



MINUTES AND RECORD
of the
EXECUTIVE COUNCIL
HELD AT UNITE HOUSE, HOLBORN, LONDON WC1
ON 14TH, 15TH, 16TH & 17TH MARCH 2016

PRESENT:

MEMBERS: Sis. L ADAMS, Bros. J ALLAM, R ALLDAY, Sis. T ASHWORTH, Bros. D BANKS, D BOWYER, Sis. P BURR, Bros. E CASSIDY, D COLEMAN, J COOPER, G DEMPSEY, Sis. J DOUGLAS, J ELLIOT, Bros. P ENTWISTLE, M FORBES, J GILL, Sis. W GILLIGAN, Bros. A GREEN, S HIBBERT, A KHALIQ, M LYON, Sis. D McALLISTER, Bro. S McGOVERN, Sis. J McLEOD, Bros. S MILLER, J MITCHELL, T MITCHELL, Sis. T MOLONEY, Bros. I MONCKTON, F MORRIS, Sis. S MUNA, Bros. T MURPHY, J NEILL, 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, J SURAYA, 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 (Executive Director Finance, Property & Pensions)
Bro. S TURNER (Assistant General Secretary)
Bro. A WEIR (Assistant Chief of Staff)
Sis. M BRAMBLE (Observer, Gibraltar)
Bro. B SIMPSON (Young Members' Observer)
Bro. P WISEMAN (Retired Members' Observer)

IN THE CHAIR: Bro. T WOODHOUSE

FIRST DAY, 14TH MARCH 2016

The Chair welcomed the newly elected Territorial Representative from Scotland, Eddie Cassidy to the Executive Council.

**Minute
No.577**

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
Sis. L Adams	Wednesday	
Bro. K Agyemang-Prempeh	All sessions	TU Business
Bro. J Allam	Thursday	TU Business
Bro. D Bowyer	Weds & Thurs	TU Business
Sis. P Burr	Thursday	TU Business
Bro. C Cadman	All sessions	Holiday
Bro. G Dempsey	Thursday	TU Business
Bro. S Hibbert	Tues a.m.	TU Business
Bro. G Hillier	All sessions	TU Business
Bro. B Holmes	All sessions	Illness
Bro. A Khaliq	Monday	Family Business
Bro. B Knowles	Thursday	TU Business
Bro. M Lyon	Monday	TU Business
Bro. S McGovern	Thursday	TU Business
Sis. J McLeod	Monday	TU Business
Bro. S Miller	Thursday pm	TU Business
Bro. T Mitchell	Tuesday pm	TU Business
Bro. F Morris	Thursday	TU Business
Bro. T Murphy	Mon, Tues & Weds	TU Business
Sis. K Osborne	Tuesday	Medical Appt.
Bro. K Smith	Tues pm & Weds	TU Business
Sis. J Stewart	Tues pm & Weds	TU Business
Bro. J Storey	Thursday	TU Business
Bro. N Stott	Tues pm	TU Business
Bro. M Thomas	Weds pm & Thurs	TU Business
Sis. A Tolmie	Weds & Thurs	TU Business
Bro. D Whitnall	Wednesday	TU Business
Bro. D Wilson	Monday	TU Business
Bro. M Wood	Monday	TU Business

Having full appreciation of the circumstances as reported, the Council

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

2. ANNOUNCEMENTS

**Minute
No.578**

2.1 Obituaries

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

Name	Designation	Date
Bro. E Haigh	Former Asst. GS TGWU	17.2.16
Bro. K Woolley	Former District Secretary AEUW	8.2.16
Bro. H Wilson	Former Officer T&G Scotland	5.3.16

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.579**

3.1 Receipt of Minutes

The Minutes of the Meeting of the Executive Council held on 7th, 8th & 9th December 2015 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.580**

3.1.1.1 Min.505 Report of the General Secretary

A member of the Council requested an update on the situation with RMT and the signing of the memorandum of agreement. In response, the General Secretary advised that there was nothing further to update currently but some progress had been made in the areas of difficulty.

