



# 3A

**MINUTES AND RECORD**  
**of the**  
**EXECUTIVE COUNCIL**  
**HELD AT UNITE HOUSE, HOLBORN, LONDON WC1**  
**ON 9<sup>TH</sup>, 10<sup>TH</sup> & 11<sup>TH</sup> JUNE 2014**

---

**PRESENT:**

**MEMBERS:** Sis. L ADAMS, Bros. K AGYEMANG-PREMPEH, J ALLAM, R ALLDAY, Sis. T ASHWORTH, Bros. D BANKS, D BOWYER, D BROCKETT, Sis. P BURR, Bros. C CADMAN, D COLEMAN, J COOPER, G DEMPSEY, Sis. J DOUGLAS, Bros. P ENTWISTLE, M FORBES, J GILL, Sis. W GILLIGAN, Bro. A GREEN, Sis. R GREENE, Bros. S HIBBERT, G HILLIER, B HOLMES, A KHALIQ, B KNOWLES, M LYON, Sis. L MALONE, D McALLISTER, Bro. S McGOVERN, Sis. J McLEOD, Bros. S MILLER, J MITCHELL, Sis. T MOLONEY, Bros. I MONCKTON, T MURPHY, J NEILL, Sis. K OSBORNE, S OWENS, B PLEASANTS, Bro. S ROSENTHAL, Sis. M RYAN, J SHEPHERD, Bros. J SHERIDAN, K SMITH, Sis. J STEWART, J STILL, Bros. J STOREY, N STOTT, Sis. F SULLIVAN, Bro. M TAJ, Sis. J TAYLOR, Bros. M THOMAS, 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. S TURNER (Assistant General Secretary)  
Bro. A WEIR (Assistant Chief of Staff)  
Bro. P WISEMAN (Retired Members' Observer)

**IN THE CHAIR: Bro. T WOODHOUSE**

**FIRST DAY, 9<sup>TH</sup> JUNE 2014**

---

The General Secretary occupied the Chair and declared the meeting open and congratulated the members on their election to the Executive Council.

**Minute  
No.001**      **1.      ELECTION OF CHAIR**

In accordance with the provisions of Rule 14.7, the Council proceeded with the nomination and election of the Chair to hold office during the ensuing Electoral Period.

On Tony Woodhouse being nominated, the Council

**RESOLVED:**    “That Tony Woodhouse be elected the Chair of the Executive Council as now constituted.”

The General Secretary thereupon vacated the Chair, in favour of Tony Woodhouse who, in extending a personal welcome to the members of the Council, expressed sincere thanks and appreciation for the confidence placed in him.

**Minute  
No.002**      **1.1      Election of Vice-Chair**

The Council proceeded with the election of a Vice-Chair to hold office during the ensuing electoral period.

At the close of consideration, the Council

**RESOLVED:**    “That Mark Lyon be elected Vice-Chair of the Executive Council for the period of office of the Council as now constituted.”

**Minute  
No.003**      **1.2      Adoption of Standing Orders**

In accordance with the provisions of Rule 14.9.15, Standing Orders had been circulated to the Council.

At the close of consideration, the Council

**RESOLVED:**    “That the Standing Orders for the Executive Council be adopted.”

**Minute  
No.004**      **2.      APOLOGIES AND LEAVE OF ABSENCE**

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

<b>Name</b>	<b>Session</b>	<b>Circumstances</b>
Kwasi Agyemang-Prempeh	Wednesday a.m.	TU Business
Paula Burr	Monday p.m.	TU Business
Chris Cadman	Monday & Tuesday	TU Business
Danny Coleman	Wednesday a.m.	TU Business
Jennifer Elliot	All sessions	Holiday
Sean McGovern	Tuesday	TU Business
Jackie McLeod	Mon a.m. & Tues a.m.	TU Business
Tam Mitchell	All sessions	Family business
Bryan Simpson	All sessions	TU Business
Jane Stewart	Wednesday	TU Business
Joyce Still	Wednesday	Funeral
Francesca Sullivan	Tuesday a.m.	Illness
Mohammed Taj	Tuesday	TU Business
Agnes Tolmie	All sessions	Bereavement
Dennis Wilson	Wednesday	TU Business
Mark Wood	Tuesday p.m.	TU Business

Having full appreciation of the circumstances as reported, the Council

**RESOLVED:**    “That necessary leave of absence be facilitated.”

**3. EXECUTIVE COUNCIL MINUTES****Minute  
No.005****3.1 Receipt of Minutes**

The Minutes of the Meeting of the Executive Council held on 3<sup>rd</sup>, 4<sup>th</sup> & 5<sup>th</sup> March 2014 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.006****3.1.1.1 Min.984 Labour Party Affiliation**

A member of the Council requested an update on the position relating to TULO. In response, the General Secretary advised that no formal discussions had taken place yet on the way forward.

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 3<sup>rd</sup>, 4<sup>th</sup> & 5<sup>th</sup> March 2014 be adopted."

**Minute  
No.007****3.2 Receipt of Minutes**

The Minutes of the Special Meeting of the Executive Council held on 17<sup>th</sup> April 2014 were duly submitted.

At the close of consideration, the Council

**RESOLVED:** "That the Minutes of the Special Meeting of the Executive Council held on 17<sup>th</sup> April 2014 be adopted."

**4. FINANCE & GENERAL PURPOSES COMMITTEE****Minute  
No.008****4.1 Receipt of Minutes**

The Minutes of the Finance & General Purposes Committee held on 17<sup>th</sup> April 2014 were duly submitted.

At the close of consideration, the Council

**RESOLVED:** "That the Minutes of the Finance & General Purposes Committee held on 17<sup>th</sup> April 2014 be adopted."

**Minute  
No.009****4.2 Receipt of Minutes**

The Minutes of the Finance & General Purposes Committee held on 15<sup>th</sup> May 2014 were duly submitted.

At the close of consideration, the Council

**RESOLVED:** "That the Minutes of the Finance & General Purposes Committee held on 15<sup>th</sup> May 2014 be noted."

**5. REPORT OF THE GENERAL SECRETARY****Minute  
No.010****5.1 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 referred to the International Commission for the Cuban Five that had taken place in London and the gala dinner at which he had been the guest speaker.

The General Secretary also referred to the House of Commons Press Gallery lunch at which he had been the keynote speaker and the editorial meeting at The Guardian where he addressed the assembled gathering of journalists, staff and editors.

The General Secretary reported on the assistance given to Jimmy Hoffa and the Teamsters in relation to National Express.

The General Secretary highlighted a number of meetings with various General Secretaries of other unions, including Community.

The General Secretary referred to a meeting with Frances O'Grady, General Secretary of the TUC. The TUC had triggered a number of initiatives with the Labour Party on specific policies and the General Secretary had chaired a round table discussion on fair pay.

The General Secretary highlighted a number of meetings with Ed Miliband and Ed Balls and discussions in relation to policy review issues.

The General Secretary updated the Council on the Rapid Rebuttal Media Unit which has now been set up with a team of 5 people.

The General Secretary advised the Council that the role of the Community Officers is being re-examined together with the schools project and it is possible that the Community Officers will be asked to take on the role of co-ordinating the input into the schools project.

Meetings continue in relation to the constant review of the running of the Union and an audit of the Communications Department and Research and International will soon be undertaken.

The General Secretary highlighted meetings he had attended with BAe Systems, Jaguar LandRover and also at Heathrow.

The General Secretary also made brief reference to recent media appearances.

Questions and comments from members of the Council were responded to and included a further discussion on Community Officers.

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

*Certification Officer Complaints* - The resolution was submitted by the GPM & IT NISC and called on the Union to take whatever disciplinary action is necessary against any member or group bringing the Union into disrepute. In response, the General Secretary asked the Council to leave this resolution on the table for a decision at a later date to which the Council agreed.

*Industrial Action and the Media* – The resolution was submitted by the South East Regional Committee and called on the Union to emphasise that industrial action is voted by the members of a union when interviewed by the media. In response, the Council supported the resolution.

*Health & Safety: Work Related Stress* – The resolution was submitted by the GPM & IT NISC and called on the Union to challenge the HSE on their policy for investigating high levels of stress. 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.”

**7. INDUSTRIAL / EQUALITIES REPORTS**Minute  
No.011**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.

In supplementing the report, the Assistant General Secretary referred to the National Equalities Conferences and the discussions taking place around Collette Cork-Hurst leaving the union.

The Assistant General Secretary reported on the ITUC Congress – Building Workers’ Power at which EC member, Mohammad Taj spoke at TUC President.

Unite was a key part of the organisation team that led to the Women’s Assembly Against Austerity conference which was attended by over 200 women. The Assistant General Secretary had spoken at the All Work and No Equal Pay workshop.

The Assistant General Secretary highlighted the industrial work going on reflecting 7,000 currently identified BAEM members in the Finance & Legal Sector and strengthening that representation.

The Equalities Department together with the Personnel Department are organising deaf awareness training for Unite employees in conjunction with Signature, a leading deaf charity. A pilot course will be organised in order to evaluate the training provision prior to rolling out the course across the union.

The Marriage (Same Sex Couples) Act came into force in July last year, but same sex couples were only able to register on 13 March and the first marriages took place at midnight on 28 March 2014. The fight for same sex marriage to be recognised by the law has been along one with a number of objectors on the way, and Unite fully supports this very welcome step forward.

With reference to Young Members, it was agreed that the immediate priority campaign issue would be a focus on raising awareness and challenging Zero Hours Contracts.

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

The Council were advised of the proposal to give an opportunity to 3 BAEM Regional Officers to come up to national level for a year, with each having a 4 month opportunity to work as a National Officer on BAEM equality and 8 months assisting a National Officer in an industrial sector. The Council were in agreement with the proposal.

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

*Developing organisation and training of young members* – The resolution was submitted by the East Midlands Regional Committee and called on the Union to provide training and development for young members. In response, the Council supported the sentiments contained in the resolution and agreed to remit the resolution to the Executive Officers.

*UK Disability History Month 2014* – The resolution was submitted by the National Disabled Members Committee and called on the Union to organise a UKDHM memorial event in Liverpool during TUC. 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.”

