Minute
No.961**

8.1 EC Election 2014 – Returning Officer’s Report

A written report had previously been circulated to the Council and was verbally supplemented by the Chief of Staff, Andrew Murray.

At the close of consideration, the Council

RESOLVED: "That the report be accepted."

4. REPORT OF THE GENERAL SECRETARY

**Minute
No.962**

4.1 Report

A document detailing the General Secretary’s activities since the previous meeting had previously been circulated to the Council and was verbally supplemented.

The General Secretary highlighted public meetings and events he had attended including a number of events around Shrewsbury 24, Show Racism the Red Card, Trinity College, Cambridge and the Equalities Conferences.

Reference was made to the considerable amount of meetings that had taken place in terms of the Miliband proposals and discussions with a number of different MPs regarding various matters including Labour Party policy.

Meetings continue in relation to the constant review taking place within Unite that the Union is becoming a more effective organisation.

The General Secretary updated the Council on the continuing situation in Grangemouth.

The General Secretary highlighted his visit to the Nissan plant in Sunderland which is the largest car plant in the UK and the work being undertaken with shop stewards to improve the Union’s position and change agreements.

Questions and comments from members of the Council were responded to and a discussion ensued in relation to Appointment Panels.

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

Research Department Reorganisation - The resolution was submitted by the Aerospace & Shipbuilding NISC and called on the Union to retain the Research Department as it exists today.

Research Officer – The resolution was submitted by the Energy & Utilities NISC and called on the Union to replace vacancies where they arise in Research and to retain a strong team.

Sector Research Support - The resolution was submitted by the CYW&NfP NISC and called on the Union to not cut back research resources.

The General Secretary advised the Council that the running of the administration of the Union is his responsibility and he was not looking to reduce the service but to utilise skills in a better way and asked the Council to note these resolutions and this was agreed.

Zero Hours Contracts at Eastbourne – The resolution was submitted by the North West Regional Committee and called on the Union to undertake a root and branch examination throughout the Union. In response, the Council supported the resolution.

Additional Community Support Worker - The resolution was submitted by the NEY&H Regional Committee and called on the Union to engage an additional full-time employee to support activities in the North East. In response, the Council agreed to note the resolution pending further review and further information.

At the close of consideration, the Council

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

6. INDUSTRIAL / EQUALITIES REPORTS

**Minute
No.963**

6.1 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 Manufacturing Strategy, the Automotive Industry, Aerospace & Shipbuilding, helicopter safety and GPM & IT.

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.964**

6.3 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 organising in Transport & Food Sectors, industrial hub organising, Petroleum Driver Passport, Crossrail contract – Bombardier, TNT Post – TUC Disputes Panel, DP World London Gateway, 10th Anniversary of the Morecambe Bay Cocklepickers tragedy, Living Wage – Nestle, Unite Transport Strategy and ITF Women Transport Workers Conference.

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

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

Bus Passes – The resolution was submitted by the East Midlands Regional Committee and called on the Union to encourage all constitutional committees to

raise petitions for the retention of the bus pass. 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.

5. STRATEGY FOR GROWTH

Minute
No.965

5.1 Organising & Leverage Report

A written report on the work of the department had been circulated to the Council and was verbally supplemented by the Executive Officer, Sharon Graham.

The Executive Officer referred to the meetings that have taken place with Regional Secretaries, both collectively and individually, to move some of the campaigns on the system forward and building on work that has been done.

Regional management teams have now adopted annual ‘collective targeting’ and many regions are surpassing their forecasted delivery for this opening period. The uplift is believed to be due to the focused sectoral approach and the link more closely with the industrial strategy.

The Executive Officer reported that 122,224 new members have joined the Union since the start of 100% UNITE with 9,000 new members in 2014 already and highlighted the breakdown of the new members for the Equalities cluster.

The importance of the ‘worker conversation’ and campaign planning was also highlighted.

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

At the close of consideration, the Council

RESOLVED: “That the report be accepted.”

6. INDUSTRIAL / EQUALITIES REPORTS

Minute
No.966

6.2 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 Energy workers, HMRC, bogus self-employment, outsourcing and TUPE regulations, CYW&NfP, Health Sector, blacklisting and public procurement.

