



MINUTES AND RECORD
of the
EXECUTIVE COUNCIL
HELD AT UNITE HOUSE, HOLBORN, LONDON WC1
ON 9TH, 10TH, 11TH & 12TH MARCH 2015

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. D COLEMAN, J COOPER, G DEMPSEY, Sis. J DOUGLAS, J ELLIOT, Bros. P ENTWISTLE, M FORBES, A GREEN, S HIBBERT, G HILLIER, B HOLMES, A KHALIQ, B KNOWLES, M LYO, Sis. D McALLISTER, Bro. S McGOVERN, Sis. J McLEOD, Bros. J MITCHELL, T MITCHELL, Sis. T MOLONEY, Bros. I MONCKTON, F MORRIS, T MURPHY, J NEILL, Sis. 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. H TURNER, 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. B SIMPSON (Young Members' Observer)
Bro. P WISEMAN (Retired Members' Observer)

IN THE CHAIR: Bro. T WOODHOUSE

FIRST DAY, 9TH MARCH 2015

Minute
No.265**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
Lindsey Adams	Tuesday pm	TU Business
Kwasi Agyemang-Prempeh	Tuesday pm	TU Business
Davy Brockett	Weds & Thurs	TU Business
Paula Burr	Thursday pm	Medical Appt
Chris Cadman	All sessions	Holiday
Ged Dempsey	Thursday pm	TU Business
Mick Forbes	Monday pm	TU Business
Jas Gill	All sessions	Holiday
Wendy Gilligan	All sessions	Bereavement
Barry Knowles	Wednesday pm	TU Business
Mark Lyon	Tues, Weds & Thursday	TU Business
Dawn McAllister	Weds & Thursday	Women's TUC
Sean McGovern	Wednesday pm	TU Business
Jackie McLeod	Weds pm & Thursday	Women's TUC
Steve Miller	All sessions	Holiday
Tam Mitchell	Monday	Funeral
Kate Osborne	All sessions	TU Business
Sharon Owens	Monday pm	TU Business
Brenda Pleasants	Weds pm & Thursday	Women's TUC
Maggie Ryan	Weds pm & Thursday	Women's TUC
Jane Stewart	Mon, Tues, Weds (pm) Thurs	Women's TUC
Joyce Still	Weds pm & Thursday	Women's TUC
John Storey	Monday	Family business
Nigel Stott	Monday pm	TU Business
Jayne Taylor	Monday	Holiday
Mark Thomas	Thursday	TU Business
Agnes Tolmie	Weds am & Thursday	TU Business
Dave Williams	Monday	TU Business
Dennis Wilson	Wednesday	TU Business
Frank Wood	Thursday pm	TU Business

Having full appreciation of the circumstances as reported, the Council

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

2. ANNOUNCEMENTSMinute
No.266**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. W White	Retired Officer NEY&H	6.1.15
Bro. B Anderton	Former Amicus Officer North West	5.2.15
Bro. D Shoat	Retired Regional Secretary Scotland	14.2.15

Bro. D DeLacy Former EC Member 6.3.15
East Midlands

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.267**

3.1 Receipt of Minutes

The Minutes of the Meeting of the Executive Council held on 1st, 2nd, 3rd & 4th December 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.268**

3.1.1.1 Min.181 Affiliations/Subscription Renewals

A member of the Council sought an update on the exercise being undertaken to ascertain the amount of money the Union gives at all levels in affiliations/subscription renewals. In response, the General Secretary advised that the exercise is not yet complete but a report will be given to the next meeting of the Council.

At the close of consideration, the Council

RESOLVED: “That the report be accepted.”

**Minute
No.269**

3.1.1.2 Min.202 Financial Strategy

A member of the Council referred to the employee pay negotiations and sought an update on mileage allowances. In response, the General Secretary advised that a conclusion had not yet been reached and discussions were continuing.

At the close of consideration, the Council

RESOLVED: “That the report be accepted.”

**Minute
No.270**

3.1.1.3 Min.222 Dispute Benefit

A member of the Council enquired if the further guidance previously referred to was available. In response, the Chief of Staff advised that the guidance had not been prepared but would be worked on as rapidly as possible.

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 1st, 2nd, 3rd & 4th December 2014 be adopted.”

**Minute
No.271**

3.2 Receipt of Minutes

The Minutes of the Special Meeting of the Executive Council held on 29th January 2015 were duly submitted.

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

RESOLVED: “That the Minutes of the Special Meeting of the Executive Council held on 29th January 2015 be adopted.”

4. FINANCE & GENERAL PURPOSES COMMITTEE

**Minute
No.272**

4.1 Receipt of Minutes

The Minutes of the Finance & General Purposes Committee held on 15th January 2015 were duly submitted.

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

RESOLVED: “That the Minutes of the Finance & General Purposes Committee held on 15th January 2015 be adopted.”

**Minute
No.273**

4.2 Receipt of Minutes

The Minutes of the Finance & General Purposes Committee held on 12th February 2015 were duly submitted.

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

RESOLVED: “That the Minutes of the Finance & General Purposes Committee held on 12th February 2015 be noted.”

