



MINUTES AND RECORD
of the
EXECUTIVE COUNCIL
HELD AT UNITE HOUSE, HOLBORN, LONDON WC1
ON 13TH, 14TH, 15TH, & 16TH JUNE 2016

PRESENT:

MEMBERS: Bros. K AGYEMANG-PREMPEH, J ALLAM, R ALLDAY,
Sis. T ASHWORTH, Bro. D BANKS, Sis. P BURR,
Bros. C CADMAN, E CASSIDY, J COOPER, G DEMPSEY,
Sis. J DOUGLAS, J ELLIOT, Bros. P ENTWISTLE, M FORBES,
J GILL, S HIBBERT, B HOLMES, B KNOWLES, M LYON,
Sis. D McALLISTER, Bros. S McGOVERN, T MITCHELL,
I MONCKTON, F MORRIS, Sis. S MUNA, Bro. T MURPHY,
Sis. K OSBORNE, S OWENS, B PLEASANTS, Bro. S ROSENTHAL,
Sis. M RYAN, J SHEPHERD, Bro. K SMITH, Sis. J STEWART,
Bros. J STOREY, N STOTT, Sis. F SULLIVAN, J SURAYA,
Bros. M TAJ, M THOMAS, Sis. A TOLMIE, Bros. H TURNER,
P WELSH, D WHITNALL, D WILLIAMS, 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)
Sis P BRENNAN (Observer, RTC&LRD)
Bro. T PEARSON (Observer, Metals Inc. Foundry)
Bro. B SIMPSON (Young Members' Observer)

IN THE CHAIR: Bro. T WOODHOUSE

FIRST DAY, 13TH JUNE 2016

The Chair opened the meeting and referred to the killings that had taken place in Orlando, America last night and the Council stood silent in their places for a period as a token of their respect.

The Chair welcomed Paula Brennan as Observer for the RTC&LRD Sector and Tony Pearson as Observer for the Metals inc. Foundry Sector to the meeting.

**Minute
No.649**

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	All sessions	Illness
Marilyn Bramble	Monday	Travel problems
Paula Burr	Tues & Thursday	TU Business
Chris Cadman	Thursday	TU Business
Danny Coleman	All sessions	Holiday
John Cooper	Thursday	TU Business
Ged Dempsey	Weds pm & Thursday	TU Business
Mick Forbes	Mon, Tues & Weds pm	TU Business
Wendy Gilligan	All sessions	Family business
Andy Green	All sessions	TU Business
Ansaar Khaliq	All sessions	Bereavement
Sean McGovern	Mon, Tues am, Weds pm	Illness
Jackie McLeod	All sessions	Family business
Steve Miller	All sessions	Holiday
James Mitchell	All sessions	Holiday
Therese Moloney	All sessions	Work commitments
Jimmy Neill	All sessions	Work commitments
Sharon Owens	Tuesday	TU Business
Maggie Ryan	Monday	Holiday
Bryan Simpson	Monday	Travel problems
Ken Smith	Wednesday	TU Business
Jane Stewart	Thursday	TU Business
Joyce Still	All sessions	Illness
Nigel Stott	Tues pm & Weds am	TU Business
Francesca Sullivan	Weds pm	TU Business
Jayne Taylor	All sessions	Holiday
Mark Thomas	Mon, Tues & Thurs	TU Business
Dave Whitnall	Monday & Thursday	TU Business
Dave Williams	Thursday	TU Business
Dennis Wilson	All sessions	TU Business
Frank Wood	Thursday	Illness
Tony Woodhouse	Weds & Thursday	Funeral

Having full appreciation of the circumstances as reported, the Council

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

2. EXECUTIVE COUNCIL MINUTES

**Minute
No.650**

2.1 Receipt of Minutes

The Minutes of the Meeting of the Executive Council held on 14th, 15th, 16th & 17th March 2016 were duly submitted.

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

2.1.1 Matters Arising out of the Minutes**Minute
No.651****2.1.1.1 Min.580 Report of the General Secretary**

A member of the Council requested an update on the situation with RMT. In response, the General Secretary advised that an agreement had now been arrived at and an accord had been signed. The National Officer is dealing with the practicalities of it.

At the close of consideration, the Council

RESOLVED: "That the report be accepted."

RESOLVED: "That the Minutes of the Executive Council held on 14th, 15th, 16th & 17th March 2016 be adopted."