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

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

Length of Local Authority National Industrial Sector Conference - The resolution was submitted by the Local Authority NISC and called on the Union to extend conference to allow business to be fully debated. In response, the Council agreed to support the resolution in principle as proposals will be brought to the Council on how Sector Conferences are run in the future.

Blacklisted Construction Workers – Compensation Demands – The resolution was submitted by the Building, Construction & Allied Trades NISC and called on the Union

to ensure any negotiations take as their starting point the points raised by the BSG. In response, the Council agreed to support the resolution.

Care Workers and the National Minimum Wage – The resolution was submitted by the CYW&NfP NISC and called on the Union to fully support members who may have a claim including back-dated claims. In response, the Council agreed to support the resolution.

At the close of consideration, the Council

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

7. DEPARTMENTAL REPORTS

Minute
No.967

7.3 Education Report

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

The Director of Education introduced his report and drew attention to the work the department has undertaken in connection with apprenticeships, candidate development programme, full-time Officer training and equalities.

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.968

7.3.1 Minutes of the EC Education Sub-Committee Meeting

The Minutes of the EC Education Sub-Committee held on 30th January 2014 had previously been circulated to the Council.

At the close of consideration, the Council

RESOLVED: “That the Minutes be noted.”

8. CONSTITUTION & ADMINISTRATION continued/...

Minute
No.969

8.4 Ratification of Appointments of Officers

EC Appointment Panels had met to consider applications for the appointment of the following Officers for which the endorsement of the Council was sought:

South East

- Regional Co-ordinating Officer Janet Henney
- Regional Officers Colin Terry
Steve Rowlatt

Wales

- Regional Officer Sara Davies

Ireland

- Regional Co-ordinating Officer Richie Brown

East & West Midlands

- Regional Education Officer Keith Cockcroft

NEY&H

- Regional Education Officer Andy Pearson

Scotland

- Regional Co-ordinating Officer Billy Parker

At the close of consideration, the Council

RESOLVED: “That the appointments be endorsed in line with the preamble to this Minute.”

SECOND DAY, 4TH MARCH 2014

IN THE CHAIR: Bro. T WOODHOUSE

5. STRATEGY FOR GROWTH continued/.....

Minute
No.970

5.2 NHS Leverage Campaign

A preliminary leverage report “In Defence of the NHS” was circulated to the Council and verbally supplemented by the Executive Officer, Sharon Graham.

The General Secretary supplemented the presentation, expressing his views and concerns and advised that each department within the Union has a role to play in the different elements of what will unfold.

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

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

National March: Defend the NHS – The resolution was submitted by the London & Eastern Regional Committee and called on the Union to apply all necessary pressure on the TUC to organise this demonstration. In response, the Council agreed to note the resolution.

NHS Privatisation – The resolution was submitted by the South East Regional Committee and called on the Union to redouble its efforts to oppose any further privatisation. In response, the Council agreed to note the resolution.

At the close of consideration, the Council

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

6. INDUSTRIAL /EQUALITIES REPORTS

Minute
No.971

6.4 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.

In supplementing the report, the Assistant General Secretary referred to the recent National Equalities Conferences, Unite Equality Strategy – “Equality: Moving

Forward”, Equality – a touchstone of the ConDem government and Migrant Domestic Workers – modern day slavery and the ‘tied visa’.

The Unite Young Members’ organisation is building and new materials were launched at the Young Members’ Conference.

The Assistant General Secretary referred to the Valuing Maternity campaign that is to be launched to raise the awareness of the importance of financial security during pregnancy and after birth and counter rhetoric around ‘benefit scroungers’ by highlighting how working mothers are also impacted.

Reference was made to the report – Under-Representation by Gender and Race in Apprenticeships that was published in December. The report shows that Black and Asian candidates continue to be under-represented in apprenticeships, particular in high paid sectors.

The Assistant General Secretary referred to Disabled Members and the Right to Work, highlighting that the majority of disabled people who are able to work, wish to do so. It should be recognised that there are a number of disabled people whose impairments militate against them carrying out paid employment and the Work Capability Assessment is deeply flawed.