5. REPORT OF THE GENERAL SECRETARY

**Minute
No.274**

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 reported that he had been invited to join the editorial conference and be guest speaker at the Daily Mirror. Every Wednesday, a column sponsored by Unite on “Real Britain” appears in the newspaper and there is a current promotion available to Union members.

The General Secretary referred to the London bus strikes during which he had attended a number of picket lines. The strikes that have taken place so far have been well supported and have resulted in discussions taking place with the contractors and TfL. The Council will be kept updated on developments.

Reference was made to the All-Officers and Organisers conference that had taken place in Birmingham in January where the General Secretary had given the key note address.

The General Secretary referred to his attendance at the Workers Uniting Steering Committee meeting that had been held in London and commented on the good work being undertaken.

The General Secretary reported that he had been a speaker at a Doncaster geographical branch open meeting and had also been a speaker at the Sheffield Trade Union Council AGM.

The General Secretary referred to the work being undertaken by the Political Department and the number of meetings he had attended on the political front. He also outlined the Workplace Champions campaign that had been launched for the General Election.

The General Secretary referred to his attendance at the UNI World Congress that had taken place in Cape Town, South Africa in December.

The General Secretary highlighted the regular meetings on administrative matters and in preparation for the Rules Conference.

The General Secretary referred to the Assessment Centre for Officers and advised the Council that a document would be distributed for discussion later in the course of the meeting which will explain how the assessment centre will work.

Reference was made to the Yorkshire Ambulance Service dispute which has now been concluded and the Union has regained recognition.

The General Secretary highlighted meetings he had attended in relation to Hinckley Point and Heathrow Airport.

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

At the close of consideration, the Council

RESOLVED: "That the report be accepted."

9. CONSTITUTION & ADMINISTRATION

**Minute
No.275**

9.2 Scheme of Representation – TUC Congress 2016 & 2017

A document detailing the delegation for the TUC Congress 2016 and 2017 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.276**

9.8 Application for National Branches

A document detailing applications to form national branches from the Engineer Surveyors' Section and British Gas Electrical Services had previously been circulated to the Council and was verbally supplemented by Assistant Chief of Staff, Adrian Weir.

At the close of consideration, the Council

RESOLVED: "That the report be endorsed."

**Minute
No.277**

9.9 Survey Results: National Industrial Sector Conferences

A detailed report on the results of the survey on National Industrial Sector Conferences that had been carried out between 1st September 2014 and 3rd November 2014 had previously been circulated to the Council and was verbally supplemented by Assistant Chief of Staff, Adrian Weir.

At the close of consideration, the Council

RESOLVED: "That the report be endorsed."

7. INDUSTRIAL / EQUALITIES REPORTS

Minute
No.278

7.1 Industrial Report – Manufacturing Sector

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, oil industry, automotive organising, graphical sector and ITV dispute.

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

At the close of consideration, the Council

RESOLVED: “That the report be accepted.”

9. CONSTITUTION & ADMINISTRATION continued/....

Minute
No.279

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:

London & Eastern

- Regional Officer Banso Loi

East Midlands

- Regional Officer Scott Lennon

Scotland

- Regional Co-ordinating Officer Gordon Casey
- Regional Officer John Boland

North West

- Regional Officer Pat Coyne
Michael Gaskell

West Midlands

- Regional Officer Zoe Mayou
Matthew Jones

At the close of consideration, the Council

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

Minute
No.280

9.1 Eligibility to Hold Office

The Chief of Staff introduced a document relating to the eligibility of Sis. Dawn McAllister and Bro. Mark Lyon to hold office.

Following discussion, it was unanimously agreed that Bro. Mark Lyon was eligible to hold lay office.

Sister McAllister briefly addressed the Council and then left the Council Chamber. Following a further debate, it was agreed, with the following absentions: Steve Hibbert, Mark Thomas, Mark Wood, Danny Coleman, Agnes Tolmie, Paul Welsh and Howard Turner, that Sis. Dawn McAllister was eligible to hold office and therefore remain a member of the Executive Council.

At the close of consideration, the Council

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

**Minute
No.281**

9.3 Constitutional Committees 2015/2018

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

Proposals contained in the report are for National Industrial Sector Committees, Young Members and proposals for RISCs from 6 Regions. Further proposals will be brought to the June meeting of the Executive Council.

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

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

Increase to the number of Passenger RISC delegates – The resolution was submitted by the Passenger NISC and subsequently withdrawn.

Elected Deputies to NISCs from the RISCs – The resolution was submitted by the Passenger NISC and called for a constitutional change to allow elected deputies from RISC to attend NISC. In response, the Council supported the resolution.

Quorum at Meetings – The resolution was submitted by the Building, Construction & Allied Trades NISC and called for a change to standing orders that the NISC or RISC shall be quorate when 30%+1 are present. The resolution was withdrawn.

Submitting Motions – The resolution was submitted by the National Retired Members Committee and called for the opportunity to submit motions and attend the Policy and Rules Conferences. In response, the Council agreed to leave the matter to the forthcoming Rules Conference.

