



MINUTES AND RECORD

of the

EXECUTIVE COUNCIL

**HELD AT UNITE HOUSE, HOLBORN, LONDON WC1
ON 15TH, 16TH & 17TH SEPTEMBER 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, J ELLIOT, Bros. P ENTWISTLE, M FORBES, J GILL, 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, T MITCHELL, Sis. T MOLONEY, Bros. I MONCKTON, T MURPHY, Sis. K OSBORNE, S OWENS, B PLEASANTS, Bro. S ROSENTHAL, Sis. M RYAN, J SHEPHERD, Bro. K SMITH, Sis. J STEWART, J STILL, Bros. J STOREY, N STOTT, Sis. F SULLIVAN, Bro. M TAJ, Sis. J TAYLOR, Bro. M THOMAS, Sis. A TOLMIE, Bros. P WELSH, D WILLIAMS, D WILSON, F WOOD, M WOOD, T WOODHOUSE

EX OFFICIO: Bro. L McCLUSKEY (General Secretary)
Bro. T BURKE (Assistant General Secretary)
Sis. G CARTMAIL (Assistant General Secretary)
Sis. I DYKES (Head of Constitutional Administration)
Sis. D HOLLAND (Assistant General Secretary)
Bro. A MURRAY (Chief of Staff)
Bro. E SABISKY (Director of Finance & Operations)
Bro. S TURNER (Assistant General Secretary)
Bro. A WEIR (Assistant Chief of Staff)
Bro. B SIMPSON (Young Members' Observer)
Bro. P WISEMAN (Retired Members' Observer)

IN THE CHAIR: Bro. T WOODHOUSE

FIRST DAY, 15TH SEPTEMBER 2014

Minute
No.096

1. APOLOGIES AND LEAVE OF ABSENCE

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

Name	Session	Circumstances
K Agyemang-Prempeh	Wednesday	TU Business
Julian Allam	Tuesday a.m.	TU Business
Richard Allday	Monday	TU Business
Davy Brockett	Wednesday p.m.	Referendum
Paula Burr	Monday p.m.	TU Business
Chris Cadman	Tuesday a.m.	TU Business
Wendy Gilligan	All sessions	Family illness
Andy Green	Tues & Wednesday	TU Business
Steve Hibbert	Tuesday a.m.	TU Business
Garry Hillier	Tuesday a.m.	TU Business
Barry Knowles	Wednesday	TU Business
Sean McGovern	Tuesday a.m.	TU Business
Jackie McLeod	Mon p.m. & Weds a.m.	TU Business
Steve Miller	Monday & Tuesday	Holiday
Tam Mitchell	Tues p.m. & Weds p.m.	Referendum
Jimmy Neill	All sessions	Work commitments
Kate Osborne	Wednesday a.m.	TU Business
Sharon Owens	Tuesday a.m.	TU Business
Jane Stewart	Monday	TU Business
Mohammed Taj	Tuesday a.m.	TU Business
Jayne Taylor	Monday & Weds a.m.	TU Business
Mark Thomas	Tues p.m. & Wednesday	Illness
Dave Whitnall	All sessions	TU Business
Dave Williams	Tuesday p.m.	TU Business
Dennis Wilson	Monday & Tues a.m.	Family business

Having full appreciation of the circumstances as reported, the Council

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

2. ANNOUNCEMENTS

Minute
No.097

2.1 Obituaries

The Chair announced with a feeling of deep sorrow and regret that the undermentioned had died on the date stated:

<u>Name</u>	<u>Designation</u>	<u>Date</u>
Bro. D Mathieson	Former EC Member	13.7.14
Bro. T Cashman	Former EC Member	5.8.14
Bro. J Coyne	Former Officer Northern Ireland	10.8.14
Bro. T Keogh	Former Officer West Midlands	3.9.14

The Council were grieved to hear the sad news and, tributes having been voiced, the Council stood silent in their places for a period as a token of their respect and esteem.

It was thereupon

RESOLVED: “That a vote of condolence be recorded in the Minutes.”

3. EXECUTIVE COUNCIL MINUTES

**Minute
No.098**

3.1 Receipt of Minutes

The Minutes of the Meeting of the Executive Council held on 9th, 10th & 11th June 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.099**

3.1.1.1 Min.010 Report of the General Secretary

A member of the Council requested an update in relation to Community Officers and the Schools Project and also referred to the timescale for the audit of the Communications and Research departments. In response, the General Secretary advised that the Community Officers have been asked to take on the role of co-ordinating the input into schools and will be responsible for linking with Education Officers when agreement has been reached with the schools within the region for the tutors to go in. All the Community Officers have now been offered a 2-year contract from 1st July 2014 during which time the schools programme will have been put into place.