3. FINANCE & GENERAL PURPOSES COMMITTEE**Minute
No.652****3.1 Receipt of Minutes**

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

At the close of consideration, the Council

RESOLVED: "That the Minutes of the Finance & General Purposes Committee held on 14th April 2016 be adopted."

**Minute
No.653****3.2 Receipt of Minutes**

The Minutes of the Finance & General Purposes Committee held on 12th May 2016 were duly submitted.

3.2.1 Matters Arising out of the Minutes**Minute
No.654****3.2.1.1 Min.642 Grants and Affiliations**

A member of the Council commented that questions had been raised regarding some grants and affiliations and their benefit to the Union and also enquired if a budget has been set going forward. In response, the General Secretary advised that a budget had not been set but a schedule had been drawn up of the national grants and affiliations which would be circulated to the Council. He further commented it would be useful to set parameters to operate within.

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 12th May 2016 be noted."

4. REPORT OF THE GENERAL SECRETARY**Minute
No.655****4.1 Report**

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

The General Secretary referred to the Unite Defence Conference that had taken place in Preston with over 350 shop stewards and convenors throughout the defence sector and from every region in attendance. The conference was a declaration that Unite is the union for defence workers and the General Secretary recorded his thanks to everyone involved for the manner in which the conference was brought together. Members in the Defence and Aerospace Sectors, together with the National Officer, have done some fantastic work and the "Defend Our Spend" campaign was launched which brings to the attention of the public the amount of money from our defence budget that goes to America to support American jobs.

The General Secretary referred to his attendance at the National People's Assembly demonstration that had taken place in London at which he had been a speaker and the International Workers Memorial Day joint event with UCATT when he had also been a speaker.

The General Secretary reported that he had spoken at the Chilean Embassy awards ceremony that had taken place at Unite House. The President of Chile had decided to make presentations to a number of comrades in the UK who had been supportive through the Pinochet regime and beyond.

The General Secretary reported on his visit to the Regional Committee in Ireland where he had spoken at an event organised by the Irish Region under the banner of '1916 – A Worker's Year'. The Region had linked 1916 together with not only the Easter Rising but the Battle of the Somme where, on the first day, 5,000 Ulstermen were killed. The event worked very well and brought together the Protestant and Catholic communities and the General Secretary commended the Irish Region for the manner in which they had organised this.

The General Secretary referred to a number of rallies in relation to the steel workers and wished to record his thanks to everybody involved, highlighting the stewards at JLR, AGS Tony Burke and National Officer, Haresh Patel. Reference was also made to the handover from Tata Steel to the new British Steel and the opening of the new facility in Scunthorpe. The debate about the rest of the steel industry continues as do the difficult discussions over pensions which has still to be dealt with.

The General Secretary highlighted his attendance as a speaker at a Labour Party event at Imperial College on the side of the economy organised by John McDonnell. The conference had been organised on a Saturday with a charge for attendance and the demand had been nearly treble the number of seats available. It was suggested that this conference should be taken out of London to cities around the country.

The General Secretary briefly reported on meetings that had taken place with the President and Executive Vice President of General Motors, Lord Falconer in relation to the legal situation regarding small claims and the International Secretary of Podemos who specifically wanted to meet with the General Secretary of Unite.

The General Secretary made reference to discussions in relation to the Organising Department, the appointment of Anneliese Midgeley as Acting Director of Politics and the appointment of Sarah Carpenter as the new National Officer for Health.

The General Secretary gave a brief report regarding an on-going situation at Heathrow Airport where two senior stewards have been sacked by HAL. He advised that he has become personally involved in this complex issue and the members are about to ballot for industrial action.

The General Secretary highlighted meetings he had attended with the Ford Pensioners Group, HSBC Reps and also Sainsbury's Reps.

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

The General Secretary reported on the outcome of the UCATT conference which had agreed to seek a transfer of engagements to Unite and on the subsequent discussions with UCATT representatives. He introduced the draft Heads of Agreement which had been circulated and emphasised that its provisions were subject to the ultimate approval of the Executive Council. He responded to questions from Council members and addressed concerns raised explaining that discussions would continue and a final document would be presented to the Council when these discussions and due diligence on financial matters had been completed.

At the close of consideration, the Council

RESOLVED: “That the report be accepted.”