At the close of consideration, the Council

RESOLVED: “That the report be accepted.”

RESOLVED: “That the Minutes of the Executive Council held on 7th, 8th & 9th December 2015 be adopted.”

4. FINANCE & GENERAL PURPOSES COMMITTEE

**Minute
No.581**

4.1 Receipt of Minutes

The Minutes of the Finance & General Purposes Committee held on 14th January 2016 were duly submitted.

At the close of consideration, the Council

RESOLVED: “That the Minutes of the Finance & General Purposes Committee held on 14th January 2016 be adopted.”

**Minute
No.582**

4.2 Receipt of Minutes

The Minutes of the Finance & General Purposes Committee held on 11th February 2016 were duly submitted.

4.2.1 Matters Arising

**Minute
No.583**

4.2.1.1 Min.574 Enabled Works Limited

A member of the Council sought an update in relation to the Enabled Works venture. In response, the General Secretary advised that the views of the Assistant General Secretary and the EC member representing disabled members would be sought.

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 11th February 2016 be noted.”

5. REPORT OF THE GENERAL SECRETARY

**Minute
No.584**

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 his attendance at the first Unite Scottish Policy Conference which had been a successful event with some top speakers at the conference.

The General Secretary made reference to his attendance at the national Holocaust Memorial Day, his speeches at the Oxford Union and German Embassy.

In referring to the Trade Union Bill, the General Secretary highlighted the considerable number of meetings that have taken place on a host of different fronts. The bill is currently in the House of Lords and attempts are being made to achieve any amendments that would dilute this pernicious attack on the trade union movement.

Reference was made to meetings with the General Secretaries of the Big 4 trade unions, TULO and Labour politicians including Jeremy Corbyn, John McDonnell and Keir Starmer.

The General Secretary further advised that he met with Andy Stern, former President of SEIU and Bruce Raynor, former Executive Vice President of SEIU in relation to an issue about private equity companies.

The General Secretary gave a detailed report on the delegation he had led to Qatar in relation to the issues taking place there, the abuse of migrant labour and the role that Building Workers International (BWI) could play in helping to resolve the situation.

The General Secretary advised the Council that UCATT have sought to open discussions with the Union regarding a transfer of engagement. The Council will be kept fully up-to-date on the discussions.

Reference was made to a meeting with the new Shadow Defence Secretary with discussions across the whole defence sector. A major Unite Defence Conference is scheduled to take place in Preston next week where the wider debate will include the question of nuclear deterrent and Trident.

The General Secretary reported that his regional visits had now been concluded with the exception of Ireland.

The General Secretary highlighted issues that had arisen in relation to Heathrow, Ford pensions, Co-op drivers and also referred to a further meeting with the Business & Industry Minister in relation to the steel industry.

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

The General Secretary advised the Council that following discussions with the Assistant General Secretaries, he had agreed for the National Officer for CYNfP to leave the employment of the Union. A reorganisation of duties would take place and the role of National Officer for CYNfP would be undertaken by the National Officer for Equalities together with LGBT and Women.

At the close of consideration, the Council

RESOLVED: “That the report be accepted.”

7. INDUSTRIAL / EQUALITIES REPORTS

**Minute
No.585**

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: Statutory Rights for union equality reps and mandatory equal pay audits; equality & mental health in an age of austerity; Trade Union Bill, diversity and equality; ending modern slavery; Regional Equalities Committees; tackling under-representation of Women and BAEM Officers; Equalities and Education, Finance & Legal and Equality; Sylvia Pankhurst memorial and Enabled Workers.

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.586**

7.3 Industrial Report – Transport & Food Sector

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: Transport Matters – Unite Strategy for Transport; Labour Party Transport Policy Commission; From the Fields to the Plate – Unite Strategy for Food, Drink & Agriculture; Labour Party Communities Policy Commission; Scottish Agricultural Wages Board; Priorities for our Buses; Priorities for our Railways and Rail Manufacturing; important developments in Road Transport & Logistics; Civil Aviation Campaigning; DP World/London Gateway; Transport infrastructure skills strategy; Gangmasters Licensing Authority; 2 Sisters Food Group – Poultry and Trade Union Bill threat to union political funds.