The General Secretary, in referring to the departmental audits, advised that these are on-going and should show opportunities to save significant sums of money.

At the close of consideration, the Council

RESOLVED: “That the report be accepted.”

**Minute
No.100**

3.1.1.2 Min.010 Report of the General Secretary

A member of the Council requested an update on the resolution regarding developing organisation and training of young members that had previously been remitted to the Executive Officers. In response, the Chief of Staff advised that Assistant General Secretary, Steve Turner now has oversight for young members and the Assistant General Secretary reported that, together with the Education Department, a training programme for young members is being developed.

The General Secretary reported that a National Youth Organiser will be appointed for a 12 month period who will be responsible for ensuring there is vibrancy in the regions within the youth sectors. Youth and Retired Members have now been taken out of the Equalities Sector as they are no longer regarded as equality issues and both regionally and nationally will be serviced by different Officers.

At the close of consideration, the Council

RESOLVED: “That the report be accepted.”

**Minute
No.101**

3.1.1.3 Min.013 EC Elections 2014 – Supplementary Returning Officer’s Report

A member of the Council referred to the General Secretary’s intention to bring proposals to eliminate problems experienced in the EC and GS elections as a EC by-election is due to be run. In response, the Chief of Staff advised that the timetable and guidelines for the by-election would be considered by the Council during this meeting. In supplementing the response, the General Secretary advised that it was his intention to present certain proposals in preparation for the next full EC elections. The by-elections would be run with guidelines currently in place.

At the close of consideration, the Council

RESOLVED: "That the report be accepted."

**Minute
No.102**

3.1.1.4 Min.018 Industrial Report – Services Sector

A member of the Council referred to the resolution in relation to dedicated Officers within the Construction Sector which had previously been remitted for further consideration. In response, Assistant General Secretary, Gail Cartmail advised that whilst there had been no move towards dedicated Officers, it is on the table subject to review. In supplementing the response, the General Secretary advised that he had committed to looking at this issue again and would try and bring some clarity to it.

At the close of consideration, the Council

RESOLVED: "That the report be accepted."

**Minute
No.103**

3.1.1.5 Min.023 Education Report

A member of the Council referred to the audit of the Education Department and a breakdown of the £1 million savings that had been highlighted. In response, the General Secretary advised that potential savings had been flagged up and that had not, as yet, taken place. He suggested that this could be reviewed either at the end of the year or the first quarter next year to see what actual savings had been made.

At the close of consideration, the Council

RESOLVED: "That the report be accepted."

**Minute
No.104**

3.1.1.6 Min.025 Lay Member Expense Policy

A member of the Council requested an update on Officers of the Union securing paid release for lay activists to attend union meetings. In response, the General Secretary advised that this was still on-going and a report would be brought to the Council when the exercise was concluded.

At the close of consideration, the Council

RESOLVED: "That the report be accepted."

**Minute
No.105**

3.1.1.7 Min.030 Report of the General Secretary

A member of the Council requested an update on the situation with PCS. In response, the General Secretary advised that correspondence had been received indicating that PCS would like to continue discussions in accordance with decisions taken at their conference. It is possible that further exploratory discussions will take place over the coming months and a report will be given to the December meeting of the Council if there is anything to report.

At the close of consideration, the Council

RESOLVED: "That the report be accepted."

RESOLVED: "That the Minutes of the Meeting of the Executive Council held on 9th, 10th & 11th June 2014 be adopted."

**Minute
No.106** **3.2 Receipt of Minutes**

Minutes of the Special Meeting of the Executive Council held on 29th June 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 29th June 2014 be adopted.”

**Minute
No.107** **3.3 Receipt of Minutes**

Minutes of the Special Meeting of the Executive Council held on 3rd July 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 3rd July 2014 be adopted.”

4. FINANCE & GENERAL PURPOSES COMMITTEE**Minute
No.108** **4.1 Receipt of Minutes**

The Minutes of the Finance & General Purposes Committee held on 17th July 2014 were duly submitted.

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

4.1.1 Matters Arising out of the Minutes**Minute
No.109** **4.1.1.1 Min.060 General Secretary’s Update**

A member of the Council referred to the review of National Officers and enquired if this was continuing. In response, the General Secretary advised that he is constantly analysing whether people have a full job and this is on-going with virtually all employees.

At the close of consideration, the Council

RESOLVED: “That the report be accepted.”