8. CONSTITUTION & ADMINISTRATION

**Minute
No.656**

8.7 Unite Community in the Countryside

Following the decision of the Executive Council in 2015 to combine the Rural & Agriculture Sector with Food, Drink & Tobacco to form Food, Drink & Agriculture, an undertaking was given by the Executive Officers that Unite would not be vacating the countryside and consideration would be given to establishing a ‘Rural Workers’ Network’.

A document detailing the proposal to launch a pilot of Unite Community in the Countryside which will attempt to link our Community campaigning work with our members resident in rural areas, the target membership being wider than former R&A members, had previously been circulated to members of the Council and was verbally supplemented by 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.”

5. STRATEGY FOR GROWTH

**Minute
No.657**

5.1 Organising & Leverage Report

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

The Executive Officer gave a very detailed update on the Broad Industrial Strategy, highlighting different regional performances. The Policy Conference in July will provide the launch of the industrial data and other bargaining tools such as Work, Voice & Pay bargaining guides and pay and anniversary data information for negotiators. Over 90% of the relevant pay and anniversary data has now been collected for 100% UNITE. In addition, capture of key bargaining information for employers with 10 members or more is gathering momentum. This is critical data that will help forge a proactive industrial strategy. The Executive Officer gave a detailed explanation to the Council on how to access data on the system.

With reference to 100% UNITE, the analysis completed this quarter proved that where a sector approach has been taken, clear net membership gains have been achieved.

The Executive Officer updated the Council on the Bromley local authority leverage campaign in support of a shop steward at Bromley Council who has been subject to a sustained campaign of victimisation and harassment at the hands of her employer.

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

Detailed documentation had been circulated to the Council in relation to the TTIP/NHS campaign and was verbally supplemented by the Executive Officer who highlighted the build-up, the milestones and activities of the campaign.

The General Secretary amplified the report and expressed his thanks to the Executive Officer and her team for the incredible amount of work undertaken in this very vibrant campaign. He also referred to the 'Work, Voice & Pay' project and again recorded his thanks to the Executive Officer and her team.

At the close of consideration, the Council

RESOLVED: "That the report be accepted."

SECOND DAY, 14TH JUNE 2016

IN THE CHAIR: Bro. T WOODHOUSE

6. INDUSTRIAL / EQUALITIES REPORTS

**Minute
No.658**

6.1 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, the crisis in the steel industry, the oil industry, the North Sea, "Defend Our Spend", Polestar and the graphical sector.

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

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

Ban on Goodyear/Dunlop Tyres on Union Vehicles – The resolution was submitted by the West Midlands Regional Committee and called on the Union to impose a ban on the use of all Goodyear/Dunlop tyres on any trade union vehicles. In response, the Council supported the resolution.

At the close of consideration, the Council

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

**Minute
No.659**

6.2 Industrial Report – Services Sector

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

The Assistant General Secretary referred to: Public Sector growth campaign; construction growth; Finance Sector; Blacklisting; wage settlements; Carbon Capture Storage; Local Authority; EC Homes & Communities; Comprehensive Spending Review; Nuclear Decommissioning; Combines; NHS Bursaries; Capita; Ambulance Services and Junior Doctors' Dispute.

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

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

Hands Off Our Homes – Housing is a Human Right – The resolution was submitted by the North West Regional Committee and called on the Union to initiate a Housing in Crisis campaign regionally and nationally. In response, the Council supported the resolution in principle.

Mesothelioma Awareness Campaign - The resolution was submitted by the East Midlands Regional Committee and called on the Union to expand the campaign to highlight members in all sectors within the union could have been exposed to asbestos. In response, the Council supported the resolution.

Industrial Infrastructure Unit – The resolution was submitted by the Construction NISC and called on the Union to set up a unit to monitor all UK infrastructure developments. In response, the Council supported the resolution in principle and agreed to ask the Executive Officer and Assistant General Secretary to attend the next NISC to discuss how to take this forward.

Reinstate Alison Morris – The resolution was submitted by the CY&NfP NISC and West Midlands Regional Committee and called on the Union to support the campaign to reinstate Alison Morris. In response, the Council supported the resolution.

Change of Sector Name – The resolution was submitted by the MoD/Government Departments NISC and called for a change of Sector name. In response, the Council supported the resolution in principle but urged the NISC to reconsider the new name.

At the close of consideration, the Council

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

**Minute
No.660**

6.3 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: Fair Transport Petition; Transport & Food campaigning; Transport Sectors Working Group; Industrial Hub organising; PDP Petroleum Driver Passport & “From Wells to Wheels”; Eddie Stobart; From the Fields to the Plate; FDA Pay and Living Wage; HS2 Framework Agreement; London Gateway DP World; Bus Services Bill and Workers Memorial Day.