LGBT History Month 2014 was highlighted and a poster was produced commemorating LGBT achievers past and present which was circulated throughout the Union. The Union also sponsored an event at Congress House where unions could showcase the work done on LGBT equality.

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

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

Long Service Badges – The resolution was submitted by the National Retired Members Committee and called on the Union to make long service badges available free of charge to retired members branches. In response, the Council supported the resolution.

Retired Members in receipt of a union pension – The resolution was submitted by the National Retired Members Committee and requested clarification in relation to participation of retired members in receipt of a union pension. In response, the Council agreed that the decision had been taken that retired members could not serve on any constitutional committee and this issue would have to go to the Rules Conference next year.

Lack of understanding of women’s oppression – The resolution was submitted by the National Women’s Committee and called on the Union that all Officers, tutors and elected officials receive compulsory education in what women’s oppression is. In response, it was proposed that the resolution be remitted to AGS Diana Holland to examine it and give guidance on how to move forward. This was put to the vote of the Council.

For

Kingsley Abrams
Lindsey Adams
Kwasi Agyemang-Prempeh
Richard Allday
Ian Allinson
Sean Beatty
Chris Bond
John Cooper
Jenny Douglas

Against

Davy Brockett
Phil Entwistle
Steve Hibbert
John James
Jimmy Neill
Meurig Thomas
Howard Turner
Paul Welsh
Mark Wood

Abstentions

Peter Russell

Jennifer Elliot
 Des Graham
 Brian Holmes
 Mick Johnson
 Jim Kendall
 Lizanne Malone
 Martin Mayer
 Pat McCourt
 Helen McFarlane
 Sean McGovern
 Steve Miller
 James Mitchell
 Tam Mitchell
 Therese Moloney
 Ivan Monckton
 Kate Osborne
 Brenda Pleasants
 Maggie Ryan
 June Shepherd
 John Sheridan
 Jane Stewart
 Joyce Still
 John Storey
 Pat Stuart
 Mohammed Taj
 Jayne Taylor
 Agnes Tolmie
 Sharon Wallace
 Dave Williams
 Frank Wood
 Tony Woodhouse

40

9

1

At the close of consideration, the Council

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

10. LEGAL

**Minute
No.972**

10.1 Legal Report

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

The Legal Director updated the Council on the following areas:

- Prioritised developments being worked on in early 2014
- Unite Blacklisting report
- Asbestos report
- Grangemouth legal response
- Update on legislation
- Meeting with Regional Secretaries and Legal Team
- Financial position of the department
- Legal cases of significance

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

The Legal Director raised the possibility of a Legal Officer being appointed in each Region and the General Secretary advised the Council that this was a matter under consideration and which he would communicate further in due course.

At the close of consideration, the Council

RESOLVED: "That the report be accepted."

**Minute
No.973**

10.2 Affiliated Services Report

A written report had previously been circulated to the Council and was verbally supplemented by the Director of Legal & Affiliated Services, Howard Beckett.

The Council were updated on the following areas:

- Retired Members Plus
- Retention Policy and Procedures
- Credit Union Service
- Member gets Member Scheme

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.974**

10.3 Membership Report

A membership report had previously been circulated to the Council and was verbally supplemented by the Legal Director, Howard Beckett.

The Legal Director reported on the significant amount of work that has been done to identify the region that all the workplaces belong to and, once the workplaces have been tidied up, it will be possible to implement procedures and system restrictions to stop members being moved between workplaces and regions without the proper authority of the regions. At a recent meeting with the Regional Secretaries, it had been agreed that each region identify a person who would take on the responsibility for ensuring that this work is carried out.

A report was also provided on My Unite, Join Online, Branch Portal and the Legal Services app.

Detailed membership statistics including breakdowns by region and sector showed a rise in the quarter of just over 7,000.

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

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

Reduced Membership Subscriptions – The resolution was submitted by the CYW&NfP NISC and called on the Union to trial reduced rates within the CYW&NfP Sector. In response, the Council agreed to leave the resolution on the table.

Membership Rates – The resolution was submitted by the South East Regional Committee and called on the Union to examine the setting up of a sliding scale contribution scheme. In response, the Council agreed to leave the resolution on the table.