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

SECOND DAY, 15TH MARCH 2016

IN THE CHAIR: Bro. T WOODHOUSE

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

**Minute
No.587**

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 on-going serious situation in the steel industry, manufacturing strategy and the situation within the oil industry and the North Sea.

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

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

Apprentices/Young People employed within Unite – The resolution was submitted by the Chemicals, Pharmaceuticals, Process & Textiles NISC and called on the Union to recognise that more needs to be done to attract the younger generation to work for a trade union directly. In response, the Council supported the resolution in light of the ongoing work by Unite to employ apprentices both at national and regional level.

At the close of consideration, the Council

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

**Minute
No.588**

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: Crane hire; Finance Sector; Health Sector; Youth Services; workplace organisation; workers share and social dumping.

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

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

Labour Councils attacking trade union facility time – The resolution was submitted by the Local Authority NISC and called on the Union to make strong representations making it clear that these attacks are unacceptable. In response, the resolution was supported by the Council.

Unite Strategy to fight Local Government cuts – The resolution was submitted by the Local Authority NISC and called on the Union to support the Local Authority trade union pledge and have a clear strategy on how it intends to oppose all cuts and privatisation. In response, although supporting the principle of the resolution, the Council agreed to remit the resolution to allow the AGS and the Sector to put together a practical way to move this forward.

At the close of consideration, the Council

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

6. STRATEGY FOR GROWTH

**Minute
No.589**

6.1 Organising & Leverage Report

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

The Executive Officer gave a very detailed report, explaining timeline and activities, on the campaign to switch members from check-off by September 2016.

With reference to the Broad Industrial Strategy, the Executive Officer updated the Council on the co-ordination of industrial data and the timeline and progress with each

region. Examples of the five core guides had been circulated to the Council and were verbally amplified by the Executive Officer.

The Executive Officer updated the Council on the 100% campaign, reporting that 18,000 new members have joined as a direct result of the campaign since the last Council meeting.

The Executive Officer updated the Council on the TTIP/NHS campaign and also reported on the support being given to members in Bromley Council.

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

At the close of consideration, the Council

RESOLVED: “That the report be accepted.”

10. FINANCE

Minute
No.590

10.1 Finance Report

The preliminary financial results for Unite overall in 2015 had been circulated to the Council and were verbally supplemented by the Executive Director, Finance, Property and Pensions, Ed Sabisky.

As an overall assessment, the preliminary financial picture for Unite for 2015 was satisfactory – on track with the three year financial plan and the same as 2014.

Total Income amounted to £165.7 million on a preliminary basis in 2015 – an improvement of £3.2 million versus 2014.

Total Recurring Expenditure totalled £144.6 million on a preliminary basis in 2015 – representing an increase expenditure of £3.1 million versus last year.

Unite recorded a surplus before Investment Income and Non-Recurring Items of £21.1 million on a preliminary basis in 2015 – an improvement of £0.1 million versus 2014.

Unite achieved a surplus prior to Pension Deficit Reduction Contributions of £16.1 million in 2015 – a result which was £0.8 million worse than the year before.

Pension Deficit Reduction Contributions totalled £12.3 million in 2015 - £0.8 million less than 2014 (2014 included a one-off payment related to the Republic of Ireland scheme). 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 2015 – a result which was the same as 2014. The result means that the Union remains on track with its three year financial plan.

Unite's liquid assets amounted to £104.9 million as at 31st December 2015 – up by £3.8 million versus year end 2014. This increase was the result of a combination of (1) the positive operating results of the Union during the year; (2) a slight growth in value of the Union's marketable securities; (3) offset by net capital spending on property purchase and refurbishment. Going forward, the Union's marketable securities have fallen along with the global markets in early 2016 and the spending on the Birmingham project is due to ramp up.