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.282**

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 Building Union Organisation in Transport & Food Sectors; Health & Safety – A Major Priority for Transport & Food Sectors; Settlement Reached in Tesco-Stobart Doncaster Dispute; Action for Buses – A Political as well as an Industrial Issue; Intercontinental Hotel Group, Access and Living Wage; Transport Matters; Migrant Domestic Workers – Government Loses Vote in House of Lords and Food & Agriculture Strategy – Safe and Fair Global Supply Chain.

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**8.2 International Report****Minute
No.283****8.2.1 Miami 5**

Tony Woodley updated the Council regarding the Miami 5 and outlined what had taken place over the last 8 years. A video relating to the release and homecoming of the Miami 5 was shown to the Council.

The General Secretary supplemented the report and expressed thanks and pride on behalf of himself and the Union to Tony Woodley for the role he has played in this campaign.

At the close of consideration, the Council

RESOLVED: “That the report be endorsed.”

SECOND DAY, 10TH MARCH 2015

IN THE CHAIR: Bro. T WOODHOUSE

7. INDUSTRIAL / EQUALITIES REPORTS continued/....**Minute
No.284****7.3 Industrial Report – Transport & Food continued/....**

Further questions and comments regarding Road Transport Commercial, Logistics & Retail Distribution were responded to.

At the close of consideration, the Council

RESOLVED: “That the report be accepted.”

**Minute
No.285****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.

The Assistant General Secretary referred to International Women’s Day and the Unite Equalities Conferences that will take place next week in Eastbourne with the theme “Making a Difference.”

In line with Policy Conference and National Equalities Conferences decisions, the Unite Equality Manifesto leaflet has now been produced and is available online and in hard copy. The manifesto is about ensuring that equality is a central part of the agenda at the General Election.

Unite is centrally involved in the Woman to Woman Deputy Leader’s tour and the Equality Alliance tour ensuring all are involved, equality issues are raised, voter registration and aiming to ensure more women, BAEM, disabled and LGBT people vote.

A number of motions have raised the importance of equality being implemented throughout the union and it has been agreed that a report to the Equalities Conferences will cover implementation agreed and planned.

As previously reported, the Deaf Awareness training is being rolled out in the Union.

A survey was issued to 34,000 BAEM members to gather data on issues, aspirations and understanding of Unite structures. The response rate is good but the survey is not yet complete. Results will be passed to the Regions to link up and follow up.

The Assistant General Secretary referred to new rights regarding shared parental leave, TUC report on women and casualization and the Snowy White Peaks launch.

Reference was also made to Kaleidoscope, an international organisation for LGBT rights.

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

At the close of consideration, the Council

RESOLVED: "That the report be accepted."

6. STRATEGY FOR GROWTH

**Minute
No.286**

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.

A further document detailing the impact of 100% Campaigns on Unite Membership had also been circulated to the Council and supplemented in detail by the Executive Officer.

The 100% Campaign field strategy was implemented in 2011. Its purpose was to get as close to 100% membership, in every Unite recognition agreement, to ensure every workplace was industrial action ready with the necessary representative structures in place before exit.

The 100% Campaign field strategy has now been running for over three years and it is right to ask what the impact of the strategy has been and whether it can be proven that the impact has been beneficial to Unite by bringing in and retaining more new members.

The remit of the study was to determine the impact of 100% by posing the following questions:

1. Does the introduction of a 100% campaign produce a significant increase in members joining in these campaigns?
2. Is it proven that once a 100% campaign is operating, membership in these workplaces move significantly (i.e. than the membership in the same workplaces before the campaign started)?
3. Are 100% campaigns generally effective – or are just a few campaigns very effective, with the majority not effective at all?
4. Are 100% campaigns qualitatively as well as quantitatively successful – is it more likely that the members recruited through 100% will be retained?

To answer these questions, the report analyses membership statistics from the Union's membership system to determine total joiners and leavers introduced by 100% and non-100% areas over the period covering 2011 to 2014.

All 1,670 campaigns on the 100% system have been looked at in the following way:

- Membership activity in the 90 days leading up to the start of the campaign?
- Membership activity in the 90 days after the campaign started?

A summary of key findings are as follows:

1. 100% Campaigns deliver a measurable increase in members joining, compared to other means.
2. The majority of 100% Campaigns are shown to increase membership significantly after the start of the 100% Campaigns.
3. 100% Campaigns are effective in small and average size workplaces as well as in large workplaces.
4. Members recruited by 100% Campaigns are more likely to be retained.

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.287**

6.2 Leverage Report

Detailed documentation had been circulated to the Council and was verbally supplemented by the Executive Officer, Sharon Graham.

The Executive Officer gave a detailed update on the leverage campaign used in the Yorkshire Ambulance Service dispute which had now been concluded.

The Executive Officer updated the Council on the progress of the NHS leverage campaign and referred to detailed documentation in highlighting the campaigns and activities that have taken place since December.

The Council received the reports with enthusiasm and questions and comments were responded to.

At the close of consideration, the Council

RESOLVED: "That the report be accepted."

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

**Minute
No.288**

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 NUM UK Coal Campaign, campaigns in defence of quality youth services; 'Relay for Rights'; CYW&NfP; pay negotiations in private sector; Finance Sector; Council Jobs; NHS membership consultation on pay and Blacklisting.