Policy Conference Motions - The resolution was submitted by the East Midlands Regional Committee and called on the Union that all requests for motions should be sent out by e-mail to delegates from RISC/NISC/AACs/Branch Officers one month prior to meeting at which motions to be considered. 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."

THIRD DAY, 5TH MARCH 2014

IN THE CHAIR; Bro. T WOODHOUSE

9. FINANCE

**Minute
No.975**

9.1 Finance Report

The preliminary financial results for Unite overall in 2013 had been circulated to the Council and were verbally supplemented by the Director of Finance & Operations, Ed Sabisky.

The preliminary financial picture for Unite for 2013 was satisfactory, on track with the three year financial plan and showing an improvement compared with last year.

Total Income amounted to £162.0 million on a preliminary basis in 2013, an improvement of £2.0 million versus 2012. Contribution Income (excluding Driver Care) increased by £1.3 million or by slightly less than 1% versus 2012. Total Recurring Expenditure totalled £141.2 million on a preliminary basis in 2013, representing an increase in expenditure of £1.9 million versus last year.

As a consequence, Unite recorded a surplus before Investment Income and Non-Recurring Items of £20.8 million on a preliminary basis in 2013, an improvement of £0.1 million versus 2012.

Investment Income amounted to £2.7 million in 2013, up £0.6 million versus a year ago. Non-Recurring Items excluding Pension Deficit Reduction Contributions amounted to £8.8 million on a preliminary basis in 2013, £2.7 million better compared with last year. Included within the Non-Recurring Items were £6.3 million of employee severance, and £2.4 million of VAT write-offs on property refurbishment.

Unite achieved a surplus prior to Pension Deficit Reduction Contributions of £14.7 million in 2013, a result which was £3.4 million better than last year.

Pension Deficit Reduction Contributions totalled £12.1 million in 2013, £2.0 million more than 2012. Under the Deficit Recovery Plans agreed with the two sets of Trustees, these contributions will remain at £12.1 million through 2024.

Unite posted an overall surplus of £2.6 million on a preliminary basis in 2013, a result which was £1.4 million better than last year. The result means that the Union remains on track with its three year financial plan.

Unite's liquid assets amounted to £92.3 million as at 31st December 2013, up by nearly £10 million versus year end 2012. The increase was the result of a combination of (1) the positive operating results of the Union during the year; (2) an £11.6 million increase in the value of the Union's marketable securities as stock markets improved; (3) offset by capital spending on property purchase and refurbishment (Edinburgh, Slough, Hilsea, Dublin and Moreland Street, most significantly). Going forward, the Union should continue to benefit from being able to sell some of its surplus properties. It is hopeful that the conditional sale of Hayes Court completes once the necessary condition (planning permission) is obtained. As a negative (to the liquid asset position), if approved, the national education/training facility, conference centre and Regional Office in Birmingham will absorb funds.

From a starting balance of £26.5 million at the beginning of 2013, the balance of the Dispute Fund has risen to £29.7 million as at 31st December 2013. This reflects inflows of £3,539,099 (the 2.5% diversion from Branch Administration) offset by Dispute Benefit payments totalling £316,974. There has been no deduction of expenses/costs reflecting the EC's previous endorsement of the General Secretary's recommendation to this effect.

The Director of Finance & Operations updated the Council on the situation with HMRC.

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.976**

9.2 Property Report

A detailed written report had previously been circulated to the Council and was verbally supplemented by the Director of Finance & Operations, Ed Sabisky.

The Director of Finance & Operations updated the Council on the current situation regarding the Birmingham project and also highlighted the property plan for each Region, Central Office and a list of surplus properties.

With reference to the sale of the Union property in Jersey, authorisation of the Council was also sought for Executive Officers to sign the agreement in place of the old T&G Trustees.

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

At the close of consideration, the Council

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

8. CONSTITUTION & ADMINISTRATION continued/...

**Minute
No.977**

8.5 Policy Conference 201 – Implementation of Motions Report

A report on the implementation of motions from the 2012 Policy conference was agreed by the Council with the addition that a report on action taken in relation to the remitted motions should also be circulated to delegates at the 2014 Policy Conference.