From a starting balance of £32.0 million at the beginning of 2015, the balance of the Dispute Fund has risen to £34.2 million as at 31st December 2015. This reflects inflows of £3,888,612 (the 2.5% diversion from Branch Administration) offset by

Dispute Benefit payments totalling £1,739,367. 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.

The Executive Council had requested an update on developments at Eastbourne from a financial perspective. The Executive Director verbally supplemented the written report and advised that now the refurbished restaurant and the new event rooms are open, the facility is budgeted to break strongly into surplus in 2016.

The Executive Director reported that, in response to a query, it is proposed that the Union's maternity benefit provided to members under the Enhanced Membership package be changed slightly in order to accommodate shared parental leave situations. Specifically, previously the benefit was only paid to a member who was off work on maternity leave for the 10 week period covered by the Union's benefit. From 1st April 2016, it is proposed that the member can claim the full 10 week benefit entitlement if they alone or in conjunction with their spouse taking shared parental leave are off work for the 10 week period. In either event, as now, the member must pay full subscriptions during the period for which the benefit is claimed. This change would apply equally to adoption situations.

The Executive Director reported on the conclusion of a review that had been conducted into Unite's affiliation to the GFTU. This review concluded that there were no substantial benefits deriving to Unite in maintaining the affiliation so it was proposed to terminate Unite's affiliation to the GFTU effective for 2016.

The Executive Director reported that HMRC have again changed their allowable subsistence structure with which the Union must comply as follows:

- Elimination of the £5 breakfast allowance for trips commencing prior to 6 a.m.
- Introduction of a new 15 hour allowance of £25 inclusive of dinner (essentially the combination of the previous £10 ten hour allowance and the £15 evening meal allowance) if no meals are provided by Unite.
- Reduction of the evening meal allowance if not claimed as part of the new 15 hour allowance from £15 to £10.

All other allowances/conditions remain as they are – e.g. the £5 incidental overnight allowance and the £50 per overnight international allowance stay the same. Except for the elimination of the breakfast allowance which is a detriment to the prior regime, these changes should not make much difference to members (except for having to learn the new system in order to comply/adapt to it).

In line with HMRC stipulation, it is proposed that this new regime come into effect for travel commencing on and after 6 April 2016.

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

A member of the Council referred to the resolution from the NEY&H Regional Committee regarding Pertemps that had been left on the table at the last meeting of the Council which had still not been resolved. In response, the Executive Director advised that a meeting had taken place with the Regional Secretary and it had been agreed that a new tenant would be found. The General Secretary referred to the issues that had been raised and gave a commitment that this situation will be resolved before the next meeting of the Executive Council.

The General Secretary reported that he had cause to discipline a senior Officer of the Union who had now appealed the decision. As the appeal has to be heard by the Executive Council, it was proposed that a panel of 7 EC members be picked and for the appeal to be heard on Thursday lunchtime following close of business of the Council.

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.591**

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 Unite’s education provision; Lifelong Learning; and the core education programme policy.

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

At the close of consideration, the Council

RESOLVED: “That the report be accepted.”

**Minute
No.592**

8.3.1 Minutes of the EC Education Sub-Committee

The Minutes of the EC Education Sub-Committee held on 16th February 2016 had previously been circulated to the Council.

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

The General Secretary reported on issues relating to the employment status of education tutors and indicated that a paper would be presented outlining the work done by Howard Beckett alongside the Education Director to ensure that the legal position of the Union was protected.

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

Understanding the Lay Member Structure – The resolution was submitted by the GEMS NISC and called for a review of the lay member structure. In response, the Council supported the resolution in principle.

At the close of consideration, the Council

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

9. CONSTITUTION & ADMINISTRATION

**Minute
No.593**

9.2 Rule 7.10 Amendment to By-Laws of UKMPA

A document detailing the Rules of the United Kingdom Maritime Pilots’ Association had previously been circulated to the Council and was verbally supplemented by the General Secretary.