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.661**

6.2 Industrial Report – Services Sector continued/...

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

Nuclear Decommissioning – The resolution was submitted by the Energy & Utilities NISC and called on the Union to mobilise support for the decommissioning sector. In response, the Council supported the resolution in light of the General Secretary's

comments that he would discuss with the National Officer the strategy or national campaign that we have got.

At the close of consideration, the Council

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

**Minute
No.662**

6.4 Equalities Report

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

The Assistant General Secretary referred to: The Trade Union Act – an attack on Equality too; What has the EU ever done for Equality?; Ethnic Monitoring; Equality Monitoring; Disability Access Fund; International Women’s Day; International Transport Workers Women’s Committee and Violence Against Women in Public Transport Action Forum; Women Workers Uniting; Statutory Rights for Union Equality Reps; Ending Modern Slavery and Labour Inquiry into Anti-Semitism, Islamophobia and other forms of Racism.

Questions and comments from members of the Council were responded to and it was agreed that a statement be made on behalf of Unite following the Orlando massacre on Sunday night.

At the close of consideration, the Council

RESOLVED: “That the report be accepted.”

8. CONSTITUTION & ADMINISTRATION continued/.....

**Minute
No.663**

8.1 Central Office Departments & Administration

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

Ratification of Officer Appointments

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

Central Officer

- National Officer, Health Sarah Carpenter

North West

- Regional Coordinating Officer Debbie Brannan

Scotland

- Regional Coordinating Officer Elaine Dougall
Dougie Maguire

Nominations for TUC General Council

Following consideration, the Council agreed the following nominations to the TUC General Council:

Section A:

- Len McCluskey (General Secretary)
- Tony Woodhouse (Chair)
- Gail Cartmail (Assistant General Secretary)
- Tony Burke (Assistant General Secretary)
- Steve Turner (Assistant General Secretary)
- Jane Stewart (EC Member)

- Maggie Ryan (EC Member)

Section E:

- Mohammed Taj (EC Member)

Section H:

- Sean McGovern (EC Member)

TUC General Purposes Committee

- Linda McCullough (National Officer)

Interim Appeals Committee

The Interim Appeals Committee, established by the Rules Conference last year, met to hear the appeal by Mr D Beaumont against the disciplinary sanction imposed by the Executive Council disciplinary sub-committee. The Committee upheld the decision to expel Mr Beaumont.

Rule 27 Membership Discipline: Ms V Grandon

Subsequent to the meeting of the Executive Council in March, the EC Rule 27 Membership Discipline Panel was convened on 10 May to hear the case of a member from the Scottish Region, Ms V Grandon, charged under Rule 27.1.2. The decision of the panel was that there was "no case to answer".

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

Motions to the TUC

The Council were advised that the Union could submit 3 motions and amendments to other motions and the Council would have input into the wording of the motions. The suggested subjects are: Precarious Work; Implications of Trade Union Bill; Chilcott Report and Right to Basic Income. The draft motions will be circulated to members of the Council and any amendments will be discussed at the special meeting of the Executive Council prior to the Policy Conference in Brighton.

Lay Member Loss of Earnings

The General Secretary referred to the recent decision of the Executive Council Disciplinary Panel and presented a paper on lay member loss of earnings to deal with the issues raised by the case.

Lay member loss of earnings (LoE) claims must meet these two criteria:

- i members making such claims must be in receipt of salary/wages from their employer
- ii such claims must relate to actual loss of earnings.

Under HMRC regulations, the union cannot pay loss of earnings unless we have checked that the claim qualifies. The union cannot just pay and then look to reclaim the payment at a later date if the claim is proven not to be justified.

Our current procedure is as follows:

- a) Confirmation from the member's employer (or Officer if this is not possible) as to which, if any, union duties will be paid by the employer;
- b) Confirmation from the member's employer (or Officer if this is not possible) as to normal working pattern (e.g. normally works Wednesday, Thursday, Friday and Sunday) and the hours normally worked on each day to establish that the member would have indeed worked on the day if they had not been away on union duties;

- c) Gross pay (excluding voluntary overtime) per day or hourly rate and premiums which apply (this can be confirmed by the employer or via payslips);
- d) Employer pension contributions lost (normally confirmed by the member's employer).