The issue was also raised as to whether members of the Standing Orders Committee could also be delegates to Policy Conference and the Council agreed that they could not.

At the close of consideration, the Council

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

6. INDUSTRIAL / EQUALITIES REPORTS continued/....

**Minute
No.978**

6.4 Equalities Report continued/.....

As a consequence of the earlier discussion, the resolution regarding retired members in receipt of a union pension was further clarified that such retired members could participate in Retired Members Regional Co-ordinating Committees, the National Retired Members Committee and the National Retired Members Conference and this was put to the vote of the Council:

For

Kingsley Abrams
Lindsey Adams
Kwasi Agyemang-Prempeh
Richard Allday
Ian Allinson
Tracey Ashworth
Sean Beatty
Chris Bond
Jennifer Elliot
Mick Forbes
Des Graham
Brian Holmes
John James
Mick Johnson
Jim Kendall
Lizanne Malone
Martin Mayer
Pat McCourt
Helen McFarlane
Sean McGovern
Steve Miller
James Mitchell
Therese Moloney
Ivan Monckton
Kate Osborne
Sharon Owens
Brenda Pleasants
Jane Stewart
Pat Stuart
Mohammed Taj
Jayne Taylor
Agnes Tolmie
Sharon Wallace
Paul Welsh
Dave Whitnall
Dave Williams
Dennis Wilson
Frank Wood
Tony Woodhouse

Against

John Cooper
Jenny Douglas
Phil Entwistle
Steve Hibbert
Tam Mitchell
Jimmy Neill
Peter Russell
Maggie Ryan
June Shepherd
John Sheridan
Joyce Still
John Storey
Mark Thomas
Howard Turner
Mark Wood

At the close of consideration, the Council

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

4. GENERAL SECRETARY’S REPORT continued/....

**Minute
No.979**

4.2 PCS Update

The General Secretary advised the Council that the informal discussions with PCS are on-going with nothing specific to report at this time and sought permission for the discussions to continue to which the Council agreed.

At the close of consideration, the Council

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

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

8. CONSTITUTION & ADMINISTRATION continued/....

**Minute
No.980**

8.4 Recruitment and Selection

A document detailing a strategy that has been developed for enhancing recruitment and selection within the BAEM group and the Assessment Centre Procedure had previously been circulated to the Council and was verbally supplemented by Chief of Staff, Andrew Murray.

The Council’s attention was drawn to a particular point in relation to the BAEM strategy whereby for all future appointments, the roles would be advertised amongst the membership of the whole Union and not solely in the region the vacancy exists.

In highlighting the Assessment Centre Procedure, the Council were advised that this is not simply about BAEM but about encouraging women and leading lay activists to have the opportunity to acquire the strengths and competencies to enable them to become full-time officers.

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

The General Secretary amplified the report and a discussion ensued and it was agreed that the selection training provided for all Executive Council members would be examined, looking at enhancing the equalities element of the training and the possibility of providing accreditation on completion of the course.

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 in line with the preamble to this Minute.”

7. DEPARTMENTAL REPORTS continued/....

**Minute
No.981**

7.2 International Report

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

The International Director referred to the situation that is unfolding in the Ukraine and the seriousness of what it could lead to.

The global and European economic and political situation remains very challenging, although there appears to be somewhat more stability in the Eurozone, there is no real improvement visible in any of the crisis hit countries such as Greece, Spain, Portugal etc.

The European Parliament elections are due in May 2014 and there are fears that populist and Euro-sceptic parties may increase their showing. The ETUC are planning a major demonstration against austerity and for a European investment programme that will take place on 4th April in Brussels.

Unite continues its involvement in the work of the European and Global Union Federations. Some good progress has been made in efforts to transform IndustriALL into a more effective organisation. The Workers Uniting Charter of Solidarity in Confronting Corporate Violations of Fundamental Rights was finally adopted at the IndustriALL Global Executive meeting in December.

The ETF has been active in attempting to stop minimum provision requirements being introduced into a European Directive which were aimed at requiring a minimum level of service during public transport strikes.

The ITF and Unite have launched a project called "Industrial Hub" which is to be piloted in the docks sector and will look to transform the GUFs focus in a practical way to organising and fighting back.