**Minute
No.110** **4.1.1.2 Min.062 The Jimmy Reid Foundation – Common Weal Project**

A member of the Council enquired as to what further information was being sought. In response, the General Secretary outlined the problems that have occurred within the Jimmy Reid Foundation and advised that clarification had been sought from the Regional Secretary before a substantial donation was committed.

At the close of consideration, the Council

RESOLVED: “That the report be accepted.”

**Minute
No.111** **4.1.1.3 Affiliations/Subscription Renewals**

A member of the Council enquired if the further information that had been sought regarding various affiliations had been received. In response, the Chief of Staff advised that the information had only just been received and would be acted upon. The General Secretary further advised that the Union receives many requests for funding and that all affiliation and donation requests are currently being reviewed.

At the close of consideration, the Council

RESOLVED: “That the report be accepted.”

RESOLVED: “That the Minutes of the Finance & General Purposes Committee held on 17th July 2014 be adopted.”

**Minute
No.112**

4.2 Receipt of Minutes

The Minutes of the Finance & General Purposes Committee held on 4th September 2014 were duly submitted.

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

4.2.1 Matters Arising out of the Minutes

**Minute
No.113**

4.2.1.1 Min.093 Security of Membership Data

A member of the Council referred to the reference to a report being given to the Council in this regard. In response, the Chief of Staff advised that he had recently received the report and this would be circulated to the Council during the meeting.

At the close of consideration, the Council

RESOLVED: “That the report be accepted.”

RESOLVED: “That the Minutes of the Finance & General Purposes Committee held on 4th September 2014 be noted.”

5. REPORT OF THE GENERAL SECRETARY

**Minute
No.114**

5.1 Report

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

The General Secretary referred to the Policy Conference which had taken place since the last meeting and recorded his thanks to the Council for the role they played both inside and outside of the Conference.

This year is the 125th anniversary of the Great Dock Strike which is regarded as an important event within the British and Irish labour history and the General Secretary reported that he had been the Speaker at Unite’s launch of the ‘Year of the Docker’ and highlighted events that will be taking place in celebration.

The General Secretary referred to the CLASS event in the Houses of Parliament where Thomas Piketty, a French economist had been in conversation with Lord Stewart Wood.

Reference was also made to a meeting with Tom Watson MP and senior Unite staff on future media strategy including the idea of a digital daily newspaper.

The General Secretary referred to the Labour Party and highlighted the National Policy Forum that had taken place in Milton Keynes and also a number of meetings with Ed Miliband, Ed Balls and other members of the senior team.

Brief reference was made to the Scottish Referendum.

The General Secretary highlighted the number of meetings that have taken place with regard to administration issues including discussions with Officers and Staff representatives on on-going issues.

In referring to industrial issues, the General Secretary highlighted matters relating to the Yorkshire Ambulance Service dispute, British Airways and the Automotive Sector.

The General Secretary referred to the recent TUC annual conference and the level of contributions made by Unite.

The General Secretary gave a brief report on the Northampton Hospital dispute where pathologists had been locked out. The dispute has now been resolved but with outstanding issues still to be dealt with.

The General Secretary highlighted speaking engagements at the Show Racism the Red Card event in City Hall and also at the London Bus Rally to launch the campaign.

The General Secretary congratulated EC member, Mohammad Taj on his year as President of the TUC and recorded the Union's appreciation for the role he played.

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

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

Agency Labour – The resolution was submitted by the West Midlands Regional Committee and following comments from the General Secretary, the resolution was withdrawn.

Activist Union ID Card – The resolution was submitted by the West Midlands Regional Committee and called on the Union to support lay companions, branch secretaries and branch chairs and consider the issue of recognised union photo ID cards and union lanyards. In response, the General Secretary said he would initiate discussions with the Region about possibilities of a pilot scheme and the practicalities of proceeding without incurring excessive expenditure. The Council noted the resolution in line with the General Secretary's remarks.

Unite's Complaint Structure – The resolution was submitted by the CAT NISC and called on the Union to take measures to protect reps and activists and consider changes to Rule 27. In response, the Executive Officers drew attention to the requirements that the law imposes on the Union in respect of handling such cases and to the fact that a rule change might be required to fully action the sentiments in the resolution. With these explanatory points, the Council accepted the resolution.

At the close of consideration, the Council

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

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

6. STRATEGY FOR GROWTH

6.1 Organising 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.

100% Unite continues to deliver significant new membership for the Union. The National Organising and Leverage Department continues to provide both on-the-ground and strategic support to the Regional management teams and the Executive

Officer continues to monitor and support 100% performance through regular one-to-one review meetings with the Regional Secretaries and cluster sessions with Regional Management Teams.