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

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

Transfer of Social Care Members from CYW&NfP Sector – The resolution was submitted by the CYW&NfP NISC and called on the Union to consult with the NISC before any transfer of membership occurs. 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.289**

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 had undertaken, highlighting funding and the number of reps attending courses through the Unite programme.

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.290**

8.3.1 Minutes of the EC Education Sub-Committee

The Minutes of the EC Education Sub-Committee held on 5th February 2015 had previously been circulated to the Council.

At the close of consideration, the Council

RESOLVED: “That the Minutes be noted.”

**Minute
No.291**

8.1 Political Report

A separate written report on political activities had been circulated to the Council and was verbally supplemented by Assistant General Secretary, Steve Turner in the absence of the Political Director, Jennie Formby due to a family bereavement.

The Assistant General Secretary covered the following areas:

- General Election
- TULO key seats campaign
- Voter Registration
- Parliamentary Selections
- Parliamentary activities
- Overseas Domestic Workers Visa

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

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

Unite Against Fracking - The resolution was submitted by the CYW&NfP NISC and called on the Union to oppose the development of fracking in Britain. In response, the Council supported the resolution.

Devolution Greater Manchester – The resolution was submitted by the Local Authority NISC and called on the Union to support and respond against the imposition of devolved powers for Greater Manchester. In response, the Council supported the resolution.

Parliamentary Rise – The resolution was submitted by the GPM & IT NISC and was subsequently withdrawn.

The General Secretary updated the Council on discussions continuing with the Labour Party on policy questions. He also advised that he did not wish to make a recommendation for a further donation to the Party's election fund in addition to the £3 million already given at this stage but he would conduct a telephone or e-mail poll of EC members when he felt in a position to make such a recommendation.

At the close of consideration, the Council

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

**Minute
No.292**

8.4 Report of AGS Steve Turner

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

The Assistant General Secretary referred to ‘Decent Work Zones’ and ‘Decent Work’ strategy; Young Members; Community membership and regional activities and renaming the ‘Pieter Schelte’.

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

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

Unite Community Branches and Centres – The resolution was submitted by the CYW&NfP NISC and called on the Union to develop a national strategy to fund test cases in social security law. In response, the Council agreed to leave the resolution on the table pending further discussion with the Legal Director.

Young Members representation at Rules Conference 2015 – The resolution was submitted by the National Young Members’ Committee and was subsequently withdrawn.

At the close of consideration, the Council

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

THIRD DAY, 11TH MARCH 2015

IN THE CHAIR: Bro. T WOODHOUSE

8. DEPARTMENTAL REPORTS continued/.....

**Minute
No.293**

8.2 International Report continued/.....

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

The election of the radical left Syriza party in Greece has rocked the current austerity approach of the European Commission and Eurozone governments. Although the troika and German governments are trying to resist any change of approach, eyes are focusing on the Spanish local elections due in May and the national election due in November, with the new 'Podemos' anti-austerity party currently ahead in the polls.

The European TUC is due to have a Congress later this year and tensions over the future General Secretary are rising. Interestingly support for the German DGB candidate is coming from unions in countries that are not badly affected by austerity – the Nordics, Germany, Austria and the Netherlands, while support for the Italian UIL candidate is coming from the southern austerity hit countries – Spain, Italy, Portugal, France, Poland and the UK. The candidate from Italy has now got the endorsement of the Executive. Unite played a key role in defining the TUC position and has made it clear that the agenda of the ETUC going forward must be to lead the battle against the Commission's austerity approach.

The situation in the Ukraine remains very tense with a fragile cease-fire having been reached, however there is now a commitment to send 75 UK military personnel for 'training and logistical support'. The situation in the Middle East also remains extremely unstable and explosive and concern exists as to whether Western forces may again be used.

Work in Global and European Federations continues with the main focus in this period being the moves to refocus and reorganise IndustriALL-Europe and global in advance of the coming Congresses in 2016. Unite has been playing a central role in this process. BWI are beginning an interesting campaign to raise awareness about the plight of construction workers in Qatar working on the 2020 World Cup stadia which Unite will support and take part in.

EC member John Storey will be working for the IUF for a short period to research organising targets in the food and fragrance sector. Following discussions with the Equalities department, the International department is examining the possibility of organising a European conference for BAEM members.

The Workers Uniting Steering Committee took place in London in February. The Committee discussed the political situations in all four of the Workers Uniting countries – UK, Ireland, Canada and US – with particular emphasis on the coming UK General Election and Canadian election.

It was agreed that the next Workers Uniting Congress will take place in Birmingham, Alabama around the USW's Civil Rights conference in October 2015.

The International Director referred to the dispute in Glencore, the US oil dispute and a statement issued on TTIP.

With reference to EWC's, the International Director highlighted HSBC, Manpower, IAG, GKN, Alstom GE, BMW, Siemens and Total.

In referring to Cuba, the Council were advised that around 12 young members are due to take part in the annual Youth Brigade activities and a small delegation will take part in the May Day celebrations.

With reference to Palestine, following a recommendation of the International Committee, the F&GPC agreed to finance a Director's position for the organisation of Labour Friends of Palestine and the Middle East (LFPME). Unite will encourage other unions and organisations to make contributions to LFPME.