**9. CONSTITUTION & ADMINISTRATION**Minute  
No.012**9.7 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:

## North West

- Regional Co-ordinating Officers Ritchie James  
Catherine Rudderforth

## Wales

- Regional Officer Ken Fish

## South West

- Regional Officer Janet Wall

## NEY&amp;H

- Regional Officer Pat McCourt

## West Midlands

- Regional Officer Caren Evans

At the close of consideration, the Council

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

**Minute  
No.013**

**9.1 EC Elections 2014 – Supplementary 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.

The General Secretary advised that it is his intention, at some point, to bring proposals to the Council that will eliminate some of the problems experienced in the EC and GS Elections.

At the close of consideration, the Council

**RESOLVED:** “That the report be accepted.”

**Minute  
No.014**

**9.4 Report of EC Disciplinary Panel**

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

Questions and comments from members of the Council were responded to and the Chief of Staff agreed to look into the possibility of providing a statistical breakdown of complaints received every 3 months.

At the close of consideration, the Council

**RESOLVED:** “That the report be accepted.”

**Minute  
No.015**

**9.2 Proposed Amendment to Rule 14.8.4**

An amendment to Rule 14.8.4 was tabled for consideration by the Council but after contributions from several Council members, the General Secretary indicated that the proposed change would be withdrawn.

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

*Retired Members Remits to Biennial Conference* - The resolution was submitted by the South West Regional Committee and called on the Union to allow Regional Retired Members Committees to submit motions to conference. In response, the resolution was ruled out of order as a rule change would be required.

*Durham Area Activists Committee – Alteration of Allocated Seats based on Proportionality* – The resolution was submitted by the NEY&H Regional Committee and called on the Union to alter the allocation of seats on the DAAC. 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.”

## 6. STRATEGY FOR GROWTH

Minute  
No.016

### 6.1 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 reported that it is 3 ½ years since the start of 100% UNITE with a total of 139,758 new members being recruited. The 100% Campaign moved towards regional targets as a key component in the development of 100% UNITE and 2014 has delivered more members so far than in any previous year. This is undoubtedly due to the work being done in the Automotive Campaign. It is, however, important to note that there are some areas where delivery could be improved.

The growth achieved in the opening weeks of 2014 is part of a wider pattern of sustained delivery and since the last Council meeting, over 19,500 new members have joined as a direct result of 100% UNITE.

The Executive Officer supplemented the breakdown of 100% UNITE performance by sector cluster, followed by individual sector delivery and region and also for the ‘Equalities’ cluster.

The Executive Officer gave a detailed update to the Council on the leverage campaign ‘In Defence of the NHS’ which was supplemented by the General Secretary.

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

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

*Stop the Privatisation of the George Eliot Hospital* – The resolution was submitted by the West Midlands Regional Committee and called on the Union to provide resources to right this attempt to privatise a NHS Trust. 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.”

## 7. INDUSTRIAL / EQUALITIES REPORTS continued/.....

Minute  
No.017

### 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 Manufacturing Strategy, the Automotive Industry, Aerospace & Shipbuilding and Astra Zeneca.

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.018

### 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 protests in respect of GP practices, Public Sector pay campaign, bogus self-employment, CYW&NfP Sector, European Public Service Union Conference and TISA.

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

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

*The impact of childcare regulations on playworkers* – The resolution was submitted by the CYW&NfP NISC and called on the Union to publicise the issue and encourage support for a petition. In response, the Council supported the resolution.

*Co-ordination of the Housing Associations/Trusts Direct Labour Workforce* – The resolution was submitted by the Building, Construction & Allied Trades NISC and called on the Union to co-ordinate the direct labour workforces throughout the housing sector. In response, the Council supported the resolution.

*Dedicated Officers* - The resolution was submitted by the Building, Construction & Allied Trades NISC and called on the Union to set in motion the recruitment of the five dedicated construction officers. In response, following the General Secretary's comments, the Council agreed to remit the resolution to allow for further consideration.

*Housing* – The resolution was submitted by the Building, Construction & Allied Trades NISC and called on the Union to campaign for a vigorous programme of new-build Council housing. 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.”

---

**SECOND DAY, 10<sup>TH</sup> JUNE 2014**

---

**IN THE CHAIR: Bro. T WOODHOUSE**

---

## **7. INDUSTRIAL / EQUALITIES REPORTS continued/.....**

**Minute  
No.019**

### **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 organising in Transport & Food Sectors, Downstream Oil Distribution, TNT Post, Ethical Trading in the Global Food Supply Chain, Living Wage and Equal Pay in Grocery Retail, Transport Strategy, TTIP in Transport, Food, Drink & Agriculture Sectors and ITF.

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

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

*Breach of Data Protection* – The resolution was submitted by the Passenger NISC and called on the Union to campaign for a more consistent and fair approach from the Traffic Commissioners in the UK. In response, the Council supported the resolution.

*Reintroduction of Rule 85 in Local Government Pension Scheme* – The resolution was submitted by the Passenger NISC and called on the Union to campaign to restore this benefit. In response,



the Council were advised that this issue has been settled and if reintroduced would breach age discrimination legislation and agreed with the comments.

*Use of Bicycles in Town Centres* – The resolution was submitted by the Passenger NISC and called on the Union to seek immediate road surfacing programme and risk evaluation. 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.”

## 8. DEPARTMENTAL REPORTS

Minute  
No.020

### 8.2 International Report

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

The situation in the Ukraine has deteriorated significantly and is now effectively a state of civil war. Many of the international union federations have issued statements, most are measured in their tone and focus upon the social situation and plight of working people, however most also contain references to the territorial integrity of the Ukraine needing to be respected.

As expected, the European elections produced a surge for far right and Eurosceptic parties, with UKIP, the Front National and the Danish People’s Party topping their respective polls. However, the Socialist and Christian Democrat parties still remain the biggest groupings. It remains to be seen whether the recent vote will be enough of a wake-up call for the EU to change track away from the disastrous austerity policies, the dominance of the German economy and strong position of Merkel suggest this may well be unlikely.

Unite has continued its efforts to make the European and Global Union Federations more effective. Further strong efforts have been made to push IndustriALL-Europe into a better position and there are signs that the need for change is being acknowledged. Preparations are under way for the UNI Global Congress in December and the Unite inspired Charter of solidarity Against Corporate Bad Behaviour will be presented with full backing of the secretariat.

A meeting of the Workers Uniting Steering Committee took place during March. The meeting adopted a position on the EU-US TTIP Free Trade Agreement and received reports on member to member, equalities, education and international solidarity activities. A plan to implement the outcomes of the Toronto Political Economy Conference was also agreed.

Our work on multinational companies continues to bring good results with new agreements on the horizon in Ineos and the process underway in Manpower and IAG. A meeting was held with reps from Ford to develop an I&C structure and the existing I&C agreement in GE is being used to challenge the decision to move work to Thailand. Steps to strengthen union co-ordination were taken in EADS, Brush, Safran and GKN.

Unite’s solidarity work in this period included supporting the Miami 5 Commission of Inquiry; participation in the Cuba May Day; delegation to Mexico for the Los Mineros demonstration; presence at the trial of Greek metalworker trade unionists; support for Palestine Solidarity Campaign activities and developing the BDS campaign; participation in delegation to Washington to support the Colombian peace process; support to free imprisoned Colombian trade unionist Huber Ballesteros; meeting the South African miners’ union and preparing the Unite delegation; support for the IndustriALL Rio Tinto actions in London, solidarity statement in support of the Turkish miners’ union following the disaster.

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

The Chair of the International Committee raised the matter of the supposed establishment of a special group to develop solidarity work with Palestine. He advised the Council that no such

group had been constituted and that this issue remained the business of the International Committee.

At the close of consideration, the Council

**RESOLVED:** “That the report be accepted.”

**9. CONSTITUTION & ADMINISTRATION continued/...**

**9.5 Policy Conference 2014**

**Minute  
No.021**

**9.5.1 Recommendations on Motions to Policy Conference**

A document detailing recommendations on Motions to Policy Conference contained in the Preliminary Agenda of the Unite Policy Conference 2014 had been previously circulated to the Council and was verbally supplemented by the General Secretary, Chief of Staff, Assistant Chief of Staff and Research Section Head.

A detailed and lengthy discussion ensued and the agreed recommendations are contained in Appendix II.

At the close of consideration, the Council

**RESOLVED:** “That the recommendations be agreed.”

**Minute  
No.022**

**9.5.3 Draft EC Report to the Policy Conference 2014**

The draft EC Report to the Policy Conference 2014 had been previously circulated to the Council.

The Chief of Staff advised that if Council members had any reasonable additions to make to the report, these should be emailed to the Administration Department for inclusion.

At the close of consideration, the Council

**RESOLVED:** “That the report be accepted.”

**8. DEPARTMENTAL REPORTS continued/....**

**Minute  
No.023**

**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 Director of Education introduced his report and drew attention to the work the department has undertaken, highlighting the results of the recent audit of the department.

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

At the close of consideration, the Council

**RESOLVED:** “That the report be accepted.”

---

**THIRD DAY, 11<sup>TH</sup> JUNE 2014**

---

**IN THE CHAIR: Bro. T WOODHOUSE**

---

**10. FINANCE****Minute  
No.024****10.1 Finance Report**

The preliminary financial results for Unite overall in the first quarter of 2014 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 quarter of 2014 are satisfactory and slightly ahead of last year.

Total Income amounted to £39.9 million in the first quarter of 2014, down £1.0 million versus the same period a year ago. Contribution Income increased slightly as the increase in membership subscriptions implemented 1<sup>st</sup> September 2013 more than offset by the loss of paying membership. Legal Income, while still a healthy £2.0 million in the quarter was down.

Total Recurring Expenditure totalled £34.0 million in the first quarter of 2014 which was £0.5 million more than last year. This deterioration was more than entirely attributable to the additional printing, postage and verification/counting costs of the Executive Council elections plus the entire year's political contribution to the Labour Party in the quarter.

As a consequence, Unite recorded a surplus before Investment Income and Non Recurring Items of £5.9 million in the first quarter of 2014 - £1.5 million worse than last year.