The calculation of LoE is gross pay lost less the appropriate tax rate (0% up to £8060, 12% from £8060 to £11,000, 32% from £11,000 to £43,000 and 42% above £43,000) plus the loss of employer pension contributions.

For the typical activist who is attending many meetings, this calculation is kept on file and only updated once per year unless the member asks that it be recalculated owing to a pay increase.

Once the proof has been evidenced and the daily LoE calculated, subsequent claims are processed without any delay.

For members in self-employment traditionally organised by Unite, e.g. black cab drivers, the union has an agreed arrangement with such members, based on an invoiced gross loss with the member liable for his/her own tax.

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

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

Pocket Guide – The resolution was submitted by the East Midlands Regional Committee and called on the Union to produce a pocket-sized guide showing the structure of the Union. In response, the Council supported the resolution.

At the close of consideration, the Council

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

7. DEPARTMENTAL REPORTS

7.1 Political Report

The Acting Political Director, Anneliese Midgeley was introduced to the Council who were advised that AGS Steve Turner would be giving the political report on this occasion.

A separate written report on political activities had been circulated to the Council and was verbally supplemented by AGS Steve Turner.

The Assistant General Secretary covered the following areas:

- Changes within the Political Department
- Parliamentary activities
- Trade Union Act
- Boundary Commission
- Workplace 2020
- May Elections 2016
- Labour Party National Policy Forum
- Anti-Semitism
- Political Strategy
- Future Candidates Programme
- Convoy to Calais

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

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

Support for Jeremy Corbyn – The resolution was submitted by the GPM & IT NISC and called on the Union to initiate political meetings to engage affiliated supporters and registered supporters. In response, the Council supported the resolution.

At the close of consideration, the Council

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

THIRD DAY, 15th JUNE 2016

IN THE CHAIR: Bro. M LYON

9. FINANCE

**Minute
No.665**

9.1 Finance Report

The financial results for Unite overall in the first quarter of 2016 had been circulated to the Council and were verbally supplemented by the Executive Director, Finance, Property and Pensions, Ed Sabisky.

The financial results for Unite in the first quarter of 2016 are satisfactory and better than last year primarily due to the extra contributions to the Labour Party in 2015 as approved by the Executive Council.

Total Income amounted to £42.0 million in the first quarter of 2016, down £0.7 million versus the same period a year ago. Contribution Income was off by £0.2 million. As expected, Legal Income continued to fall, down £0.5 million versus the first quarter of 2015.

Total Recurring Expenditure totalled £34.7 million in the first quarter of 2016 which was £3.5 million less than last year. This reduction in spending was almost entirely due to the £3.3 million lower spending on Political Affiliations & Grants in the quarter. Employment Cost excluding Organising also contributed positively being £0.4 million lower than last year.

Investment Income amounted to £0.4 million in the first quarter of 2016 which was down on last year. Non-Recurring Items (excluding Pension Deficit Reduction payments) amounted to a net expenditure of £1.4 million in the first quarter of 2016 comprised principally of severance costs (£31,000), the write-off of VAT on property purchase and refurbishment (£1.1 million) and a £122,000 loss on the sale of Lincoln.

Pension deficit recovery contributions totalled £3.1 million in the first quarter of 2016 – the same as last year.

Taking everything into account, Unite posted an overall surplus of £3.2 million for the first quarter of 2016 – a result which was £2.3 million better than last year.

Unite's liquid assets totalled £109.0 million as at 31st March 2016 up £4.1 million from year end 2015. Both cash and marketable securities were up. This is despite

marketable securities falling heavily in January as they recovered their losses and more by the end of the quarter. The outflows associated with the Birmingham project will start to impact significantly from the second quarter onwards until that project is completed.

From a balance of £34.157 million at the beginning of the year, the balance of the Dispute Fund has risen to £35.059 million as at 31st March 2016. This reflects inflows of £969,231 (the 2.5% diversion from Branch Administration) offset by Dispute Benefit payments totalling £67,156. 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.

Reporting on the new National Training, Education and Conference Centre plus new West Midlands Regional Office in Birmingham, the Executive Director advised that Unite has now signed Heads of Terms with the hotel brand company Starwood (which is in the process of being bought by Marriott) to build a Aloft branded hotel on the site. Owing to the buoyancy of Birmingham, the decision has also been taken to build an extra floor onto the hotel but not to fit it out initially. This would increase the room count from 168 to 204 when fit out is eventually undertaken. With these two decisions taken, specification of the work to be undertaken can now be finalised and work can progress in earnest.