A brief reference to Venezuela was made, highlighting the current situation with the US who have announced sanctions on the government.

An event organised by the All Party Group on Conflict, the Parliamentary Friends of Colombia and Justice for Colombia had taken place last evening in Parliament and negotiators of the FARC and the Colombian Government had been invited to discuss the progress of the peace talks. This was the first time that the FARC had spoken to a public audience in Britain and it is a big step in building international support for the peace process.

The Council were advised that Huber Ballesteros, the imprisoned Vice General Secretary of Unite's sister union FENSUAGRO, had been nominated for the Silver Rose award. The award is organised each year by Solidar and is awarded to individuals and/or organisations whose extraordinary struggles contribute greatly to social justice and solidarity throughout the world. A short filmed message of thanks from Huber Ballesteros was shown to the Council.

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

The International Director presented the report on the Unite delegation visit to South Africa and outlined the main observations and findings contained in the report. Members of the Council asked questions and made observations on the report and indicated follow-up areas of work for the Union in relation to its solidarity with the South African trade union movement.

The International Director further introduced a report on the situation in Egypt pursuant to the motion passed at the Policy Conference on the issue. The Chief of Staff and the General Secretary commended Simon Dubbins and Clare Baker for the work done on preparing a very informative and well presented document.

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

Solidarity with Syriza – The resolution was submitted by the National Young Members' Committee and called on the Union to support Syriza in their aim to transform Greece for the benefit of working people. In response, the Council supported the resolution.

At the close of consideration, the Council

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

9. CONSTITUTION & ADMINISTRATION continued/....**Minute
No.294****9.6 Officer Assessment Centre**

The Chief of Staff introduced Barbara Kielim to the Council as the new Head of HR, replacing Tony Ayres who is returning to retirement.

A document detailing the Officer Assessment Centre process had previously been circulated to the Council and was verbally supplemented by the General Secretary.

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

The General Secretary then paid tribute to Tony Ayres and thanked him for his personal assistance which was greatly valued and also for his service to not only Unite but the predecessor unions and wished him well in retirement.

At the close of consideration, the Council

RESOLVED: "That the report be endorsed."

8. DEPARTMENTAL REPORTS continued/....**8.2 International Report continued/...****Minute
No.295****8.2.2 Los Mineros**

The General Secretary introduced Napoleon Gomez, the President and General Secretary of Los Mineros, the Mexican Mine and Steelworkers Union, who has been in exile for 9 years from Mexico. Mr Gomez then addressed the Council, giving a detailed background on how the conflict began and on the situation of the working class in Mexico. He further expressed strong appreciation of the solidarity shown by Unite for him and his union in the struggle for justice.

The Council received the report with enthusiasm and gave Mr Gomez a standing ovation.

RESOLVED: "That the report be accepted."

11. LEGAL**Minute
No.296****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
- Holiday Pay
- Update on Blacklisting Cases
- Regional Legal Officers
- Update on Legislation
- Unite Legal Department Accounts 2015
- Legal Cases of Significance
- Personal Injury, Employment & Tribunal Case Statistics
- CAC Applications
- Industrial Dispute Report
- 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.297**

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:

- Membership initiatives
- Retired Members
- Lapsed Members
- Member gets Member
- Credit Union Service
- Unite for Jobs
- Unite Debt Management
- Benevolent Fund

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

At the close of consideration, the Council

RESOLVED: “That the report be accepted.”

**Minute
No.298**

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 in relation to the retention project and workplace and branch portals.

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

At the close of consideration, the Council

RESOLVED: “That the report be accepted.”

9. CONSTITUTION & ADMINISTRATION continued/....

**Minute
No.299**

9.10 Substitute Delegates on National Industrial Sector, National Equalities and Regional Committees

Following previous discussion, a proposal to ensure that all constituencies have cover at meetings of senior constitutional committees was put to the Council.

In the Autumn of 2015 Unite will be reconstituting its National Industrial Sector, National Equalities and Regional Committees for the coming triennial electoral period; each committee made up of named delegates from Regional Industrial Sector Committees, Regional Equalities Committees and, as appropriate, Area Activist Committees.

To deal with the unavoidable absence of committee members due to, for example, holidays or shift patterns, it is proposed that in the Autumn, in addition to the named

delegates elected to the National Industrial Sector, National Equalities and Regional Committees, there should be a single named substitute delegate also elected who could provide cover if any of the named primary delegates were unable to attend the meeting of the committee. In other words, it will not be necessary to elect substitutes for all of the delegates, just a single substitute who can cover for the delegation.

The procedure will be that if any primary delegate is unable to attend a meeting of the committee, s/he should advise the National Officer/Regional Secretary; the appropriate officer should then invite the substitute to attend the committee meeting. There should be no informal system whereby the non-attendee contacts the substitute and asks them to cover the meeting.

This proposal should ensure that a constituency always has at least one delegate representing its interests at all meetings of the senior constitutional committees.