Investment Income amounted to £0.8 million in the first quarter of 2014 which was double that of last year reflecting the higher stock markets in which Unite invests a portion of its liquid assets. Non Recurring Items (excluding Pension Deficit Reduction payments) amounted to a net expenditure of £0.9 million in the first quarter of 2014 comprised principally of severance costs (£137,000) and the write-off of VAT on property purchase and refurbishment (£0.8 million).

Pension deficit recovery contributions totalled £3.0 million in the first quarter of 2014 (25% of the £12.1 million scheduled for the year) – the same as last year.

Unite posted an overall surplus of £2.8 million for the first quarter of 2014, a result which was £0.2 million better than last year.

Unite's liquid assets totalled £94.0 million as at 31<sup>st</sup> March 2014, up £1.7 million from year end 2013. This increase primarily reflected the operating surplus achieved in the quarter as the value of Unite's marketable securities was only up slightly.

From a balance of £29.7 million at the beginning of the year, the balance of the Dispute Fund has risen to £30.5 million as at 31<sup>st</sup> March 2014. This reflects inflows of £850,578 offset by Dispute Benefit payments totalling £78,678. There has been no deduction of expenses/costs reflecting the EC's previous endorsement of the General Secretary's recommendation to this effect.

With reference to property matters, the purchase of the properties in Southampton, Wrexham and Ipswich were either agreed or completed. Work is well underway at the new South East Regional Office at Slough, while work has commenced at Stoke (demolition and rebuild of existing property). The Council were also updated regarding the new National Training, Education and Conference Centre in Birmingham.

The Director of Finance & Operations updated the Council regarding the HMRC VAT and Taxation Audits and also the Unite Pension 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.025**

### **10.2 Lay Member Expense Policy**

A document detailing the Lay Member Expense Policy had previously been circulated to the Council and was verbally supplemented by the Director of Finance & Operations, Ed Sabisky.

The General Secretary told the Council that he would be instructing Officers of the Union to do more to get companies to offer paid release to lay activists attending union meetings.

The Chair further clarified that as far as travel expenses are concerned, members would be able to either use their car at the stated mileage rate or travel by train.

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

At the close of consideration, the Council

**RESOLVED:** "That the report be accepted."

### **11. LEGAL**

**Minute  
No.026**

#### **11.1 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:

- Personal Injury and IT update
- Prioritised Developments being worked on in the Legal Department mid 2014
- Unite Blacklisting Report
- Asbestos Report
- Mark Lyon –v- Ineos
- Update on Legislation
- Meeting with Regional Secretaries and Head Office Legal Team
- Unite Legal Department Accounts 2014
- Legal Cases of significance
- Personal Injury, Employment Tribunal Case Statistics
- CAC Applications
- Industrial Dispute Report
- Repudiation Report

Questions and comments from members of the Council were responded to and included an update on the Visteon situation.

The Legal Director sought the agreement of the Council for the Union's legal aid to be extended to include medical negligence claims which would be at no cost to the Union.

At the close of consideration, the Council

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

**Minute  
No.027**

#### **11.2 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:

- Member gets Member Scheme
- Credit Union and Debt Advice
- Marketing

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.028**

**11.3 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 work being undertaken to assess membership systems and resources in the regions and also referred to the branch portal which is ready for launch and My Unite which would be promoted at the Policy Conference.

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

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

*Legal Coverage for Self-Employed Members* – The resolution was submitted by the Community, Youth Workers & Not for Profit NISC and called on the Union to review the coverage of the legal scheme in respect of self-employed members. In response, the Council supported the resolution.

*Need for Public Liability Insurance* – The resolution was submitted by the CYW&NfP NISC and called on the Union to provide public liability insurance and professional indemnity insurance for self-employed members. In response, the Council supported the resolution.

*Security of Membership Data* – The resolution was submitted by the London & Eastern Regional Committee and called on the Union to review the security of membership data where workplace reps can access such data through branch portals in their workplaces. 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.”

**8. DEPARTMENTAL REPORTS continued/....**

**Minute  
No.029**

**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, Jennie Formby and covered the following areas:

- European and Local Elections
- UKIP
- Special Conference March 2014
- Implementation Group
- Unite Political Strategy
- Parliamentary Selections
- National Policy Forum

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

The General Secretary outlined the donations given from the political fund to a number of Labour MPs broadly supportive of the Union’s work and outlook and explained the criteria and procedure used.

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

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

*Drivers' Hours* – The resolution was submitted by the Passenger NISC and called on the Union to campaign vigorously to reform the legislation covering hours of work and rest for drivers of passenger carrying vehicles. In response, the Council supported the resolution.

*NHS* – The resolution was submitted by the London & Eastern Regional Committee and called on the Union to ensure that a number of specific amendments were moved at the Health Care National Policy Forum. In response, the resolution was supported by the Council.

*Campaign for Justice* – The resolution was submitted by the London & Eastern Regional Committee and called on the Union to support the family of Mark Duggan who was shot dead in August 2011 in their campaign for justice and call on the Home Secretary to initiate an independent public inquiry and also stop the practice of police officers writing statements together. In response, the resolution was supported by the Council.

At the close of consideration, the Council

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

**5. REPORT OF THE GENERAL SECRETARY continued/...**

**Minute  
No.030**

**5.1 Report continued/...**

The General Secretary updated the Council on the discussions with PCS including the adverse decision on the subject taken at the PCS annual conference. He gave it as his view that nothing is therefore likely to happen in respect of the transfer of undertakings in the immediate future but that he will keep the Council updated on developments, if any.

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.”

**9. CONSTITUTION & ADMINISTRATION continued/....**

**Minute  
No.031**

**9.8 Change to Executive Council Meeting Time**

A proposal to alter the start time of the Executive Council meetings to commence at 1.00 pm on Monday was put to the vote of the Council.

**For**

Lindsey Adams  
Kwasi Agyemang-Prempeh  
Julian Allam  
Richard Allday  
Tracey Ashworth  
Dick Banks  
David Bowyer  
Paula Burr  
Danny Coleman  
John Cooper  
Ged Dempsey  
Jenny Douglas  
Phil Entwistle  
Mick Forbes  
Wendy Gilligan  
Ruth Greene  
Garry Hillier  
Mark Lyon  
Jackie McLeod

**Against**

Davy Brocket  
Jasvinder Gill  
Andy Green  
Brian Holmes  
Ansaar Khaliq  
Barry Knowles  
Dawn McAllister  
Sean McGovern  
Ivan Monckton  
Tom Murphy  
Sharon Owens  
Simon Rosenthal  
John Sheridan  
Nigel Stott  
Dave Whitnall  
Frank Wood

**Abstain**

James Mitchell

Steve Miller  
 Therese Moloney  
 Jimmy Neill  
 Kate Osborne  
 Brenda Pleasants  
 Maggie Ryan  
 June Shepherd  
 Ken Smith  
 Jane Stewart  
 Francesca Sullivan  
 Mohammed Taj  
 Jayne Taylor  
 Mark Thomas  
 Paul Welsh  
 Dave Williams  
 Mark Wood  
 Tony Woodhouse

36

16

1

At the close of consideration, the Council

**RESOLVED:** “That the start time of the Executive Council meetings will be 1.00 pm on the Monday.”

## 9.9 ELECTION OF COMMITTEES – 2014/2017 ELECTORAL PERIOD

Minute  
 No.032

### 9.9.1 Finance & General Purposes Committee

The Council proceeded with the election of members to constitute the Finance & General Purposes Committee during the ensuing electoral period. The recorded votes are listed in Attachment III.

At the close of consideration, the Council

**RESOLVED:** “That the following EC members be appointed to constitute the Finance & General Purposes Committee during the ensuing electoral period:

Tony Woodhouse (Chair)  
 Mark Lyon (Vice Chair)  
 Steve Miller  
 Ivan Monckton  
 Jayne Taylor  
 John Sheridan  
 Maggie Ryan  
 Agnes Tolmie  
 Brian Holmes  
 Davy Brockett  
 Brenda Pleasants  
 John Cooper  
 Therese Moloney  
 James Mitchell “

Minute  
 No.033

### 9.9.2 Branch Re-organisation / Rule 6 Appeals Panel

The Council proceeded with the election of the Branch Re-organisation /Rule 6 Appeals Panel.

At the close of consideration, the Council

**RESOLVED:** “That the following EC members be appointed to constitute the Branch Re-organisation / Rule 6 Appeals Panel:

Tony Woodhouse (Chair)  
 Mark Lyon (Vice Chair)  
 Steve Hibbert  
 Jane Stewart  
 John Sheridan  
 Dennis Wilson  
 Sean McGovern  
 Mohammed Taj”

**Minute  
 No.034**

**9.9.2 Rule 27 Disciplinary Panel**

The Council proceeded with the election of the Rule 27 Disciplinary Panel. The recorded votes are listed in Attachment III.

At the close of consideration, the Council

**RESOLVED:** “That the following EC members be appointed to constitute the Rule 27 Disciplinary Panel during the ensuing electoral period:

Tony Woodhouse (Chair)  
 Lindsey Adams  
 Dick Banks  
 Jane Stewart  
 Andy Green  
 Jayne Taylor  
 Brian Holmes  
  
 James Mitchell”

**Minute  
 No.035**

**9.9.3 EC International Sub-Committee**

The Council proceeded with the election of the International Sub-Committee. The recorded votes are listed in Attachment III.

At the close of consideration, the Council

**RESOLVED:** “That the following EC members be appointed to constitute the International Sub-Committee during the ensuing electoral period:

Mark Lyon (Vice Chair)  
 Dave Williams  
 Kate Osborne  
 Dennis Wilson  
 Lindsey Adams”

**Minute  
 No.036**

**9.9.4 EC Education Sub-Committee**

The Council proceeded with the election of the Education Sub-Committee. The recorded votes are listed in Attachment III.

At the close of consideration, the Council

**RESOLVED:** “That the following EC members be appointed to constitute the Education Sub-Committee during the ensuing electoral period:

Tony Woodhouse (Chair)  
 Ansaar Khaliq  
 Tracey Ashworth  
 Kwasi Agyemang-Prempeh  
 Brian Holmes”



**Minute  
No.037**      **9.9.5 Trustees of the Unite Pension Fund**

The Council proceeded with the election of the Trustees of the Unite Pension Fund to hold office during the ensuing electoral period.