The Executive Director also highlighted the building work that had taken place on other Union properties.

The Executive Director referred to Enhanced Membership Benefits and Contributions and reported that a comprehensive review had been undertaken to come up with a significantly improved set of benefits for members generally as before but especially those members most in need of help.

The Enhanced Membership proposal, effective 1st September 2016, is:

	Before	
1. New two tier incapacity benefit		
○ No proof of reduction in salary	£12.80 p/w for 10 weeks (Max £128)	£10 p/w for 25 weeks (Max £250)
○ With proof of 25% reduction of salary (definition to be same as DC)	£12.80 p/w for 10 weeks (Max £128)	£25 p/w for 25 weeks (Max £625)
2. Fatal Accident	£10,000	£25,000
3. Total Permanent Disability	£10,000	£25,000
4. Equivalent Occupation	£5,000	£10,000
5. Loss of Limb/Eye benefit	£10,000	£10,000
6. Maternity benefit	£12.80 p/w for 10 weeks	£15.00 p/w for 10 weeks
7. Paternity benefit	£12.80 p/w for 2 weeks	£15.00 p/w for 2 weeks
8. Convalescence benefit	Up to 2 weeks at View Hotel	Same but more Regional oversight proposed

9. Cost	£0.15 p/w or £0.65 p/m	£0.25 p/w or £1.08 p/m
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Substantial increases in the Enhanced Benefit levels are proposed for a cost of only 10p a week. As Basic full time membership subscription rates are not being increased this year, it means the 10p increase will be the only increase applied to full time members. Full time Enhanced Membership would increase to £3.50 per week (versus £3.40 per week currently) while the Basic full time membership rate would remain at £3.25 per week and the Basic Low Pay rate at £2.00 per week.

As part of the five year phase out/transition of the part time scale, the EC has approved an increase in subscription rates this year (1st September) for part time members. The EC has also previously approved a 5p per week increase in the Driver Care subs rate from £0.95 per week to £1.00 per week. However, that increase was meant to come into effect after a marketing effort for the scheme had been undertaken which is only now commencing. Thus, it is proposed to delay the increase in the Driver Care subs rate until the results of the marketing campaign can be determined but no later than to take effect 1st September 2017.

With reference to Branch Banking, as a consequence of the divorce between Unity Trust Bank and The Co-operative Bank, Unity have had to introduce monthly charges on its current accounts across all customers. Being a large customer, Unite have been able to negotiate preferable terms for itself (including Branches). Effective from 1st October 2016, Unity will charge £2.50 per month (debited quarterly) on all Unite current accounts. As a partial offset, Unity has agreed to establish Instant Access Savings accounts for Branches with more than £20,000 on deposit. These will bear interest and have no monthly charge. The initial rates, at the current UK Base Rate, are:

£20,000 - £49,999	0.200%
£50,000 - £99,999	0.250%
£100,000 +	0.400%

Thus, Branches to look to close current accounts to the extent they have more than one (as the £2.50 per month charge will apply to all open current accounts) and open new Instant Access Savings accounts. For Branches that have the £20,000 minimum on deposit, the annual interest (£40) will exceed the annual charge on the current account (£30).

Separately, Unity's supplier of Alto Cards is going out of business, effective 31st August 2016 and all the cards in circulation will cease to operate at that point. Any funds left on an Alto card after 31st August will be automatically refunded. Branches can, as an alternative, look to obtain a pre-paid Mastercard as is already offered by Unite to its membership at large.

The Executive Director referred to a problem for many newly formed or newly active Branches is a lack of funds. While they, theoretically, do not merit any money having not run an active Branch previously, it nevertheless can be a detriment to active Branches arising or being able to carry out their duties. Accordingly, subject to Regional discretion, it is proposed that up to one year's worth of Branch Administration be paid to newly constituted Branches (assuming the money has not previously been paid to another Branch in which case it should be transferred to the newly constituted Branch). The same rule would apply to previously suspended Branches.