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

The proposal was then put to the vote of the Council:

For

Lindsey Adams
 Kwasi Agyemang-Prempah
 Julian Allam
 Richard Allday
 Tracey Ashworth
 Dick Banks
 David Bowyer
 Paula Burr
 John Cooper
 Ged Dempsey
 Jenny Douglas
 Jennifer Elliot
 Andy Green
 Garry Hillier
 Brian Holmes
 Ansaar Khaliq
 James Mitchell
 Tam Mitchell
 Therese Moloney
 Ivan Monckton
 Frank Morris
 Tom Murphy
 Jimmy Neill
 Simon Rosenthal
 June Shepherd
 Ken Smith
 John Storey
 Francesca Sullivan
 Mohammed Taj
 Jayne Taylor
 Agnes Tolmie
 Dave Williams
 Frank Wood
 Mark Wood
 Tony Woodhouse

35

Against

Mick Forbes
 Steve Hibbert
 Nigel Stott
 Mark Thomas
 Howard Turner
 Paul Welsh

6

At the close of consideration, the Council

RESOLVED: "That the proposal be adopted."

**Minute
No.300**

9.4 Rules Conference 2015: Executive Officer Proposals for Rule Amendments

The Assistant Chief of Staff presented a number of proposed Rule Amendments on behalf of the Executive Officers. The General Secretary and Chief of Staff supplemented his introduction on some rules and Council members expressed their own views.

Consequential upon the withdrawal of the proposed new Rule 8.5, other proposed amendments submitted by the Executive Officers were also altered to withdraw the reference to Area Activist Committees.

After consideration, the Council took the following decisions:

Rule	Amendment	Decision	Against
1	Clause 1.2	Agreed	
2	Clause 2.1	Agreed	
3	Clause 3.2 Clause 3.3	Agreed Agreed	
4	Clause 4.1	Agreed	
6	Clause 6.1 Clause 6.2 Line 1	Agreed Agreed	S Hibbert, M Wood, T Mitchell, P Entwistle

FOURTH DAY, 12TH MARCH 2015

IN THE CHAIR: Bro. T WOODHOUSE

9. CONSTITUTION & ADMINISTRATION continued/....

9.4 Rules Conference 2015: Executive Officer Proposals for Rule Amendments continued/.....

Rule	Amendment	Decision	Against
6	Clause 6.2 Lines 4/5	Agreed	
6	Clause 6.3	Agreed	
7	Clause 7.4 Clause 7.8	Agreed Agreed	
8	Clause 8.2 Clause 8.5 (new)	Agreed Withdrawn	

9	Clause 9.1 Clause 9.2 Clause 9.4 Clause 9.6 (new) Clause 9.7 (new)	Agreed Agreed Agreed Agreed Agreed	
10	Clause 10.1 Clause 10.2 Clause 10.5 Clause 10.6 Clause 10.7 Clause 10.8 Clause 10.10 Clause 10.11	Agreed Agreed Agreed Withdrawn Withdrawn Agreed Agreed Withdrawn	
11	Clause 11.4 Clause 11.5 (new) Clause 11.5 (old) Clause 11.6 (old)	Agreed Agreed Agreed Agreed	
12	Clause 12.1 Clause 12.4.1 Clause 12.6 Clause 12.10 Clause 12.10.1 (new)	Agreed Agreed Withdrawn Agreed Agreed	
13	Clause 13.1 Clause 13.8 Clause 13.12 Clause 13.12.1	Agreed Withdrawn Agreed Agreed	
14	Clause 14.1.1 Clause 14.2.1 Clause 14.2.2 Clause 14.2.3	Agreed Withdrawn Agreed Withdrawn	
15	Clause 15.1	Agreed	
16	Clause 16.7 Clause 16.8 Clause 16.9 Clause 16.10 Clause 16.11 Clause 16.12 Line 4 Clause 16.20 (new) Clause 16.20 (old) Clause 16.22 (old) Clause 16.32 (new)	Agreed Agreed Agreed Agreed Withdrawn Agreed Agreed Agreed Agreed Agreed	T Mitchell
17	Clause 17.1 Clause 17.5 Clause 17.8	Agreed Agreed Agreed	
18	Clause 18.1	Agreed	
19	Clause 19.4	Agreed	

22	Clause 22.5 Clause 22.7	Agreed Agreed
27	Clause 27.6 Clause 27.6.2 Clause 27.7.4	Agreed Agreed To be reworded
	Clause 27.7.5 to Clause 27.7.10 Clause 27.8	Agreed Agreed
30	Complete rewrite	Agreed

New Rule: Community/Student Members - Agreed

At the close of consideration, the Council

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

10. FINANCE

Minute
No.301

10.1 Finance Report

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

As an overall assessment, the preliminary financial picture for Unite for 2014 was satisfactory – on track with the three year financial plan although not as positive as 2013.

As noted previously, the second financial storm, the decline of Legal Income, has started to impact the results. We have weathered the storm of the last pension valuation and cut non-front line costs to a level where the £12.3 million annual pension deficit reduction contributions (including the Republic of Ireland) can be met out of operating income. Legal Income, which peaked at £11.3 million in 2013, fell to £8.4 million in 2014 and will continue to fall in coming years. As Unite would be in deficit without this income, the need to keep spending on non-frontline costs in check as well as the necessity of finding further savings is clear.