At the close of consideration, the Council

**RESOLVED:** “That the following EC members be appointed as Trustees of the Unite Pension Fund:

Tony Woodhouse (Chair)  
Tam Mitchell  
Dave Williams  
Steve Hibbert  
Dick Banks  
Agnes Tolmie”

**Minute  
No.038**      **9.9.6 Directors of the Unite Trustee Company**

The Council proceeded with the election of the Directors of the Unite Trustee Company.

At the close of consideration, the Council

**RESOLVED:** “That the following EC members be appointed as Directors of the Unite Trustee Company during the ensuing electoral period:

Brian Holmes  
Mark Wood  
Ivan Monckton  
Mark Lyon (Vice Chair)”

**Minute  
No.039**      **9.9.7 Strike Pay Committee**

The Council proceeded with the election of the Strike Pay Committee.

At the close of consideration, the Council

**RESOLVED:** “That the following EC members be appointed to constitute the Strike Pay Committee during the ensuing electoral period:

Tony Woodhouse (Chair)  
Mark Lyon (Vice Chair)  
John Sheridan  
Lizanne Malone  
Mark Wood”

**Minute  
No.040**      **9.9.8 Severance Committee**

The Council proceeded with the election of the Severance Committee.

At the close of consideration, the Council

**RESOLVED:** “That the following EC members be appointed to constitute the Severance Committee during the ensuing electoral period:

Tony Woodhouse (Chair)  
Mark Lyon (Vice Chair)  
Wendy Gilligan  
Joyce Still  
Phil Entwistle”

**Minute  
No.041**      **9.9.9 TUC General Council**

The Council proceeded with the nominations for the TUC General Council.

At the close of consideration, the Council

**RESOLVED:** “That the following members be appointed to the TUC General Council:

Len McCluskey (General Secretary)  
 Tony Woodhouse (Chair)  
 Gail Cartmail (Assistant General Secretary)  
 Tony Burke (Assistant General Secretary)  
 Steve Turner (Assistant General Secretary)  
 Jane Stewart  
 Pat Stuart  
 Mohammed Taj (BAEM Member)  
 Sean McGovern (Disabled Member)  
 Linda McCullough (General Purposes Committee)”

**Minute  
No.042**      **9.9.10 EC Delegation to Annual TUC Congress**

The Council proceeded with the nominations to represent the EC as delegates to the annual TUC Congress.

At the close of consideration, the Council

**RESOLVED:** “That the following EC members together with GC nominees be elected to represent the EC as delegates to the Annual TUC Congress:

Jane Stewart  
 Mohammed Taj  
 Sean McGovern  
 Pat Stuart  
 John Cooper  
 Dawn McAllister”

**Minute  
No.043**      **9.9.11 National Political Committee**

The Council proceeded with the election of EC members to the National Political Committee. The recorded votes are listed in Appendix III.

At the close of consideration, the Council

**RESOLVED:** “That the following EC members be appointed to the National Political Committee during the ensuing electoral period:

Tony Woodhouse ((Chair)  
 Jennifer Elliot  
 Davy Brockett  
 Ivan Monckton”

**Minute  
No.044**      **9.9.12 Labour Party – Conference Arrangements Committee**

The Council proceeded with the nominations to the Conference Arrangements Committee.

At the close of consideration, the Council

**RESOLVED:** “That the following members be appointed to the Conference Arrangements Committee:

Jayne Taylor, Mick Murphy”

**Minute  
No.045****9.9.13 Labour Party – National Constitution Committee**

The Council agreed that Brenda Warrington be re-nominated as the Unite representative on the National Constitution Committee.

At the close of consideration, the Council

**RESOLVED:** “That Brenda Warrington be re-appointed as representative to the National Constitution Committee.”

**Minute  
No.046****9.9.14 Labour Party Treasurer**

The Council agreed that AGS Diana Holland be re-nominated as Labour Party Treasurer.

At the close of consideration, the Council

**RESOLVED:** “That Diana Holland be re-appointed as Labour Party Treasurer.”

**Minute  
No.047****9.9.15 Labour Party Conference – EC Delegates**

The Council proceeded with the election of EC members to attend the annual Labour Party Conference 2014.

At the close of consideration, the Council

**RESOLVED:** “That the following EC members be appointed to attend the Labour Party Conference 2014:

Ruth Greene  
Tracey Ashworth  
Dennis Wilson”

**Minute  
No.048****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**

**Activities of the General Secretary for the period since the Executive Meeting of March 2014****Public Meetings and General Events**

- Guest and Speaker at closing Gala Dinner for the International Commission for the Cuban Five, Congress House.
- Attended and addressed Editorial meeting at The Guardian, Kings Place, London.
- Guest Speaker at Gateshead Constituency Labour Party Annual Fundraiser with Ian Mearns MP.
- Attended the ASLEF Parliamentary Reception.
- Key note speaker at the House of Commons, Press Gallery lunch.
- Meeting and dinner with Vauxhall Senior Leadership.
- Attended BAEM National Committee.
- Reception in the House of Commons with Jimmy Hoffa and the Teamsters.
- Meeting with National Express Reps and attended the National Express AGM in Birmingham.

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

- Meeting with Dave Prentis, General Secretary, UNISON.
- Meeting with Roy Rickhuss, General Secretary, Community, and Rob Johnston, Community, with Tony Burke, AGS.
- Workers Uniting Steering Committee, Unite House, Holborn.
- Meeting with Frances O'Grady, General Secretary, TUC.
- Various meetings on Collins' Report Implementation Group.
- Chaired Labour Party policy roundtable on Fair Pay.
- Various meetings with Steve Hart on CLASS and UAF.
- Meeting with 'Big 4' trade unions, UNISON offices.
- Meeting with Ed Miliband, Leader of the Labour Party.
- Meeting with President Jimmy Hoffa and the Teamsters.
- Meeting with Maurice Glasman (Baron Glasman) for a general political discussion.
- TULO Contact Group meeting with Ed Miliband, Leader of the Labour Party.
- Meeting with Ed Balls, Shadow Chancellor.
- Meeting with Andrew Brady, Jim Mowatt and Geoff Sheers on USI.

**Administrative & Organisation Issues**

- Various meetings on setting up rapid rebuttal media unit.
- Meeting with Jim Mowatt, Director of Education, Diana Holland, AGS, and Collette Cork-Hurst, N.O. on Unite schools' project.
- Meeting with Andrew Murray, Chief of Staff, Ed Sabisky Executive Director, and Jim Mowatt, Director of Education, on Education Audit Report.
- Various meetings on internal departmental reviews and Central Office reorganisation.
- Various meetings with Chief of Staff.
- Various meetings with Assistant General Secretaries.
- Various meetings with Ed Sabisky, Executive Director, on property issues.

- Meeting with staff reps to discuss changes to flexi-time.
- Meeting with Howard Beckett, Executive Director, Andrew Murray, Chief of Staff and Ed Sabisky, Executive Director on marketing proposals.
- Meeting with Howard Beckett, Executive Director, Andrew Murray Chief of Staff and Ed Sabisky, Executive Director, on Unite membership figures.
- General meeting to discuss restructuring of Communications Department.
- General meeting to discuss Research and International Department.
- Various meetings on Policy Conference Motions and arrangements.

### **Internal Unite Meetings, Constitutional Committees & Industrial Matters**

- Meeting with BAE Systems representatives and Ian Waddell, National Officer.
- General meeting to discuss the Bruce Carr QC inquiry.
- Meeting with Adrian Jones, National Officer, RTC, on Car Delivery Summit.
- Various meetings on Unite strategy on trade union freedoms.
- Meeting with Paul Finnegan, National Officer.
- Meeting with Unite Members of the implementation group on Labour Party reforms.
- Meeting with Mohammed Taj on Equalities Committee issues.
- Meeting with Tracey Ashworth on National Officer changes.
- Meeting with Liz McInnes and Patrick Bond to discuss the NHS campaign.
- Meeting with Tony Devlin and Diana Holland, AGS, on Oil Tanker Drivers section.
- Meeting with Jaguar Land Rover, Dr Speth, CEO, and Simon Lenton, HR Director, at HQ office in Whitley, Coventry.
- Meeting with Jaguar Land Rover Plant Convenors.
- Meeting with Peter Kavanagh, London & Eastern Regional Secretary, on Heathrow.
- Meeting with London Executive Members on Heathrow.
- Meeting with Gary Hillier on oil trades.

### **Principal Media Appearances**

- Interview, The House Magazine 'Len me your ears' *March 2014* Paul Waugh.
- Interview on The Ragged-Trousered Philanthropists for film production.
- Interview with PCS media team for a conference briefing on Unite.
- Article, The Mirror, 'My 10 point plan to help Labour save Britain from Tories' *5<sup>th</sup> April 2014*.
- Interview, The Guardian, 'Labour party facing defining moment, Unite leader says' Matt Taylor and Dan Milmo, *11<sup>th</sup> April 2014*.
- Radio interview by John Pienaar for 5 Live.
- Interviews with The BBC, ITV and Sky at Labour's special conference.
- Television interview with Jeremy Paxman, Newsnight, *25<sup>th</sup> February*.
- The Guardian, G2, 'Len McCluskey on Capital in the Twenty-First Century: "manna from heaven"' *28<sup>th</sup> April 2014*.

**REPORTS FROM CENTRAL OFFICE DEPARTMENTS****ADMINISTRATION AND CONSTITUTIONAL ISSUES****Membership of the Council**

Following the declaration of the result of the Executive Council Election we have contacted all members to advise them of the arrangements for council meetings. A successful day was organised in May for new Council members.

**Policy Conference 2014**

The closing date for receipt of delegate details was 1<sup>st</sup> April 2014. Since that date we have written to all delegates and young members observers advising them of the details of the conference and asking them to provide us with information about any adjustments we can make to ensure that can participate fully in conference this includes provision of a crèche or other childcare arrangements.

The final agenda for policy has been prepared following meetings of the Standing Orders Committee and proof copies are available for your consideration this week. A document containing the principles contained in the document has been prepared in conjunction with the Research Department.