At the close of consideration, the Council

RESOLVED: “That the report be accepted.”

**Minute
No.594**

9.3 Amendment – EC Guidance Rule 6: Lay Office

A document detailing the EC Guidance on Rule 6: Lay Office had previously been circulated to the Council and was verbally supplemented by the Assistant Chief of

Staff, Adrian Weir in relation to an accountable representative of workers. Lay companions will now be known as accredited support companions.

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

At the close of consideration, the Council

RESOLVED: “That the report be accepted.”

THIRD DAY, 16TH MARCH 2016

IN THE CHAIR: Bro. T WOODHOUSE

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

**Minute
No.595**

7.3 Industrial Report – Transport & Food Sector continued/...

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

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

Regional Committee Meetings – The resolution was submitted by the Docks, Rail, Ferries & Waterways NISC and sought to ensure that there were no clashes and proper reporting between various levels of constitutional committees. In response, the resolution was accepted by the Council and the Chief of Staff agreed to write to Regions to ensure that the time scales published were adhered to.

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.596**

9.8 National Access Fund for Hearing Impaired/Disabled Members

Assistant General Secretary, Diana Holland reported on the implementation of the Rules Conference decision on establishing a national access fund for hearing impaired and disable members. A proposal was made to launch this with an initial grant of £5,000 from central funds with procedures for accessing this. The General Secretary asked the Council to note the report pending further examination of how the fund would work. A further report will be given to the Council in future.

At the close of consideration, the Council

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

**Minute
No.597**

9.9 Appointment of Appeal Panel

The General Secretary referred to the selection of a panel to hear the appeal of a senior Officer of the Union and advised that this needed to be done promptly. The Council agreed that the following EC members would constitute the panel:

Tony Woodhouse (Chair)
Jayne Taylor
Steve Hibbert
John Cooper
Mark Wood
Sharon Owens
Dennis Wilson

At the close of consideration, the Council

RESOLVED: “That the Appeal Panel be adopted.”

8. DEPARTMENTAL REPORTS continued/...

**Minute
No.598**

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 hotels & hospitality; Fair Tips strategy; Community initiative; Young Members – Sports Direct; Housing; Industrial Hubs and CMA.

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

A document previously circulated on Associate Community Membership was not put to the Council for approval but was withdrawn for further consideration by Executive Officers.

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

The Assistant General Secretary reported to the Council on his work with the Communications Managers Association to address the concerns about branch structure. He reported that considerable work had been done on the finances of CMA branches but that further work was required. He did not believe that the answer was the formation of the CMA national branch and invited the Council to formally reject that proposal. The Council agreed with the exception of Steve Hibbert, June Shepherd, Kate Osborne and Julian Allam.

A further detailed report on the development of Unite Community Membership had been circulated to the Council and was verbally supplemented by the General Secretary who highlighted the situation in relation to the co-ordinators employment status.

Questions and comments from members of the Council were responded to and the Council agreed that, following the rule change for retired members to send one resolution/motion to Conferences, retired members be allowed to submit one resolution/motion on retired issues to the Executive Council.

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

Over 75s Free TV Licence – The resolution was submitted by the National Retired Members Committee and called on the Union to campaign with the NPC against the decision to move the responsibility for the over 75s free TV licence to the BBC. In response, the Council supported the resolution.

At the close of consideration, the Council

- Labour Party Elections

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

The General Secretary took the opportunity to thank Jennie Formby for the exceptional work she had done as Political Director and to wish her well in her new role as South East Regional Secretary. He advised the Council that further consideration was to be given to the management of the Political Department in the immediate future.

The General Secretary further advised that as a result of the work the Union had done in recruiting affiliated supporters to the Labour Party, it was now legitimate to consider an increase in Unite's collective affiliation to the Party. After consideration, a proposal was made to increase Unite's affiliation by 50,000 to a new total of 550,000 to which the Council agreed.