Total Income amounted to £162.5 million on a preliminary basis in 2014 – an improvement of £1.2 million versus 2013.

Contribution Income (excluding Driver Care) increased by £5.0 million or by 3.4% versus 2013. As member subscription rates were increased by about 4%, this implies that paying membership fell by around 0.5%. Versus prior years when paying membership was falling by 3-4% per year, this is an excellent result (and slightly better than the 1% decline assumed in the Financial Strategy). Legal Income, as noted above, fell by £2.9 million. Driver Care income and Affinity/sundry income also fell somewhat.

Total Recurring Expenditure totalled £141.5 million on a preliminary basis in 2014 – representing an increase expenditure of £1.8 million versus last year.

As a consequence, Unite recorded a surplus before Investment Income and Non-Recurring Items of £21.0 million on a preliminary basis in 2014 – a deterioration of £0.6 million versus 2013.

Investment Income amounted to £2.2 million in 2014, down £0.5 million versus a year ago. Non-Recurring Items excluding Pension Deficit Reduction Contributions

amounted to £6.3 million on a preliminary basis in 2014 - £1.5 million higher compared with last year. Included within the Non-Recurring Items were £1.4 million of employee severance, £1.9 million of VAT write-offs on property purchase and refurbishment and £1.9 million on property write downs.

Unite achieved a surplus prior to Pension Deficit Reduction Contributions of £16.9 million in 2014 – a result which was £2.6 million worse than last year.

Pension Deficit Reduction Contributions totalled £13.1 million in 2014 - £1.0 million more than 2013. This increase was due to the agreement of an identical settlement as in the UK with the Republic of Ireland trustees. Under the Deficit Recovery Plans agreed with the two sets of Trustees (UK and ROI), these contributions will be £12.3 million through 2024.

Taking everything into account, Unite posted an overall surplus of £3.8 million on a preliminary basis in 2014 – a result which was £3.6 million worse than last year. The result means that the Union remains on track with its three year financial plan.

Unite's liquid assets amounted to £101.1 million as at 31st December 2014 – up by £8.8 million versus year end 2013. The £8.8 million increase was the result of a combination of (1) the positive operating results of the Union during the year; (2) plus the receipts from property sales; (3) offset by capital spending on property purchase and refurbishment. Going forward, the Union should continue to benefit from being able to sell some of its surplus properties. For example, the conditional sale of Hayes Court was completed in January 2015 which will positively impact cash in Quarter 1 2015. As a negative (to the liquid asset position), the national education/training facility, conference centre and Regional Office in Birmingham will absorb liquid assets.

From a starting balance of £29.7 million at the beginning of 2014, the balance of the Dispute Fund has risen to £32.0 million as at 31st December 2014. This reflects inflows of £3,659,963 (the 2.5% diversion from Branch Administration) offset by Dispute Benefit payments totalling £1,369,639. 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.

In response to a previous request from the Council for an update on developments at Eastbourne from a financial perspective, the Director of Finance & Operations reported on the progress that has been made whereby the ongoing deficit has been slashed from £0.9 million in 2013 to only £0.1 million in 2014. The facility is budgeted to break into surplus in 2015 and improve significantly again in 2016.

Following discussion at the December meeting of the Council, an amendment was requested to the Financial Strategy Report in the definition of Low Pay. The amendment had previously been circulated to the Council and ratification was now sought of the following change:

Original wording:

- A new low pay subscription scale for members be established for members whose (a) basic hourly pay is below the Living Wage (currently £7.85 per hour out of London and £9.15 in London) or (b) aggregate P60 earnings (across all employers) are less than £15,000 per year (indexed annually).

New wording:

- A new low pay subscription scale for members be established for members whose (a) basic hourly pay is below the Living Wage (currently £7.85 per hour out of London and £9.15 in London) and whose normal weekly net earnings are below £300 or (b) aggregate P60 earnings (across all employers) are less than £15,000 per year (indexed annually).

With reference to lay member expenses, the Director of Finance & Operations reported on the outcome of the exercise conducted whereby the provision of receipts was required for meetings held in December 2014 which had failed the test. As a consequence, it is recommended that, in common with Officers, Staff and Organisers, the Union apply the HMRC benchmark subsistence rates for lay members.

The recommended new range of allowances, which would replace the current £16 daily/£35 overnight allowances and the circumstances in which they could be claimed are as follows:

1. Breakfast allowance - £5. This would apply when lay members leave home before 6 am on Union business (but not travelling to their normal place of employment) and breakfast is not provided or otherwise paid for by the Union.
2. One meal allowance - £5. This would apply when lay members are away from home (and away from their normal place of employment) on Union business for a period of at least 5 hours and no meal is provided by the Union. Note: if they qualify, members could claim both the breakfast allowance and the one meal allowance (i.e. £10 in total).
3. Two meal allowance - £10. This would apply when lay members are away from home (and away from their normal place of employment) on Union business for a period of at least 10 hours and no meal is provided by the Union. Note: if they qualify, members could claim both the breakfast allowance and the two meal allowance (i.e. £15 in total) but cannot claim both the one meal and the two meal allowance.
4. Late evening meal allowance - £15. This would apply when lay members are away from home (and away from their normal place of employment) on Union business and do not arrive home before 8 pm and a late evening meal is not provided by the Union. Note: if they qualify, members could claim the late evening meal allowance and either the two meal allowance, the one meal allowance or the one meal allowance and the breakfast allowance or up to a maximum of £25 in total.
5. Overnight incidental expense allowance - £5. A lay member who stays overnight on Union business could claim this allowance for each night away from home.