A total of 160,588 new members have been recruited since the start of 100% Unite. 44,000 new members have been added this year with over 16,470 new joiners since the last Executive Council meeting. A full detailed analysis will be given to the December meeting of the Council.

Regional targets have been adopted and all but two regions have already achieved their agreed target for the year.

The Executive Officer highlighted the breakdown of 100% Unite performance by Officer, Sector cluster, Sector by Region and the best performing campaigns by Region. A breakdown of 100% Unite joiners for the 'Equalities' cluster was also highlighted.

Discussions are taking place regarding the 100% monitoring system being extended to allow the Union to capture information critical to the on-going development of a coherent industrial strategy. Following a successful pilot delivered with the South East Region, the intention is to now collect and store 3 new fields for each campaign:

- The Collective Agreement
- The Anniversary Date
- The latest % pay increase

In October, the Executive Officer will be delivering a session with all Regional management teams that will seek to deliver greater industrial targeting of 100% Unite campaigns, linking the industrial role of the Officers ever more closely to 100% Unite. The 100% targets for 2015 will also be set at this meeting.

The Executive Officer updated the Council on assistance that has been given in the Yorkshire Ambulance Service dispute and T Clarke PLC.

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.116**

6.2 NHS Leverage Report

The Executive Officer updated the Council on the progress of the NHS leverage campaign and referred to detailed documentation outlining both the unfolding plan and the coverage actions had received thus far. The Council received her report with enthusiasm.

At the close of consideration, the Council

RESOLVED: "That the report be accepted."

SECOND DAY, 16TH SEPTEMBER 2014

IN THE CHAIR: Bro. T WOODHOUSE

7. INDUSTRIAL / EQUALITIES REPORTS

Minute
No.117

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 and shipbuilding, Milford Haven refinery, Bombardier and the BBC.

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.118

7.2 Industrial Report – Services Sector

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

The Assistant General Secretary referred to the public sector pay dispute and industrial action, Financial Services, Construction Sector and Local Government.

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

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

Protection of Reps from unscrupulous employers – The resolution was submitted by the Finance & Legal NISC and called on the Union to conduct an investigation into Niall Sweeney’s departure and produce recommendations on a process to ensure protection of all Unite reps. In response, the Council agreed to remit the resolution to the Region in order for an investigation to be completed.

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.119

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.

Since the last Council meeting in June, the international situation has deteriorated significantly. The war in Ukraine has intensified and NATO countries led by the US appear intent on further increasing tension with Russia, while in the Middle East ISIS (Islamic State in Iraq and Syria) forces have taken control of much of eastern Syria and large swathes of Iraq. The conflict with ISIS threatens to further destabilise the entire region while at the same time Libya appears to be sliding into all out civil war.

During the same period Israel launched the third attack on Gaza since Hamas won the election in 2006, however the intensity of the attack and the brutality with which it was pursued surpassed previous attacks and left many people shocked and disgusted. More than 2500 Palestinians died before the ‘lasting cease-fire’ took hold, but despite international pressure on Israel growing, there is still a long way to go

before the pressure is significant enough to force Israel to recognise and respect the basic human rights of the Palestinians.

In Europe, the dust has settled on the European Parliament elections and the new Commission and key jobs are close to being finalised. Despite strong opposition from David Cameron, Jean Claude Juncker was appointed as the President of the European Commission, the Italian, Federica Mogherini was named as the EU's Foreign Policy Chief and Polish Prime Minister, Donald Tusk was made President of the European Council. Although it is doubtful whether there will be a marked change in approach, it is interesting to note that Jean Claude Juncker has continued to stress the importance of social cohesion, something that will doubtless become more of a theme given the recent collapse of the French government due to strong and growing opposition to the German led austerity policies.

The ITF Congress took place in Sofia, Bulgaria in August and the Unite Charter for Corporate Bad Behaviour was adopted unanimously. Unite's motions on 'Right to Strike' and 'Our Public Transport Campaign' were also adopted unanimously by Congress. The Congress elected Steve Cotton as the new General Secretary.

Preparations for the UNI global congress in December are well under way. At European level, tensions had developed and a significant number of changes have now been made that will hopefully restore the moral and lead to the secretariat once again functioning in the manner that is needed to deliver the results that member unions need.

With reference to Workers Uniting, member to member work continues with Unite taking part in the Caterpillar global network, the Crown Packaging dispute and Novelis. Unite played an important role when Honeywell workers were locked out from a site in metropolis and the workers have now been locked out again. Unite will again offer all possible support to the workers of Honeywell.