The Executive Director highlighted a mistake that had occurred in relation to receipts and lay member expenses which will not be acceptable to HMRC. The HMRC requirement is that any individual allowance cannot be claimed unless some cost has been incurred. The agreement of the Council was sought that members must submit one receipt for food and/or drink per allowance (excluding the £5 incidental overnight

allowance but including the £50 daily international allowance) claim dated as per the date of the allowance. For example, if EC members were to claim four £25 fifteen hour allowances for Monday to Thursday and three £5 incidental overnight allowances, they will need to submit at least four receipts for food and drink, one each dated Monday, Tuesday, Wednesday and Thursday. The receipts do not have to be for £25 each or add up to £100 in total. However, if members have more than one receipt per allowance, it would be useful if they would submit those as well so that we can demonstrate to HMRC that the amount of the expenses incurred bears a reasonable relation to the amount of the allowances claimed. It is proposed that this revised policy on receipts comes into force for union business travel commencing on or after 1st August 2016.

Questions and comments from members of the Council were responded to and the Council agreed to the General Secretary's proposal that the Part Time rate of contributions only be increased by 7p and not the previously suggested 11p.

The General Secretary referred to the forthcoming Policy Conference and, to avoid any confusion, proposed that delegates can claim expenses for every day and night and expenses could be paid in advance.

The Executive Director referred to the Report and Accounts for the year ended 31st December 2015 for Unite which will be circulated at the forthcoming Policy Conference and highlighted different areas within the report.

At the close of consideration, the Council

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

7. DEPARTMENTAL REPORTS continued/.....

**Minute
No.666**

7.2.1 European Union Referendum

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

The International Director reported that following the formal decision of the Executive Council at their March meeting, a Unite campaign on the European Union Referendum was developed and primarily aimed at mobilising the Unite membership with a view to explaining why the union is recommending members register and vote 'Remain' and getting members out to vote. He gave a very detailed update of the various elements of the campaign.

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

The General Secretary recorded his thanks to the International Director for his co-ordination of the campaign on behalf of Unite and to the team that had been involved. He further commented on the Referendum and the part Unite had played and will play going forward.

At the close of consideration, the Council

RESOLVED: "That the report be accepted."

**Minute
No.667**

7.2.2 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 reported that in general terms, the EU remains in serious difficulties and faces enormous challenges. Although the refugee crisis has been

partially and probably only temporarily, contained, it is far from under control or being dealt with properly. In addition, far right parties continue to take frightening shares of the vote in elections – as exemplified by the Austrian presidential election. It is still unclear what the outcome of the UK referendum will be and what effect this will have upon the whole of the European Union as a political entity. At the same time, the economic situation remains poor with growth very weak and huge industrial unrest over new labour law proposals in France.

In America, Donald Trump has secured the Republican nomination as their presidential candidate and it seems very likely that the Democrats will nominate Hilary Clinton despite an energetic and inspiring campaign from outside Bernie Sanders.

In highlighting the Global and European Trade Union Federations, the International Director referred to the IndustriALL Global Executive; UNI-Europa; ITF Executive Board and Workers Uniting.

The International Director briefly reported on EWCs and EWC training in relation to multi-national companies.

With reference to Solidarity Work, Unite has been significantly increasing its solidarity work with the Kurdish population of Turkey and all other progressive forces now facing the extreme repression of the Erogan government. Since the last report, the immunity of HDP MPs has been lifted and 53 of 59 are likely to be jailed. Serious military actions are on-going in many Kurdish cities and Turkish forces are openly backing ISIS and Al Nusra Front fighters against Kurdish advances in Northern Syria. Unite supported the launch of the 'Free Ocalan' campaign in the Houses of Parliament during April and has sent letters of protest at the subsequent arrest of the DBP leader who joined the action.

The International Director referred to Palestine and the increasing discussion of antisemitism. Any attempt to connect or conflate antisemitism with the campaign for the rights of the Palestinian people is wrong, misleading and harmful.

Since the last meeting of the Council, President Obama has undertaken an historic 2-day tour of Havana, during which he took the opportunity to call for Congress to end the US blockade. Although the visit is welcome and a positive sign that relations between the US and Cuba may be normalised in the future, there is still a long way to go.

Two of the Miami Five, Rene Gonzalez and Gerardo Hernandez, plus family members, will be in Britain from 10-20 July for the Miami Five Freedom Tour and will be attending the Policy Conference in Brighton.

In relation to Colombia, an agreement was reached on how to ensure a peace agreement has legal protection and cannot simply be overturned by future governments. It will be included in the constitution, and protect it under international law, as well as include it in a UN Security Council Resolution. 2016 has seen a spike in death threats and murders of activists with 10 killed in March alone. The preliminary hearing in Hubert Ballesteros' case has begun with the prosecution having presented their evidence in court. The next rounds will take place in June.