The Standing Orders for conference have also been drafted and circulated for your consideration.

The Executive Council Report to the conference has also been drafted in conjunction with other central office departments and Assistant General Secretaries and has been circulated for your consideration.

The Final Agenda and Executive Council Report will be posted out to delegates before the conference. There will be a final mailing to delegates with final joining instructions.

Other arrangements for the conference including liaison with the venue and production companies are in hand.

There is a page on the Unite website with further information about the conference which also contain information about how visitors can register to attend. <http://www.unitetheunion.org/campaigning/events/unite-policy-conference-2014/> this page will be regularly updated in the approach to conference.

**Annual TUC 2014**

Arrangements are in hand for the Unite delegation attending UC this year, the council will need to elect its own delegates at this meeting. The TUC is being held at the ACC in Liverpool from 8 – 11 September.

**Annual Labour Party Conference 2014**

Arrangements are in hand for the Unite delegation attending Annual Labour Party Conference this year which will be held at the Manchester Central conference centre from 21 – 25 September.

### **Unite Intranet**

In conjunction with the IT Department and other Central Office Departments we have been working to set up a new Intranet information and communication resource for Unite employees to assist in service provision to members.

### **Campaigns & Communications**

In April Unite completed two media firsts: the general secretary was the first union leader to address the elite press gallery at the House of Commons; he was also the first Unite leader to address the Guardian's editorial conference.

Both events were a further confirmation of the media interest in the union's policies as being advanced by the GS, and of the deepening acknowledgment by the media of the role the union places in UK life.

The GS's press gallery event was attended by senior political correspondents from all the main press and broadcast outlets, all interested in what he would say about contemporary political life. The GS took the opportunity to warn the media that they must not take their understanding of the union movement from politicians, many of whom have never seen a workplace.

At the Guardian, there was much interest in the GS's warning that the use of zero hours contracts was taking working people back to the days of the Tally Man, when brass coins were used to allocate work between desperate workers.

The GS's 10 point plan to revive voters' faith in politics appeared in the Daily Mirror on its day of peak circulation, Grand National day, and attracted a great deal of positive social media comment too.

The campaigns team supported our community colleagues who commemorated the first anniversary of the detested bedroom tax by taking a 'birthday card' to the minister Iain Duncan Smith, who also celebrated a birthday but a less miserable one than those people he was placing into financial misery. We also worked with community on the London housing campaign as they promoted the need for affordable housing in the capital, and on the launch of our campaign to stop the government's workfare programme taking greater hold in the workplace, displacing workers and failing the jobless. AGS Steve Turner led for the union on this, attracting coverage across the media and widespread support for Unite's stance to social media. Our call is chiefly to charities and councils, asking them to boycott the scheme which drastically penalises those who refuse or cannot take up a placement; we have warned that this will force thousands more to the foodbanks will disguising the true rate of unemployment, and all the evidence points to workfare failing to help people into work.

We also ensured decent media coverage for the visit of our US friends, the Teamsters, arranging press briefings in London and a photocall in Birmingham where they attended the National Express AGM, and have been very busy with major industrial stories. Further job losses in the banking sector were announced in April, as was Pfizer's bid for UK-based pharma-company AstraZeneca. Unite's responses to both received widespread coverage, including front page on the Guardian for the banking story. We worked hard to ensure our message on the Pfizer story kept our key policy objectives in the public mind, that is the call for a

public interest test to be applied in takeovers for key, strategic industries. As the smaller union in AZ we were conscious that our messages may be drowned out but the speed of our reaction and close working with AGS Tony Burke as he fought for time for AZ ensure that Unite led on this debate for much of the time. We will continue to work with Tony and his team on this as we anticipate that Pfizer, having destabilised the AZ shareholders, will be back with a renewed bid.

The team has also been working closely with NHS and local government officers on their pay campaigns. We supported the Fair Pay Fortnight, producing some fantastic materials and receiving some incredible stories of workers struggling on low wages from our members, which can be read on the website, and via Tumblr. We have plans to bring the stories to life to promote the pay rise march for October 18th. Firstly, though, we are concerned with producing materials and supportive media for local government and health members as gear up for industrial action on pay.

The latest edition of UniteWorks was well-received by members with circulation now up to 380,000 copies per edition. We will be moving to four editions per year, to cut costs, but will be ensuring continued flow of 'our members' stories' around our union with our upcoming new online site and the increased use of one-off supplements, such as the latest one to commemorate the life of Nelson Mandela.

We continue to develop the team's skills with a one-day event with Digital Action Lab to look at how unions can make better use of social media. Our twitter feed is making great strides, growing in numbers and influence; we are on course to hit 30,000 followers this year but the key is that our followers are also very active. We have made links with some younger trainee journalists, with commitment to the movement, so that we can get to grips with data journalism which is an increasingly important skill, seen to its best effect in websites such as UsvsTh3m and Amp33d.

We are presently undertaking a review of the website to boost its functionality, so that it can do more for us and let our members do more too. Improvement of the website never stops; ditto, the app, which we are also improving for a renewed push to coincide with policy conference. With 47k new members joining the union from the website, and hundreds from the app, it is important that these facilities are top notch.

Lastly, across the team we are now focused on delivering for the policy conference in June, working on materials, media stories and events throughout the week, as well as updating our video content.

## **RESEARCH DEPARTMENT**

The Research Department continues to perform a range of activities supporting the union's campaigns, negotiations, industrial and policy work.

Research and analysis was provided on the March Budget and Office for Budget Responsibility forecasts. Support has also been given in promoting Unite's



themes of 'Jobs, Homes, Health, Hope' including the General Secretary's speech at Cambridge University Politics Society.

We have provided extensive analysis for the Political Department on the Labour Party policy commission papers and drafted many amendments. We have also assisted in the preparations for National Policy Conference.

In addition to this, and the work cited below, recent activity has included developing the union's campaign against zero hours and precarious employment, support for Community Membership for a Bedroom Tax appeal pack, support to tackle the use of 'workfare' in Unite organised workplaces, monthly analysis of unemployment figures, analysis of regional pay trends for use by campaigns and political, research for Political Department for briefing cards on 'Robin Hood Tax' and 'Immigration', making a presentation on collective bargaining at the annual TUC/IDS pay forum and producing the regular 'Bargaining Brief'.

### **Transport**

In passenger transport a detailed presentation of the sector's collective bargaining report was made to the NISC. We continue to make the case for Quality Contracts and have drafted a response to the Nexus Supplemental Consultation.

A written submission was made and briefing given to support our evidence to the Transport Select Committee inquiry into user experience of government motoring agencies. Of particular concern is the time taken by the privatised DVLA to reinstate Unite bus members' driving licenses. We drafted a response to the Senior Traffic Commissioner consultation on Statutory Guidance and Directions on Local Bus Services and support continues to be given to the London Bus campaign including the drafting of a London Bus Framework Agreement.

We are still challenging plans to further deregulate the taxi and private hire industry and have briefed on the dangers of late amendments put into the Deregulation Bill affecting the taxi and private hire vehicle trade.

In Road Transport Commercial, Logistics & Retail Distribution we finally managed to meet with the Department for Transport (after months of asking for the re-convening of the 'Lorry Parking Working Group') where we discussed EU regulation and what can be done to improve lorry parking facilities and explored the possibility of setting up a committee to oversee accreditation of lorry parks under the LABEL initiative. Mapping activity has included Watson Fuels/Petroleum, Travis Perkins, Wicks and Bearwood, Car Transporters and road haulage in Humber Docks and Ports. Information has been provided in respect of the HGV Road User Levy which came into effect on 1st April.

In Docks, Rail, Ferries and Waterways work continues on mapping locations and details of various industry facilities and a presentation has been made to the ETF. We continue to be heavily involved in the Action for Rail campaign, including meeting with the Transport Secretary.

In Civil Air Transport we play an active role in the 'Fair Tax on Flying' campaign (including meeting with the Shadow Tourism Minister), have attended events on

proposals to create an aircraft noise ombudsman, and have created a survey on pay in Thomas Cook.

We have taken part in a number of All Party Parliamentary Group on Transport events, including one with the Minister of State for Transport, and have raised issues concerning transport integration, better connectivity, and the availability of rest stops and security for lorry drivers.

### **Manufacturing**

Support for Unite's manufacturing strategy has included making a submission to the Labour Party review of Manufacturing and meeting with BIS officials to promote our agenda around Materials, Engineering and Energy. Work continues on a 'Charter for Engineering' including participation in workshops to develop content.

Assistance has been given in respect of the preparation of a number of pay claims and negotiations across all the manufacturing sectors including Invista Textiles, Akross Chemicals, Solvay, and Antalis.

In GPM & IT, work is being done on a benchmarking project in the pulp sector, sub sector overviews prepared for a meeting with ver.di, and information obtained on Employee Forum Agreements and Base Location policies to assist reps in the sector. We participated in the 'GPM&IT Training and Apprenticeships Workshop' and will be involved in the Steering Committee to progress this issue.

In GEMS company mapping continues and CMA activity has included monitoring the Business Secretary's responses to MP's questions concerning the privatisation of Royal Mail.

### **Public services**

Much of our recent work in public services has been on pay including the production of the 'Pay Up for Public Services' document which makes the case for investment in public services (including decent wages) and brings together the experiences of members across public services. We also participated in a TUC meeting on public procurement.

In Local Authorities we have been a central part of the logistics of the pay consultative and industrial action ballots producing campaign and ballot materials. Briefings and information were prepared for union meetings with shadow ministers for Communities and Local Government. Continuing work on single status proposals and related issues included a number of local authorities.

Support for Unite's NHS pay campaign has included analysis of pay data and trends, developing graphs and briefs on issues facing staff, and an article for the Community Practitioner magazine. Work has also been done alongside Incomes Data Services on developing a further Joint Union survey of staff terms and conditions across all 14 staff side unions in the NHS.

In addition, our work on privatisation in the NHS includes two substantial pieces of primary research including freedom of information requests to all 10 Ambulance Trusts about staffing and the use of private ambulances alongside the NHS support federation. Further FOI research is currently underway looking at

the amount of private patient income received by Foundation Trusts across England. Support has also been given to officers, health activists and members on issues including TTIP, PFI, and migrants and the NHS.