Unite hosted USW members at the Women's course in Eastbourne. Anna Fendley and Emily Jefferson from the USW took part in the 'Understanding your Union & Getting Involved' course and the Leadership Development Course for Women. They both spoke from the platform to all the delegates about their work and roles in the USW Women of Steel structure.

The USW Convention clashed with the ITF Congress and the Workers Uniting Steering Committee was postponed until later in 2014. A small Unite delegation did attend the Convention to represent Unite. The Convention itself was a success and was addressed by senior politicians as well as other figures with the theme being 'USW – A Union that Works'. The Rev. William Barber, leader of the civil rights organisation NAACP in North Carolina gave an outstanding address to the Convention.

The joint Youth Exchange Project between Unite, USW, Los Mineros and CTC took place in June. The exchange involved delegates taking part in an international school in Canada followed by practical sessions within the Vancouver community and union halls.

The Workers Unitin Building Power Internationally course took place in July in Dublin and Belfast. The course delegates included ten lay members from Unite, nominated by their regions and twelve from USW nominated by their districts.

The International Director highlighted the EWCs and situations that had arisen with multinational companies including Safran, Ineos, Manpower, GE Caledonian, Alstom and Siemens.

**Minute
No.123**

9.3 Irish Policy Conference 2015

The proposed arrangements for the Irish Policy Conference 2015 had previously been circulated to the Council.

At the close of consideration, the Council

RESOLVED: "That the proposed arrangements for the Irish Policy Conference 2015 be endorsed."

**Minute
No.124**

9.9 Disciplinary Appeal Report

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

At the close of consideration, the Council

RESOLVED: "That the report be accepted."

**Minute
No.125**

9.8 By-Election Timetable

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

As a consequence of the resignation of EC member, John Sheridan it is necessary for a by-election to be held for the Building, Construction and Allied Trades Industrial Sector. Unfortunately, it is not possible for the timetable to be cleared in time for the new EC member to take office in December but they will be able to attend in March.

The Chief of Staff advised the Council that discussions would take place regarding sectoral reorganisation and if the proposals were accepted, a further by-election would be required for the GEMS Sector which would take place on the same timetable if necessary.

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

At the close of consideration, the Council

RESOLVED: "That the By-Election Timetable be agreed."

9.5 Policy Conference 2014

**Minute
No.126**

9.5.1 Report of Decisions Taken at Policy Conference 2014

A detailed document recording progress of business and all motions considered at the Policy Conference had previously been circulated to the Council and was verbally supplemented by Chief of Staff, Andrew Murray.

At the close of consideration, the Council

RESOLVED: "That the report be accepted."

**Minute
No.127**

9.5.2 Implementation of Motions Report

A document detailing all motions passed and approved at the Policy Conference and indicating which senior Officer of the Union is responsible for carrying forward implementation had previously been circulated to the Council and was verbally supplemented by Chief of Staff, Andrew Murray.

At the close of consideration, the Council

RESOLVED: “That the report be accepted.”

**Minute
No.128**

9.5.3 Remitted Motions

A document detailing the remitted motions at the Policy Conference and indicating which senior Officer is responsible had previously been circulated to the Council and was verbally supplemented by Chief of Staff, Andrew Murray.

At the close of consideration, the Council

RESOLVED: “That the report be accepted.”

**Minute
No.129**

9.6 Correspondence including Resolutions

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

Voluntary Sector Funding – The resolution was submitted by the CYW&NfP NISC and called on the Union to campaign on this issue with funders and government and argue for an increase in funding. In response, the Council supported the resolution.

Decision by Bite the Ballot to dismiss a member – The resolution was submitted by the CYW&NfP NISC and called on the Union at both national and regional level to increase resources to recruiting, organising and building effective network of trained reps. In response, the General Secretary expressed sympathy for the sentiments in the resolution but indicated that this was primarily a matter for the NISC itself to carry forward. The Council noted the resolution in line with the General Secretary's remarks.

At the close of consideration, the Council

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

**Minute
No.130**

9.2 Constitutional Timetable – Elections & Conferences 2015/2018

The Chief of Staff presented the constitutional timetable for the forthcoming year and beyond and advised the Council that it would shortly be required to consider the make-up of all constitutional committees to be elected including those in new or changed sectors.

He further advised that the deadline for the Rules Conference amendments will be 3rd April 2015 so that the Council itself would have to consider any rule amendments on its own behalf no later than the March 2015 meeting.

The Chief of Staff further reminded the Council that proposals would be brought forward as to how the Sector Conferences scheduled for November 2015 should be organised.