The established arrangement whereby the Union arranges and pays for bed and breakfast accommodation for overnight stays would continue unchanged. The £50 overnight international allowance would also remain unchanged.

Questions and comments from members of the Council were responded to and following discussion it was agreed that the new regime would come into effect for all meetings held on or after 1st May 2015. The General Secretary also advised that further costings would be done with a view to increasing the mileage allowance.

At the close of consideration, the Council

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

**Minute
No.302**

10.2 Property Report

A detailed written report had previously been circulated to the Council and was verbally supplemented by the Director of Finance & Operations who highlighted the up-to-date position regarding the National Education/Training facility, conference centre and West Midlands Regional Office in Birmingham.

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

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

Subscription Rate Changes – The resolution was submitted by the Local Authority NISC and called on the Union to carry out an Equality Impact Assessment to assess the disproportionate impact these changes will have on women members. In response, the General Secretary reminded the Council that the decision on subscription rates had been taken by the Council itself after detailed consideration. He further advised that the legal view was there was no discrimination in the low rate of pay and the Legal Director's opinion on this was conveyed to the Council. He reminded the Council of the proposal for the gradual phasing out of the part time rate over the next 5 years but added that this and other aspects of the increases could be reviewed without the fundamental decision being reversed. He added that in future, matters of subscription rates should not be allowed to become subject to decision of Policy Conference. The Council supported the resolution in line with the General Secretary's remarks.

Subscription Rate for Part-Time Workers – The resolution was submitted by the FDT NISC and called on the Union to reconsider the removal of the part-time rate. In response, the Council supported the resolution in line with the General Secretary's previous remarks.

Unite Expenses Policy – The resolution was submitted by the London & Eastern Regional Committee and called on the Union to make the necessary changes to loss of pay arrangements to ensure no members are out of pocket. In response, the General Secretary advised the Council that the proposal was impractical and open to abuse. In the light of his remarks, the resolution fell.

Cost of Convalescence at the Eastbourne Centre – The resolution was submitted by the Scottish Regional Committee and called on the Union to reinstate the discounted rates for retired members. In response, the Director of Finance & Operations advised that the resolution was inaccurate in relation to convalescence as a member benefit and retired members rate. In the light of his remarks, the resolution fell.

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/....

8.1 Political Report continued/....

**Minute
No.303**

8.1.1 Labour Party Conference – EC delegates

The Council proceeded with the election of EC members to attend the annual Labour Party Conference 2015.

At the close of consideration, the Council

RESOLVED: “That the following EC members be appointed to attend the Labour Party Conference 2015: Dennis Wilson, Dawn McAllister, Brenda Pleasants and Joyce Still.”

9. CONSTITUTION & ADMINISTRATION continued/....

**Minute
No.304**

9.11 Executive Council By-Election – Returning Officer's Report

The Chief of Staff advised the Council that the deadline for receipt of nominations for the London & Eastern Region constituency seat to be filled by a woman and the Health Sector seat to be filled by a woman closed on Friday 6th March 2015. At the

close of nominations there was one eligible candidate in each constituency who received the required number of nominations to make their candidacy valid.

The eligible nominees were:

London & Eastern Region seat to be filled by a woman – Suzanne Muna, Branch LE/1111 Housing Workers Branch

Health Sector seat to be filled by a woman – Jasmin Suraya, Branch LE/0042M North London Health.

It will not be necessary therefore to proceed to a ballot of members and these candidates will be declared elected.

At the close of consideration, the Council

RESOLVED: “That the report be adopted.”

8. DEPARTMENTAL REPORTS continued/.....

**Minute
No.305**

8.2 International Report continued/....

The General Secretary referred to the Workers Uniting Steering Committee and advised the Council that as there was not a representative from the GPM & IT Sector on the Steering Committee, he was proposing that EC member, Tom Murphy be elected.

At the close of consideration, the Council

RESOLVED: “That Tom Murphy be elected on to the Workers Uniting Steering Committee.”

12. ANY OTHER BUSINESS

**Minute
No.306**

12.1 Hotel Accommodation

A member of the Council drew attention to the much improved quality of accommodation being provided during the week of Council meetings and expressed appreciation which he felt was shared by all Council members to the staff involved in making these arrangements.

At the close of consideration, the Council

RESOLVED: “That the report be accepted.”

**Minute
No.307**

12.2 Seminar on Europe

A member of the Council reminded the Council of the decision taken to hold a seminar on Europe at the earliest opportunity. The Chief of Staff reported that whilst this may not be possible at the June meeting of the Council because of anticipated pressure of business, it would be held not later than the September meeting.

At the close of consideration, the Council

RESOLVED: “That the report be accepted.”

**Minute
No.308**

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**