In the Community, Youth Workers and Not for Profit sector we have assisted in providing mapping, industrial and campaigning resources and developing web resources and leaflets to support recruitment and organising.

Recent campaigning against unpaid internships has included the development of a new online reporting mechanism for members to report unpaid internships to HMRC directly and a new campaign page and resources section on the Unite website.

In housing, support has been provided for the Unite Housing Forum's development of Sector Standards Protocols, mapping across the housing association sector as well as specific work on Sanctuary Housing, Anchor Trust and organisations covered by the EVH Scottish Housing national agreement. Pay mapping data and graphs were produced to highlight the growing inequality in housing sector pay and conditions and support given to members in Your Housing Association for a campaign against long hours and unpaid TOIL, including developing an online survey of members experiences.

To coincide with the new financial year and the TUC's Fair Pay Fortnight campaign we have developed new bespoke resources and materials for the CYWNFP sector. This has included continued work surveying members for current pay and terms and agreements that have led to over 100 agreements now being available on LRD payline and the creation of a new pay resources section for the sector. This work also includes analysis of the patchy pay data available for the diverse organisations in the sector. As part of 'Fair Pay Fortnight' we produced various blogs for members on trends in the sector.

We produced the report 'Pay is a serious business – the Future of Playwork', conducted surveys of youth workers on local government cuts and prepared the Community and Youth Workers pay claim.

### **Finance & Legal and Construction and Energy**

In the finance and legal sector data was provided on pay differentials to support 'Fair Pay Fortnight' and on-line surveys prepared to assist the union's work in RBS (local workplace issues in key sites) and Lloyds Banking Group ('A Question of Fairness').

In building, construction and allied trades we prepared a briefing note on new tax and insurance measures introduced by HMRC to deal with bogus self-employment which it appears some employers are attempting to circumvent.

In Energy and Utilities, we assisted in Unite's response to the European Commission consultation on state aid for Hinkley Point C, contributed to the TUC's Trade Union Sustainable Development Advisory Committee and are active in the Energy Bill Revolution campaign.

### **Food, Drink and Tobacco and Rural and Agricultural**

A number of pay claims have been prepared (e.g. United biscuits, Imperial Tobacco, Hovis, Commonwealth War Graves Commission) and bargaining support provided (e.g. Fox's biscuits, Burton Foods, regional average pay in food industry and for drivers, 2 Sisters). A pay claim meeting with CCE reps was also attended.

As part of the continuing campaign on the Agricultural Wages Board, a survey on rural pay was prepared and sent to all the English R&A membership (the position in Wales is still to be decided in the courts). Information and support was given to a production company working on a programme on food supply chains.

Meetings attended included one with the shadow minister for food and farming, TUSDAC unions with the shadow minister for forestry to discuss government policy and its impact on the Forestry Commission, and a meeting on sustainable food policy at City University.

A briefing for MPs on the Gangmaster Licensing Authority was drafted, and questions on the GLA provided for a Workers Memorial Day event.

### **Company accounts and analysis**

The department continues to provide company accounts and FAME analysis across all sectors. In Quarter 1 2014 there were 140 requests for Annual Reports from Companies House and FAME analysis and so far in Quarter 2 2014 there has been 90 requests.

Additional specific analysis has been provided in a significant number of these cases for the representatives and officers to take to negotiations, including Astra Zeneca, Stagecoach, Sainsbury's, DHL, WM Morrison Supermarkets PLC, 2 Sisters Food Group, Imperial Tobacco and Burtons Foods. A site visit was made to see the Finance Director of Icelandic Seachill in Grimsby and analyse the management accounts to support local officer.

### **Submissions**

In addition to those identified elsewhere in this report, submissions to government departments, parliament and other agencies have included:

- Birmingham City Council's Curzon HS2 Draft Masterplan;
- DEFRA consultation on the Strategic Environmental Assessment of the Rural Development Programme;
- Lambert Banking Standards Review consultation;
- BIS consultation on zero hours.

### **Pensions**

A briefing was provided and questions answered in relation to the Government's proposals to remove the requirement for DC pension scheme members to buy an annuity, announced in the Budget. Arising out of the Government's policy statement 'Better Workplace Pensions', a response was made to proposals that governance of pension schemes would best be improved by requiring professionally qualified trustees which argued that there should be a continuing role for member (and employer) trustees supported by professionally qualified advisers.

A submission was made to a Government Review of discriminatory provisions in the rules of DB schemes relating to survivor pensions arguing for survivor pensions not to be differentiated on grounds of a member's sex or sexual orientation

Advice has been provided on a range of proposals from employers to close or modify DB pension schemes.

### **Health and Safety**

The Health and Safety Unit has engaged in a range of activities. These include representing the union on tripartite advisory committees such as the Construction Industry Advisory Committee, the Food and Drink Manufacturers' Health and Safety Forum, Channel Tunnel Rail Seminar, Lille, Ports Guidance meetings with Port Skills and Safety, Rail Safety and Standards Board occupational health project, Quarries, the HSE Ports summit, and the Construction and Civil Engineering health network.

Representing the union at meetings with employers include Nestle, Network Rail, Bidvest logistics, Coalpro, Construction plant hire association and the Construction Industry Training Board.

The H&S Unit also appeared at an oral hearing at the Committee Stage of the Deregulation Bill and prepared written evidence focussing on Clause 1 (proposal to remove health and safety responsibilities from self-employed people except in prescribed situations). We are continuing to liaise with the political department on this very dangerous development.

We are also involved in the 'Cool It!' campaign with other unions which seeks to have a legally enforceable maximum temperature for indoor workplaces. The group met with Shadow Employment Minister, Stephen Timms, who seems receptive to this idea, and we have asked that a commitment be included in the Labour Party Manifesto.

We have helped with Unite national equality training with sessions on health and safety on dignity at work, organising for equality, and training for disabled members. The focus has generally been on occupational stress. A presentation for a safety reps' course at Tilbury Docks and a workshop on HIV/AIDS at the BAEM conference were also delivered.

Campaigning work has included encouraging participation in International Workers' Memorial Day – and working with the Campaigns Department to promote involvement, publicise events and develop new Unite posters and other materials.

We have published a new leaflet to support the new European health and safety campaign 2014-15 'Manage Stress' for a healthy workplace which is available on the website and has been distributed to the Unite regions.

### **HR and Development Department**

Since the March EC meeting there have been five selection exercises held to fill full-time officer vacancies – one for Regional Coordinating Officers (RCOs) and four for Regional Officers (ROs). A ratification of appointment document for your consideration listing the appointments and recommended applicants has been circulated separately.

A detailed report of the recruitment activity, together with full details of applications, shortlisting, interview and equality data associated with each of the five exercises is attached at Appendices 1 – 3.

### **Recruitment and Selection: Black, Asian and Ethnic Minority (BAEM) Officer Initiative**

As part of the strategy for enhancing opportunities for serving BAEM Officers, an exercise inviting the 17 colleagues (2 RCOs, 14 ROs and 1 Regional Women's Equality Officer) who form that group within the union to apply for 3 temporary National Officer (NO) roles is under way. These positions will be for a fixed term of 12 months which each of the three successful candidates spending a 4 month period working as an NO for Equalities, specifically on BAEM equality. All applicants will be invited for interview by a selection panel comprised of the EC Chair, the EC BAEM member and the AGS for Equalities.

### **Recruitment and Selection: External Applications**

Following endorsement of the proposal by the March EC, eligibility for applying for RO vacancies in respect of external members has been extended to vacancies advertised in any region, not just in a member's 'home' region. This has had the effect of enhancing the prospects for BAEM members insofar as they can now apply for a greater range of vacancies; and also of meeting the legal requirement of not treating temporary employees (eg, Stand-Down Officers) "any less favourably" than permanently employed Officers. A recent example of this is the selection panel's recommendation to appoint Ken Fish as a permanent RO in Wales when he was previously a Stand-Down Officer in the South West Region. Prior to the change, Ken would have been ineligible to apply for the vacant position in Wales.

### **Pension Auto-enrolment**

The introduction of new pension auto-enrolment legislation has led to a significant administrative commitment since the start of this year. All existing employees not already in the union's pension scheme, together with all new joiners, have been assessed and auto-enrolled accordingly. The union provides a 'defined contribution' stakeholder scheme for those who are ineligible, or unable, to join the 'defined benefit' occupational scheme. Pension auto-enrolment is an ongoing process and the union has established internal systems to meet its legal and contractual obligations.

### **Employee Numbers**

At 30 April 2014, the total number of employees within the union was:

**EXECUTIVE COUNCIL****JUNE 2014**

Officers:	388
Organisers:	108
Staff (including Eastbourne & Esher):	744
Sub-total:	1,240
ULF (externally funded):	49
Total:	1,289

## Recruitment covering the period since the last EC meeting in March 2014 to June 2014

### 1. Introduction

Since the last Executive Council meeting in March 2014 there were 5 recruitment campaigns covering 6 roles as follows:

- 2 x Regional Co-ordinating Officers
- 4 x Regional Officers

### 2. Equalities data in relation to applicants for all 6 roles

Appendix 2 provides the equalities data relating to the applicants for the 6 roles and the key information overall is as follows:

- 74% male, 36% Female and 6% did not disclose
- 96% white
- 48% 45 to 54 age group, 25% 35-44 age group, 15% 55+ age group, 10% 25-34 age group, 1% 16-24 age group and 1% did not disclose
- 15% covered by Equality Act (24 People)

Appendix e provides the equalities data relating to each stage of the recruitment process from shortlisting to job offer for the above. The key information is as follows:

#### Shortlisting

- There was an overall total of 33 applicants shortlisted for the 6 roles as follows:

4 Applicants for Regional Co-ordinating Officers, North West



7 for Regional Officers, Wales

5 for Regional Officers, South West

8 for Regional Officers, NEYH

9 for Regional Officers, West Midlands

- 68% male, 29% female and 3% did not disclose
- 97% white
- 58% 45 to 54 age group, 16% 35-44 age group, 13% 55+ age group, 10% 25-34 age group, 3% 16-24 age group
- 10% covered by Equality Act

#### Successful Applicants

- The 6 candidates who were offered roles were as follows:
- 50% male & 50% female
- 100% white
- 67% 45 to 54 age group, 33% 55+ age group.