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.131**

9.6 Correspondence including Resolutions continued/....

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

Ramadan – The resolution was submitted by the East Midlands Regional Committee and called on the Union to ensure all future Unite conferences do not take place

during Ramadan or any other major religious periods/festivals. In response, the resolution was supported in principle and the Chief of Staff expressed regret that it was not possible to move next year's Rules Conference to avoid a clash with Ramadan but promised that every effort would be made to accommodate the requirements of Muslim delegates and that after 2015 there would be no further clashes with Ramadan and, as far as is possible, any other major religious festivals.

Long Service Awards – The resolution was submitted by the NEY&H Regional Committee and called on the Union to give due consideration to allow for aggregated service to count for long service awards. 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.132**

7.3 Industrial Report – Transport & Food

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

The Assistant General Secretary referred to the industrial hub and supply chain organising, Policy Conference 2014, Labour Party National Policy Forum, Agricultural Wages Board, Industrial Developments, TTIP in Food, Drink & Agriculture Sectors and ITF Congress 2014.

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

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

HS2 – The resolution was submitted by the West Midlands Regional Committee and called on the Union to endorse the HS2 and encourage the line to be extended to include Stoke-on-Trent and the North. In response, the Council supported the resolution.

At the close of consideration, the Council

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

**Minute
No.133**

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.

A number of key policies for equality were agreed at the Policy Conference which have now been integrated into the Unite Equality Strategy 2014-17 including rights for union equality reps.

Important progress was made at the Labour National Policy Forum on advancing equality reps' rights, tackling all forms of discrimination and inequality, supporting fair pay, family rights and ending the attacks on equality rights by the ConDem government.

The Assistant General Secretary referred to equality monitoring and also the TUC equality audit which was launched at this year's conference.

The ITF Women Transport Workers Conference 2014 held during the ITF Congress set a plan for action. The ITF Women Transport Workers Action Plan 2014-2018,

part of the ITF 'Global crisis to global justice' strategy calls for organising women transport workers; the elimination of violence against women transport workers; tackling under-representation and developing women transport workers' leadership at all levels; and combatting the effects of the global crises on women transport workers worldwide.

The EHRC findings on the cleaning sector "The Invisible Workforce" report has exposed serious issues relating to dignity and respect, equality, pay, access to redress, working hours, safety, trade union rights, forced labour and outsourcing. A task force will now consider implementation.

The Unite BAEM Strategy and Assessment Centre previously agreed by the Executive Council are being taken forward. Following Collette Cork-Hurst leaving, 3 BAEM Regional Officers have been appointed as Acting National Officers who will each be responsible for BAEM Equality for 4 months.

An update was requested on the status of the motion from the National Women's Committee on training of members, officers and tutors regarding the discrimination and marginalisation that women still face. The General Secretary asked AGS Diana Holland to progress this.

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

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

No Shows at Conferences – The resolution was submitted by the North West Regional Committee and called on the Union to make known to a constituency that a member failed to show at a conference. In response, the resolution was referred back to the Region.

Civil Partnership – The resolution was submitted by the National LGBT Committee and called on the Union to adopt proposal outlined as Unite's position. 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 continued/....

**Minute
No.134**

9.10 Election of Replacement Committee Members

As a consequence of the resignation of EC member, John Sheridan, it was necessary for replacement committee members to be elected. The Council proceeded with the elections for the following committees:

Strike Pay Committee: Tom Murphy

Branch Reorganisation/Rule 6 Appeals Committee: Ivan Monckton

Finance & General Purposes Committee: Phil Entwistle

At the close of consideration, the Council

RESOLVED: "That the replacement committee members be elected in line with the preamble to this Minute."

**Minute
No.135** **9.4 Equalities Conferences 2015**

The proposed arrangements for the Equalities Conferences 2015 had previously been circulated to the Council and was verbally supplemented by Chief of Staff, Andrew Murray.

At the close of consideration, the Council

RESOLVED: “That the report be accepted.”

**Minute
No.136** **9.1 Sectoral Reorganisation**

The Chief of Staff introduced a report on Sector Reorganisation including the proposal to establish a new Sector for Private Sector Services based on membership transferred out of the GEMS Sector.

After discussion, the report was approved as amended below.

In reorganising sectors in 2013, the Executive Council made a commitment that work would continue to develop the General Engineering, Manufacturing and Servicing sector as a focussed manufacturing and engineering sector, transferring other members elsewhere. Discussions have since been held with both the lay leadership of GEMS and with the Assistant General Secretary responsible to give effect to this aspiration.

Most of the present GEMS membership comes from the former SGI sector, itself an amalgamation of much of the very different general sectors in the two legacy unions. Apart from having “inherited” members from a variety of trades, the sector suffered from a tendency to place any new members not immediately obviously in another sector into SGI.