Although the work of UNI continues to develop well in the graphical and finance sectors, the organisation and functioning of the UNI-Europa secretariat is becoming a serious cause of concern. A meeting is scheduled to take place to try and address ours and others concerns.

Unite was represented by AGS Gail Cartmail in the first meeting held of the EFBWW working party. The objective of the working party is to determine greater collaboration between affiliates and a strategy to combat Blacklisting and other forms of union busting alongside social dumping and bogus self-employment.

Arrangements are under way for the Workers Uniting Steering Committee which will take place in Holborn on 24th March 2014. USW representatives were present at the Equalities Conferences in Eastbourne and preparations are under way for the next leg of the Building Power Internationally course due to be held in Ireland during July 2014. Preparations are also beginning on a Workers Uniting Cuba Youth Exchange which will include three young members from Unite.

The International Director highlighted situations that had arisen in EADS, Safran, GE and VW.

The International Commission for the Miami Five takes place on 7th/8th March 2014 at the Law Society in London. Unite and USW have both financially supported the Commission which will be presided over by distinguished international jurors.

Unite continues to support the campaign to release Huber Ballesteros in Colombia. His first hearing was on the 12th February and Unite sent a letter to the Colombian Attorney General to coincide with this.

Following the Workers Uniting delegation to Colombia last year, Jimmy Kelly, the Ireland Regional Secretary, is joining a delegation of Northern Ireland civil society representatives who will be travelling to Washington DC to try and push the peace process forward.

The second Unite delegation to Palestine took place in January and was a highly successful visit. The two regions that had not yet sent people to Palestine have both

nominated members to take part in the PSC delegation during March. Unite will be present at the PSC Trade Union Conference on 5th April.

The International Director paid tribute to Del Singh, a Unite member and close friend of the Union, who was engaged in humanitarian work in Afghanistan and had been tragically killed in a Taliban attack on a restaurant where he was eating in Kabul.

At this point, the Council were joined by Tony Woodley, Esther Amenteros, Cuban Ambassador, Rob Miller, Director of CSC and Ricardo Alarcon, former Foreign Minister and President of the Cuban National Assembly.

The General Secretary introduced the guests and Ricardo Alarcon addressed the Council, highlighting the Miami 5 situation.

Questions and comments from members of the Council in relation to the International Report were responded to and a member of the Council gave a brief report on the delegation to the Call Centre Conference.

At the close of consideration, the Council

RESOLVED: "That the report be accepted."

**Minute
No.982**

7.2.1 Transatlantic Trade & Investment Partnership (TTIP) & Trade and Investment in Services Agreement (TISA)

Detailed written reports had previously been circulated to the Council and the International Director introduced a discussion on the TTIP and TISA. Points were made in the debate emphasising the problems posed by these new trade agreements for trade unionists. As a result, the documents were agreed with amendments underlining the reservations the Union has regarding these proposed agreements.

At the close of consideration, the Council

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

**Minute
No.983**

7.1 Political Report

A separate written report on political activities had been circulated to the Council and was verbally supplemented by the Political Director, Jennie Formby and covered the following areas:

- Collins Review
- Strengthening delivery of Unite Political Strategy
- Parliamentary Selections
- European Elections
- 4th Rail Package – Minimum Service Provisions
- Scotland
- Wales
- Local/Metropolitan/Mayoral Elections
- Parliamentary update
- Policy

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.984****7.1.1 Labour Party Affiliation**

The Political Director introduced a document on Unite's relationship with the Labour Party in the light of the passage of the Collins reforms including a proposal to reduce Unite's affiliation to the Party for 2014 to 500,000.

The General Secretary amplified the Political Director's remarks and proposed adoption of the document.

Questions and comments from members of the Council were responded to. In response to a point raised, the General Secretary advised that the position with regard to TULO would also be reviewed in consultation with other affiliated unions.

At the close of consideration, the Council

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

**Minute
No.985****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.

As this was the last Executive Council meeting of the current electoral period, a number of thanks were made and tributes paid, in particular, by the Chair and General Secretary to those Council members not seeking re-election and by members of the Council to the staff who support the work of Council members.

**The Meeting of the Council
thereupon terminated**