## POLICY CONFERENCE 2014

## EC RECOMMENDATIONS ON POLICY CONFERENCE MOTIONS

<b>Motion Title</b>	<b>Motion No.</b>	<b>Recommendation</b>
Apprentices and Upskilling	B1	Support
Return to Proper Apprenticeships	B2	Support
Youth Training	B3	Support
Public Ownership	B4	Support
Nationally Owned Utilities	B5	Support
Re-Nationalisation of Energy & Utility Companies	B6	Support
Public Ownership of Utilities	B7	Oppose as stands
Re-nationalisation	B8	Support
Neo-liberalism and Privatisation	B9, B10	Support
Public Ownership	B11	Support
Railway Industry	B12	Support
Utilities to be brought back into public ownership	B13	Support
Make Rail and Buses Public Again	B14	Support
Transatlantic Trade and Investment Partnership	B15 + 2 Amendments	EC Statement Against: Mick Forbes Abstained: Phil Entwistle Steve Hibbert, Jimmy Neill, Dawn McAllister, Ansaar Khaliq, Paul Welsh
Industrial Democracy & Common Ownership	B16	Support
UK & Irish Manufacturing	B17	Support
Living Wage	B18 + Amendment	Support
Low Pay	B19	Remit/oppose
Pay the Living Wage	B20	Support
Campaign for General Wage Increases	B21	Remit/oppose
Living Wage	B22	Support
Ending Poverty	B23	Support
Continuing Detrimental Effect of the Minimum Wage	B24	Support
Implementation of Collective Bargaining	B25	Support
Employment in the Economy	B26	Support
Support British Workers by buying British Goods	B27	Support
Limited Liability	B28	Support
Campaign Against Fracking/Shale Gas Extraction/Fracking/Hydraulic Fracking	D1, D2, D3, D4	Executive Statement
Climate Emergency – Green Jobs Now!	D5 + Amendment	Support
Campaign Against Climate Change	D6	Oppose as stands
Global Warming	D7	Support
Migrant Workers	E1	Support
Attacks on Migrants	E2 + Amendment	Support
Single Assessment for Disability Benefits, Services and Schemes	E3	Support
UK Equal Rights Framework	E4	Support
Hate Crime: Not Just One Target	E5	Support
Black Youth Unemployment	E6	Support

Older Women and Employment	E7	Support
Employment Rights and Equality Issues in the Workplace	E8	Support
Equality Proofing Education Courses	E9	Support
Equalities Education	E10	Support
Equality Impact Assessment Training	E11	Support
Equality of Opportunity and Diversity in Unite the Union	E12	Support
Increasing Equality Monitoring of Membership	E13 + 2 Amendments	Support Oppose Amendment 2
Membership Monitoring	E14	Support
Cuba: End the US blockade, free the Miami 5, support the Voices for the Five Campaign	F1	Support
Workers Uniting	F2	Support
Solidarity with the Egyptian Revolution	F3	Remit/Oppose
European Union/European Community/EU Referendum/EU Withdrawal	F4, F5, F6, F7, F8	EC Statement
End Israeli Apartheid and Ethnic Cleansing in Palestine	F9	Support
Israel the Apartheid State	F10 + Amendment	Oppose as stands Support Amendment and amended motion
Yarmouk Refugee Camp	F11	Support
Israeli-Palestinian Co-operation	F12 + Amendment	Oppose as stands Support amendment and amended motion
Campaigning Against LGBT Discrimination Internationally	F13	Support
Internationalism	F14	Support
Justice for Colombia	F15	Support
Solidarity with Colombian Trade Unionists	F16	Support
Support National Union of Metalworkers of South Africa campaign for justice for the Marikana miners	F17	Remit/Oppose
No Glory in War	F18 + Amendment	Support
Health & Safety	G1	Support
Behavioural Safety Programmes	G2	Support
Removal of Strict Liability	G3	Support
Lone Working	G4	Support
Offshore Helicopter Safety	G5	Support
Sick Workers Forced to Attend Work	G6	Support
Industrial Injury Absence	G7	Support
Don't Sack the Sick	G8 + Amendment	Support
Diesel Fumes	G9	Support
Availability of Public Toilets for Mobile Workers	G10 + Amendment	Support
Cuts in the Health & Safety Executive (HSE)	G11	Support
Working Time Directive	G12	Support
Wilful Neglect	G13	Support
Unite Health & Safety Department	G14	Support
Unite the Union Regional Health & Safety Structure	G15	Support
Positive Action for Young Health & Safety Reps	G16	Remit/Oppose

Social Media Policies in the Workplace	H1	Support
Defending Workers in the Defence Industry	H2	Support
Protecting Workers in the Defence & Aerospace & Shipbuilding Industry	H3 + Amendment`	Support
Aviation Capacity and Growth	H4	Support
UK Airport Capacity	H5	Support
Balanced Energy Policy	H6	Support
Campaign to Support Thermal Electrical Power Generation throughout the United Kingdom	H7	Support
A Level Playing Field for Coal and the Future of UK Energy Security	H8	Support
Balanced Energy Policy	H9	Support
Single Ownership	H10	Support
Ineos	H11	Support Composite with H10
Oppose Government Outsourcing	H12	Support
Living Wages & Outsourcing	H13	Support
Nuclear Sector Jobs and Skills Retention	H14	Support
Protecting UK standards and qualifications	H15	Support
Technology and the Decline of Work	H16	Support
Encouraging Engineering	H17	Support
Invest in Manufacturing	H18	Support
Procurement	H19	Support
Fair Tips	H20	Support
DVLA	H21	Support
Increasing Numbers of Bogus Self-Employment	H22	Support
Corporate Greed	H23	Support
Young Members' Organising Strategy	H24	Support
Supply Chain	H25	Support
Manufacturing Strategy and Re-Balancing the Economy	H26	Support
Rich are getting richer and the poor are getting poorer	J1 + amendment	Support
Anti-Austerity Measures	J2	Support
Organising Against Austerity	J3	Support
Building and Strengthening the Unity of the Movement Against Austerity: twinning Unite industrial branches with Unite community branches	J4 + amendment	Support
Defending the right to protest	J5 + amendment	Remit/Oppose
People's Charter	J6	Support
Co-ordinated industrial action to defeat austerity	J7	Support
The Alternative to the Public Spending Cuts	J8	Support
Closure of final salary pension schemes to new starters/Lower Earnings Limit and Final Salary Pension Schemes/State Pension Retirement Age/State Pension Age/State Retirement Pension/Pensions/Default Retirement Age and Pension/Pension Database/Save the Protected Pensions Status/Retirement and the Constraints	K1,K2,K3,K4,K5,K6, K7,K8,K9,K10,K11	EC Statement

put on Businesses to Employ Young People		
The Economy in Ireland	L1	Support
Future of Unite and the Labour Party/Labour Selection Procedures/Support for Disabled Candidates/Political Fund/Future of Unite and the Labour Party/The Crisis of Political Representation for the Working Class/Unite's Political Strategy	L2,L3,L4,L5,L6,L7 L8 + Amendment	EC Statement
Asbestos Related Diseases	L9	Remit/Oppose
Social Care	L10	Support
Anti-Poverty Strategy	L11	Support
Labour Councils and the Cuts	L12 + Amendment	Support
Margaret Thatcher Day	L13	Support
End Austerity	L14	Support
A Political Strategy for Public Spending	L15 + 2 Amendments	Support with reservations
Government Cuts	M1	Support
Defend Public Services	M2	Support
Legal Aid	M3	Support
No Cutting Back in Access to Justice	M4	Support
Northern Ireland Health Service, Transforming your Care and Austerity	M5	Support
Coalition Policy on the NHS	M6	Support
Privatisation and the Threat to the NHS	M7	Support
Creeping Privatisation of the NHS	M8	Support
Defend the NHS	M9	Support
Health & Social Care Act	M10	Support
Attacks on the NHS by the Con-Dem Government	M11	Support
Support the NHS	M12	Support
No Money – No Staff - No Care	M13	Support
Lift the Moratorium (RoI)	M14	Support
Retain and improve services for the effective treatment of cancer	M15	Support
Education in Decriminalise Recreational Drug Use	M16 + Amendment	Motion withdrawn – amendment falls
Council Housing	M17, M18	Support
Local Government Funding	M19	Support
Defence of Local Authorities	M20	Support
Land Value Tax	M21	Support
Working Tax Credits	M22	Support
Council Housing, Housing Benefit and Rent Control	M23	Support
Reinvigorate and Extend the Existing Policies of the Union on Fuel Poverty	M24	Support
The Living Wage for Public Sector Employees	M25	Support
Fight the council tax increases for poor families & stop the government budget cuts!	M26	Support
Pay Day Loans	M27	Support
Defend Welfare Benefits	M28	Support
Changes to TUPE Regulations	N1 + Amendment	Support
European Works Councils – Article 6 Agreements	N2	Support
Information & Consultation	N3	Support