A considerable number of members who would be better placed in other sectors have already been transferred out of GEMS (and SGI before it) into other Unite sectors. This work has continued up to date. Recent work on the membership data base has identified a further 9,000 members approximately who are being transferred to other industrial sectors.

In addition, the many thousands of members listed as “unknown” in terms of their employer and sector, previously placed in SGI for convenience only, have now been removed from the sector and accounted for separately.

However, there remain a large number of members in GEMS who have no real involvement in manufacturing/engineering or skilled industrial service work. These include workers in contract cleaning, care homes, office services, retail and leisure industries, catering, as well as the membership of the Communications Managers Association and smaller professional and managerial associations.

These members – at least 24,000 and perhaps more when every member is scrutinised – could form the basis of a new industrial sector covering Private Sector Services. There is presently no Unite sector which has a remit to cover such workers, unless they work in the Finance, Energy/Utilities or Construction & related industries. Yet this forms a huge part of the modern economy, including very large numbers of low-paid, migrant and exploited workers, many employed through agencies operating across different sectors. A new focused national industrial sector could give Unite enhanced organising opportunities in what have traditionally been difficult areas of the economy for trade unionism.

In addition to those members presently in GEMS, there are a number of members currently organised in other sectors, including FDT and CN4P, who might be better looked after in a new Private Sector Services industrial sector. However, transferring

such members to a new sector would have to be preceded by consultation with the existing sectors, and care taken not to disrupt stable industrial relationships, in Local Authorities for example.

It is therefore recommended that:

- 1) Unite form a new Private Sector Services sector (provisional name only) to cover the employees indicated above.
- 2) This sector to initially be based on non-manufacturing/industrial servicing members to be transferred from GEMS.
- 3) That additional members from other sectors may be transferred after consultation and agreement with the existing sectors affected including their lay leadership.
- 4) That proposals for a NISC and RISCs for the new sector be brought to the December meeting of the Executive Council, but that all members elected to existing GEMS NISC or RISCs but now transferred out have their position protected on the new committees.
- 5) That where the transferring out leads to significant gaps on GEMS RISCs, by-elections be organised.
- 6) That the General Secretary allocate a National Officer to service the new sector.
- 7) That Sister Brenda Pleasants, who would be transferred to the new sector, serve as its Executive Council member for the rest of the 2014-17 electoral period.
- 8) That a by-election be held for a new Council member for the GEMS sector (after the transfers discussed above the GEMS Sector would have a little over 60,000 members).

RAAW

The Executive Council agreed in September 2013 that the RAAW industrial sector should be kept under review to determining its future by the end of the 2012/15 electoral period. That work is continuing, and a decision will have to be made by the EC no later than June 2015. At present, the membership of the sector has shown a slight increase, and some of the Regional Industrial Sector Committees are being restored to a functioning state. In addition, work is being undertaken to identify organising possibilities within the sector. A further report will be made to the Council on the sector next year.

At the close of consideration, the Council, with the exception of the following members who abstained: Steve Hibbert, Mick Forbes, Davy Brockett, Dawn McAllister, Garry Hillier, Sharon Owens and Nigel Stott

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

**Minute
No.137**

9.6 Correspondence including Resolutions continued/....

The General Secretary reported that a resolution had been received from the South East Regional Committee seeking permission to name the new Regional Office in Slough 'Emily Wilding Davidson House'. He reminded the Council that it had previously taken a decision that no more requests to name Union premises after individuals would be entertained. He stated that with very rare exceptions, all Unite buildings should be designated "Unite House" if at all possible. He also reminded the Council that it was possible to name rooms or erect plaques in honour of particular individuals if that was the wish of the Regional Committee concerned. He added that he would be drawing this to the attention of the Regional Secretaries.

At the close of consideration, the Council

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

THIRD DAY, 17th SEPTEMBER 2014

IN THE CHAIR: Bro. T WOODHOUSE

7. INDUSTRIAL / EQUALITIES REPORTS continued/...**Minute
No.138****7.3 Industrial Report – Transport & Food continued/....**

Due to the absence of the relevant EC members during the previous report, further questions and comments relating to Road Transport were responded to.

At the close of consideration, the Council

RESOLVED: “That the report be accepted.”

10. FINANCE**Minute
No.139****10.1 Finance Report**

The General Secretary advised the Council that it had been the intention to present the 3-year Financial Strategy but as a consequence of Composite 43 being passed at the Policy Conference which committed the Union to introducing variable subscription rates, further work was required. The strategy will be presented to the December meeting of the Council.