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

Housing – The resolution was submitted by the NEY&H Regional Committee and called on the Union to campaign in every region and Local Authority against housing benefits cuts. In response, the Council supported the resolution.

Devolution – The resolution was submitted by the NEY&H Regional Committee and call on the Union to oppose any proposals to implement regional devolution without a referendum of the electorate in that area. In response, the Council agreed to leave the resolution on the table.

At the close of consideration, the Council

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

**Minute
No.601**

8.2 EU Referendum

The General Secretary reminded the Council that Unite had a policy of support for the European Union. Now that the negotiations initiated by David Cameron had concluded and the referendum on Britain's membership of the EU had been called, it was time for the Council to take a decision as to the Union's position on the referendum. He emphasised that Unite was not supporting the status quo in Europe but about working for a better Europe. He recommended that Unite campaign to remain in the European Union in the context of the referendum.

At the close of consideration, the Council

RESOLVED: “That the comments of the General Secretary be accepted with the exception of Richard Allday and Suzanne Muna.”

9. CONSTITUTION & ADMINISTRATION continued/....

**Minute
No.602**

9.1 Central Office Departments & Administration continued/....

The Chief of Staff reported that two complaints had been received in the course of the EC Scottish by-election regarding breaches of EC Guidelines. It is most unlikely that either alleged breach would have made a material difference to the outcome of the by-election, so it is not proposed to take any further action.

The Chief of Staff reported that the members of the panel hearing the case of David Beaumont had reconvened after taking legal advice and had decided to expel Mr Beaumont from the Union. Mr Beaumont would now have a right of appeal to the Appeals Committee established at last year's Rules Conference.

The Chief of Staff reported that the General Secretary had agreed to charge Vicky Grandon under Rule 27 and this would now go to the EC Disciplinary Panel.

The Chief of Staff also reported that an investigation was underway into the conduct of a Unite delegate at the Labour Party Youth Conference.

The General Secretary supplemented the report on the first Assessment Centre that had taken place in November at Esher. He reported that although the assessment centre was professionally organised, it did highlight that it needed to be done differently next time around. Discussions have already taken place with Regional Secretaries and the proposal will be simplified to make it easier to operate.

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

In clarifying matters relating to Officer appointments, it is now the case that while women and BAEM members may apply for Officer jobs wherever they are advertised, other members can only apply for Regional Officer jobs in their own region.

It was further clarified that a requirement to hold a driving licence could be specified in Officer job advertisements going forward although there might, on occasion, be variations depending on where the post was to be filled and that the rights of applicants suffering from a disability would be fully protected.

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

Unite Lay Member Structure – The resolution had been submitted by the GEMS NISC and called for a review of the Unite lay member structure. In response, the Council agreed to leave the resolution on the table in light of the on-going review of democratic structures being carried out and reports to the EC and it was agreed that the Chief of Staff would meet the GEMS EC Rep to discuss further.

At the close of consideration, the Council

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

FOURTH DAY, 17TH MARCH 2016

IN THE CHAIR: Bro. T WOODHOUSE

The General Secretary advised the Council that the appeal by the senior Officer had been withdrawn and the panel would not now be required. He thanked the members of the panel.

8. DEPARTMENTAL REPORTS continued/....

8.2 International Report

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

The International Director referred to the international situation within which Unite operates which remains extremely difficult. Negotiations concerning the UK's

membership of the EU have now been completed and the date for an 'in-out' referendum has been set. The referendum will take place against the background of continuing economic and political instability exasperated by the tragic refugee crisis and situation in the Middle East.

In the United States, both Democrats and Republicans are in the process of choosing Presidential candidates in what will undoubtedly prove to be a divisive and difficult election. Meanwhile in Latin America, Venezuela's right wing dominated parliament continues to undermine the left wing Maduro government, peace talks continue between the government and the FARC rebels in Colombia, while Bolivia's Evo Morales lost a referendum to enable him to stand for President for a fourth term.