Attacks on the Right to Strike for Public Transport Workers	N4	Support
Church of England and Equality Legislation	N5	Support
Access to Justice	N6	Support
Abolish Employment Tribunal Fees	N7	Support
Employment Tribunals	N8	Support
Restoring Equality as Part of the Industrial Agenda	N9 + Amendment	Support
The Right to Take Industrial Action	N10	Support
Abolition of All Anti Trade Union Laws	N11	Support
Protecting the Rights of Workers in the UK	N12	Support
Precarious Employment	N13	Support
Agency Workers Directive/Swedish Derogation	N14	Support
ILO Conventions	N15	Support
Equality Reps to be given same level of rights as all other reps	N16	Support
Zero-Hour Contracts	N17	Support
Lobby Government to Abolish Zero Hour Contracts	N18	Support
Zero Hour Contracts	N19 + Amendment	Support
Abolish Zero Hour Contracts	N20	Support
Zero Hours Contract	N21	Support
Union Access to Work Sites	N22 + Amendment	Support
Stop Bullying Workers	N23	Support
Redundancy Consultation	N24	Support
Future Mergers and Transfer of Engagements	P1 + Amendment, P2	Oppose
Appointment of More Regional Officers	P3	Support
Unite the Union Career Development	P4	Support
Support for Workplace Reps	P5	Support
Financial Fund for RISCs	P6	Oppose
New Old Hope!	P7	Support
Policy Reporting	P8	Oppose
Unite Stewards/HR/ER Functions	P9	Support
Construction Sector – Organising and Servicing in the Construction Sector	P10	Refer to Sector
Full Time Officer Employment Conditions	P11	Support
Construction & Maintenance Work on Unite Property	P12	Support
Socially Responsible Procurement	P13	Support
Procurement and Outsourcing of Work	P14	Support
Contractors/Event Organisers Working for Unite to Pay the Living Wage	P15	Support
Education Expense Policy	P16 + Amendment	Support Oppose Amendment
Cost of lay member travel and accommodation at Unite Events – reducing the expenses incurred by members	P17	Remit/Oppose
Redressing the Balance	P18	Support
Sliding Scale of Membership Fees	P19	Remit/Oppose
Salary based subscription levels/Unite Subscriptions/Membership fees for low paid workers/Membership Subscription	P20,P21,P22,P23, P24,P25,P26,P27	EC Statement

Scheme/Union Subscription Structure/Lower subscription rate for those who earn less than the living wage/Unite subscription rates		
Conference Administration	P29	Oppose
Telephone Numbers/Free Legal Helpline/Disenfranchised Members/Funeral Benefit/Accountability/Continued Support for the Unite in Schools Programme/Improving Legal Services/Legal Support/Advice for Senior Workplace/Site Reps/Funding of the Unite Benevolent Fund	P30,P31,P32,P33,P35,P36,P37,P38,P39	EC Statement
Reduced Hours Workers Recruitment Incentive	P40	Support
Conference Administration	P41	Oppose
Industrial Representation and Accountability	P42	Support

## Appendix III

EXECUTIVE COUNCIL – JUNE 2014  
RECORDED VOTES

## Finance &amp; General Purposes Committee

	DB	JC	MF	SH	BH	ML	TM	JM	SM	IM	BP	MR	JS	JT	AT	MW
SH			X	X												X
JS	X	X			X	X	X	X	X	X	X	X	X	X	X	
TM	X	X			X	X	X	X	X	X	X	X	X	X	X	
JN			X	X	X	X								X	X	X
KAP	X	X			X	X	X	X	X	X	X	X	X	X	X	
RA	X	X			X	X	X	X	X	X	X	X	X	X	X	
BH	X	X			X	X	X	X	X	X	X	X	X	X	X	
SM	X	X			X	X	X	X	X	X	X	X	X	X	X	
KO	X	X			X	X	X	X	X	X	X	X	X	X	X	
BK	X	X			X	X	X	X	X	X	X	X	X	X	X	
FS	X	X			X	X	X	X	X	X	X	X	X	X	X	
DB	X	X			X	X	X	X	X	X	X	X	X	X	X	
DMcA	X	X			X	X	X	X	X	X	X	X	X	X	X	
MW			X	X												X
JT	X	X			X	X	X	X	X	X	X	X	X	X	X	
MT			X	X												X
DC			X	X												X
WG	X	X			X	X	X	X	X	X	X	X	X	X	X	
JA	X	X			X	X	X	X	X	X	X	X	X	X	X	
MF	X		X	X				X				X				X
MR	X	X			X	X	X	X	X	X	X	X	X	X	X	
PE	X	X			X	X	X	X	X	X	X	X	X	X	X	
JC	X	X			X	X	X	X	X	X	X	X	X	X	X	
KS	X	X			X	X	X	X	X	X	X	X	X	X	X	
JS	X	X			X	X	X	X	X	X	X	X	X	X	X	
ML	X	X			X	X	X	X	X	X	X	X	X	X	X	
JG	X	X			X	X	X	X	X	X	X	X	X	X	X	
SO	X	X			X	X	X	X	X	X	X	X	X	X	X	
NS	X	X			X	X	X	X	X	X	X	X	X	X	X	
JMcL			X	X		X		X						X		X
AG	X	X			X	X	X	X	X	X	X	X	X	X	X	
DW	X	X			X	X	X	X	X	X	X	X	X	X	X	
PB				X			X			X	X	X		X	X	X
LA	X	X			X	X	X	X	X	X	X	X	X	X	X	
TA	X	X			X	X	X	X	X	X	X	X	X	X	X	
AK	X	X			X	X	X	X	X	X	X	X	X	X	X	
BP	X	X			X	X	X	X	X	X	X	X	X	X	X	
PW			X	X												X
GD	X	X			X	X	X	X	X	X	X	X	X	X	X	
TM	X	X			X	X	X	X	X	X	X	X	X	X	X	
RG	X	X			X	X	X	X	X	X	X	X	X	X	X	
FW	X	X			X	X	X	X	X	X	X	X	X	X	X	
DBa	X	X			X	X	X	X	X	X	X	X	X	X	X	
DBo	X	X	X	X	X	X		X			X	X	X	X	X	X
CC			X	X												X
JM	X	X			X	X	X	X	X	X	X	X	X	X	X	
SR	X			X		X		X	X			X				X
GH	X	X		X	X	X		X	X	X	X	X	X	X	X	X
DW	X	X			X	X	X	X	X	X	X	X	X	X	X	
IM	X	X			X	X	X	X	X	X	X	X	X	X	X	
MT	X	X			X	X	X	X	X	X	X	X	X	X	X	
SMcG	X	X			X	X	X	X	X	X	X	X	X	X	X	
JD	X	X			X	X	X	X	X	X	X	X	X	X	X	
	<b>44</b>	<b>42</b>	10	13	<b>43</b>	<b>45</b>	<b>41</b>	<b>45</b>	<b>42</b>	<b>42</b>	<b>43</b>	<b>45</b>	<b>42</b>	<b>46</b>	<b>44</b>	13





	International Committee					Education Committee					
	LA	DC	KO	DW	DW	KAP	TA	BH	AK	SR	JS
SH		X								X	X
JS	X		X	X	X	X	X	X	X		
TM	X		X	X	X	X	X	X	X		
JN	X	X	X							X	X
KAP	X		X	X	X	X	X	X	X		
RA	X		X	X	X	X	X	X	X		
BH	X		X	X	X	X	X	X	X		
SM	X		X	X	X	X	X	X	X		
KO	X		X	X	X	X	X	X	X		
BK	X		X	X	X	X	X	X	X		
FS	X		X	X	X	X	X	X	X		
DB	X		X	X	X	X	X	X	X		
DMcA	X		X	X	X	X	X	X	X		
MW		X								X	X
JT	X		X	X	X	X	X	X	X		
MT		X								X	X
DC		X								X	X
WG	X		X	X	X	X	X	X	X		
JA	X		X	X	X	X	X	X	X		
MF		X						X		X	X
MR	X		X	X	X	X	X	X	X		
PE	X		X	X	X	X	X	X	X		
JC	X		X	X	X	X	X	X	X		
KS	X		X	X	X	X	X	X	X		
JS	X		X	X	X	X	X	X	X		
ML	X		X	X	X	X	X	X	X		
JG	X		X	X	X	X	X	X	X		
SO	X		X	X	X	X	X	X	X		
NS	X		X	X	X	X	X	X	X		
JMcL		X								X	X
AG	X		X	X	X	X	X	X	X		
DW	X		X	X	X	X	X	X	X		
PB		X	X	X	X	X	X	X	X		X
LA	X		X	X	X	X	X	X	X		
TA	X		X	X	X	X	X	X	X		
AK	X		X	X	X	X	X	X	X		
BP	X		X	X	X	X	X	X	X		
PW		X								X	X
GD	X		X		X	X	X	X	X		
TM	X		X	X	X	X	X	X	X		
RG	X		X	X	X	X	X	X	X		
FW	X		X	X	X	X	X	X	X		
DBa	X		X	X	X	X	X	X	X		
DBo	X	X	X		X	X		X	X	X	X
CC		X									X
JM	X		X	X	X	X	X	X	X		
SR		X		X				X	X	X	X
GH	X	X		X	X	X	X	X	X		
DW	X		X	X	X	X	X	X	X		
IM	X		X	X	X	X	X	X	X		
MT	X		X	X	X	X	X	X	X		
SMcG	X		X	X	X	X	X	X	X		
JD	X		X	X	X	X	X	X	X		
	<b>43</b>	13	<b>43</b>	<b>42</b>	<b>43</b>	<b>43</b>	<b>42</b>	<b>43</b>	<b>44</b>	10	12

## KEY

SH	Steve Hibbert
JS	June Shepherd
TM	Therese Moloney
JN	Jimmy Neill
KAP	Kwasi Agyemang-Prempeh
RA	Richard Allday
BH	Brian Holmes
SM	Steve Miller
KO	Kate Osborne
BK	Barry Knowles
FS	Fran Sullivan
DB	Davy Brockett
DMcA	Dawn McAllister
MW	Mark Wood
JT	Jayne Taylor
MT	Mark Thomas
DC	Danny Coleman
WG	Wendy Gilligan
JA	Julian Allam
MF	Mick Forbes
MR	Maggie Ryan
PE	Phil Entwistle
JC	John Cooper
KS	Ken Smith
JS	John Sheridan
ML	Mark Lyon
JG	Jasvinder Gill
SO	Sharon Owens
NS	Nigel Stott
JMcL	Jackie McLeod
AG	Andy Green
DW	Dave Whitnall
PB	Paula Burr
LA	Lindsey Adams
TA	Tracey Ashworth
AK	Ansaar Khaliq
BP	Brenda Pleasants
PW	Paul Welsh
GD	Ged Dempsey
TM	Tom Murphy
RG	Ruth Greene
FW	Frank Wood
DBa	Dick Banks
DBo	Dave Bowyer
CC	Chris Cadman
JM	James Mitchell
SR	Simon Rosenthal
GH	Garry Hillier
DW	Dave Williams
IM	Ivan Monckton
MT	Mohammad Taj
SMcG	Sean McGovern
JD	Jenny Douglas