The preliminary financial results for Unite overall in the second quarter of 2014 had been circulated to the Council and were verbally supplemented by the Director of Finance & Operations, Ed Sabisky.

Total Income amounted to £79.6 million in the first half of 2014, down £1.3 million versus the same period a year ago. Contribution Income increased slightly as the increase in membership subscriptions implemented 1st September 2013 more than offset by the loss of paying membership. However, as anticipated, due to the Jackson legislation, Legal Income has started to fall, down £1.1 million year on year.

Total Recurring Expenditure totalled £69.0 million in the first half of 2014 which was £1.3 million higher than last year. The increase was primarily due to the expenses of the Executive Council elections and Policy Conference. Spending on the National Organising Department was also up £1.0 million as additional Organisers were added and cars were provided to all Organisers (except Organisers in Training).

As a consequence, Unite recorded a surplus before Investment Income and Non-Recurring Items of £10.6 million in the first half of 2014 – a deterioration of £2.6 million versus the first half of 2013.

Investment Income amounted to £1.3 million in the first half of 2014- up £0.5 million versus last year due to the higher level of global stock markets. Non-Recurring Items (excluding Pension Deficit Reduction payments) amounted to a net expenditure of £1.7 million comprised principally of severance costs (£0.7 million) and the write-off of VAT on property refurbishment (£1.0 million). Non-Recurring Items were £2.0 million less than last year primarily due to the fact that the cost of voluntary redundancies and severances was down substantially. Importantly, we are starting to see some normal retirements.

Pension deficit recovery contributions totalled £6.0 million in the first half of 2014 (50% of the £12.1 million scheduled for the year) – the same as last year.

Taking everything into account, Unite posted an overall surplus of £4.2 million for the first half of 2014 – a result which was £0.1 million worse than last year.

Unite's liquid assets totalled £97.3 million as at 30th June 2014, up £5.0 million from year end 2013. This increase primarily reflected the £4.2 million surplus that the Union has run in the first six months of 2014 plus a slight increase in the market value of the Union's Marketable Securities.

From a balance of £29.7 million at the beginning of the year, the balance of the Dispute Fund has risen to £31.3 million as at 30th June 2014. This reflects inflows of £1,795,173 (the 2.5% diversion from Branch Administration) offset by Dispute Benefit payments totalling £243,209. Note that there has been no deduction of expenses/costs reflecting the EC's previous endorsement of the General Secretary's recommendation to this effect.

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.140**

10.2 Esher Place

The General Secretary updated the Council on the situation regarding Esher Place following the decision of the Bank of China to withdraw its offer to purchase the property. He emphasised that suggestions that the sale had been considered in order to support the Unite pension scheme were inappropriate in view of previous Executive decisions regarding funding of the scheme and he also advised the Council of the valuations received for Esher and the limitations on its use. He added that the use and management of Esher would be reviewed as part of the Union's continuing management of its property portfolio.

At the close of consideration, the Council

RESOLVED: "That the report be accepted."

11. LEGAL

**Minute
No.141**

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
- Unite Blacklisting Report
- Asbestos Report
- Holiday Pay Claims – Potential Claims for Underpayment
- Silverbeck Rymer Solicitors
- Unite Legal Department Accounts 2014
- Legal Cases of Significance
- CAC Applications
- Repudiation and Challenge Report

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.142**

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:

- Retention Policy and Procedure
- Credit Union Service
- Benevolent Fund
- Lottery

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.143**

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 have all workplaces identified with the region that they belong to and the employers project, workplace portal which is now complete and being fitted into retention strategy, branch websites and membership department structure.

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

At the close of consideration, the Council

RESOLVED: “That the report be accepted.”

8. DEPARTMENTAL REPORTS continued/....

**Minute
No.144**

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:

- Scottish Referendum
- Labour Party Conference – contemporary motions and fringes
- National Policy Forum
- Annual Report produced by the Labour Party
- Parliamentary Selections
- Wales
- Ireland
- Post Collins/Implementation Group

Questions and comments from members of the Council were responded to and the General Secretary reported on the National Policy Forum and the situation in relation to austerity and the trade unions.

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

Campaigning – Zero Hour Contracts – The resolution was submitted by the North West Regional Committee and called on the Union to incorporate into any campaign against zero hour contracts, guaranteed daily minimum hours. In response, the Council supported the resolution.

Removal of Benefit Support Structure for Youth – The resolution was submitted by the North West Regional Committee and called on the Union to campaign and target the Labour mandate re the removal of the benefit support structure for youth demographic. In response, the Council supported the resolution.

At the close of consideration, the Council

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

**Minute
No.145**

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**