The International Director referred to the Global and European Trade Union Federations and the IndustriALL congresses that will take place this year and the UNI Europa congress that took place this week.

The major focus of UNI-Europa Graphical has been solidarity actions in order to prevent the union busting campaign launched against the organising activities in the Polish sites of Smurfit Kappa. A great response was received from affiliates and the issues have been raised at board level and with the CEO.

Reference was made to the BWI/TUC Fair Play Qatar Campaign and the postponement of the ETF Executive due to the events in Paris.

With reference to Workers Uniting, the Steering Committee is scheduled to take place next week. Preparations are underway for the next cohort of Unite and USW members to take part in the Building Power Internationally course and a Unite delegation recently attended the USW International Women's Conference in Pittsburgh.

In referring to multinational companies, the International Director highlighted the activities relating to Engine, Emerson and GE.

The International Director referred to Palestine and highlighted the attack launched by the UK government on the Palestine Solidarity movement and the situation that has arisen with Leicester City Council. The General Secretary had written to the Leader of the Council expressing Unite's full support.

With reference to Colombia, major progress has been made in the peace process but doubt has been expressed as to whether a final deal will be signed by the March deadline. A UN Security Council resolution has been agreed which will ensure the Security Council will set-up a group of observers to monitor a future ceasefire and the laying down of arms.

Unite was represented in a recent delegation to the Kurdish part of Turkey that met with Kurdish leaders, political parties, trade unionists, civil society leaders, prisoners groups and women's groups. The situation in the main Kurdish cities is akin to civil war with massive repression being carried out against the civilian population, mass detentions and all out military assaults. All the signs are that the situation will deteriorate further and solidarity with the progressive Kurdish forces will become even more important.

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

At the close of consideration, the Council

RESOLVED: "That the report be accepted."

11. LEGAL**Minute
No.604****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 Executive Director of Legal & Affiliated Services and Membership, Howard Beckett.

The Executive Director updated the Council on the following areas:

- Personal Injury and IT Update
- Asbestos Report
- Aerotoxic Syndrome
- Holiday Pay
- Update on Blacklisting Cases
- Update on Legislation
- Regional Legal Officers' Report
- National Legal and Affiliated Coordinator's Report
- Unite Legal Services Website
- Legal Cases of Significance

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

The General Secretary reported on the measures that had been taken by the Legal Director and the Education Director to ensure that the Union's exposure as an employer in relation to its engagement of tutors was minimised. He reported that he had now been advised by the Legal Director that Unite was protected against any such claims by tutors. This would be examined further in the context of the overall cost of the Education Department.

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

At the close of consideration, the Council

RESOLVED: "That the report be accepted."

**Minute
No.605****11.2 Affiliated Services Report**

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

The Council were updated on the following areas:

- Retention
- Member gets Member
- Affiliated Revenue
- Health Care
- Home Insurance

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.606**

11.3 Membership Report

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

The Executive Director reported on low pay membership, retention, on-going work, DD switch, Employer Project and statistical trends.

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.607**

9.5 4th Policy Conference – Standing Orders

A document detailing the draft Standing Orders for the 4th Policy Conference 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 Standing Orders for the 4th Policy Conference be adopted."

**Minute
No.608**

9.4 Amendments to Constitutional Committees – London & Eastern Region

A document detailing amendments to constitutional committees in the London & Eastern Region 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 accepted."

**Minute
No.609**

9.7 Unconstituted RISCs

A document updating the Council on the situation with regard to unconstituted RISCs had previously been circulated to the Council and was verbally supplemented by the Assistant Chief of Staff, Adrian Weir.

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/....

8.1 Political Report continued/....

**Minute
No.610**

8.1.1 Labour Party Conference – EC Delegates

The Council proceeded with the election of EC members to attend the annual Labour Party Conference 2016.

At the close of consideration, the Council

RESOLVED: “That the following EC members be appointed to attend the Labour Party Conference 2016: Dennis Wilson, Brenda Pleasants and Phil Entwistle.”

**Minute
No.611**

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**