In highlighting Latin America, the International Director referred to the current situation in Venezuela, Brazil and Bolivia.

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

The General Secretary referred to the earlier report that a meeting had been requested by Podemos and they had sent an invitation to participate in the upcoming Spanish elections. He proposed that Marilyn Bramble, Observer from Gibraltar and

Bryan Simpson, Young Members' Observer participate in the event and sought and received the agreement of the Council.

A statement on behalf of Unite regarding the Orlando massacre was circulated to the Council and was accepted.

At the close of consideration, the Council

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

**Minute
No.668**

7.3 Education Report

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

The Director of Education introduced his report and drew attention to the work the department had undertaken, highlighting education development programmes; Union Learning projects; and the construction industry.

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.669**

7.3.1 Minutes of the EC Education Sub-Committee

The Minutes of the EC Education Sub-Committee held on 5th May 2016 had previously been circulated to the Council.

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

The General Secretary referred to the Assessment Centre project and advised that he was completely revising the manner in which this would be carried out in future.

At the close of consideration, the Council

RESOLVED: "That the report be accepted."

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

**Minute
No.670**

4.2 Organisers Regrading

The General Secretary reported to the Executive Council on the job evaluation review initiated by the Organisers about their grading. The procedure had been strictly followed and it had been determined that the Organisers should be moved from Grade 7 to Grade 8. While this had significant cost implications for the Union, the General Secretary also reported on off-setting steps he had taken in the Organising Department to lessen the financial impact including leaving some present vacancies unfilled.

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

At the close of consideration, the Council

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

8. CONSTITUTION & ADMINISTRATION continued/....**Minute
No.671****8.1 Central Office Departments & Administration continued/...****TUC Delegation**

The Chief of Staff advised that the Council were required to elect 6 delegates to attend the annual TUC conference and this should include the Council members who serve on the General Council if they are not separately elected as delegates. Following nominations, the following Council members were elected and the General Secretary proposed that Joyce Still be invited to attend as an Observer, to which the Council agreed:

Jane Stewart
Maggie Ryan
Jayne Taylor
Brian Holmes
Tom Murphy
John Storey

At the close of consideration, the Council

RESOLVED: "The EC Members be duly elected in line with the preamble to this Minute."

4. GENERAL SECRETARY'S REPORT continued/...**Minute
No.672****4.3 Education Audit Update**

The General Secretary presented details of the audit into the cost of the Education Department. He reported that the anticipated savings had not yet been achieved but that he would be working with the Education Director and Finance Director to ensure that going forward the Education Department, like others, would be delivering value for money in all respects.

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

At the close of consideration, the Council

RESOLVED: "That the report be accepted."

7. DEPARTMENTAL REPORTS continued/....**Minute
No.673****7.4 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: Service Industries Sector including Sodexo and WGC; hotels & hospitality; CMA; Decent Work for All; Community membership; Sports Direct; and Industrial Hubs programme.

Questions and comments from members of the Council were responded to and the General Secretary recorded his thanks to the Assistant General Secretary and all those involved in the Sports Direct issue.

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

Pension Freedoms – The resolution was submitted by the East Midlands Regional Committee and called on the Union to take urgent steps to advise the membership of the dangers and pitfalls associated with the government scheme for pensioners. 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.”

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

**Minute
No.674**

4.4 Associate Community Membership

The General Secretary presented a document detailing an policy proposal on Associate Community membership as a consequence of a decision at the Rules Conference in 2015 that the new classification of Associate Community Member is now in rule. He highlighted that, as with all new development work and pilots, there will be challenges in building this group. However, ‘Associate Membership’ could present a real opportunity for significant growth but it should be noted that block associate members will need to be automatically exempted from Unite’s Political Fund (as charities cannot use funds to directly support political parties) and as per rule, Associate Members will not be eligible to vote in any union elections or hold any position in local groups or branches.

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.675**

4.5 Community Organisers

The General Secretary reported that the Union is in the process of permanently appointing seven Community Organisers from the current eleven Organisers. Two will continue on a temporary basis in Scotland and Wales and two will leave the employment of the Union. The seven appointed Community Organisers will cover North East, Yorkshire & Humber, the Midlands, London & Eastern, South East, South West and Ireland and have been graded on Grade 7.

At the close of consideration, the Council

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

8. CONSTITUTION & ADMINISTRATION continued/...

**Minute
No.676**

8.3 Draft Ballot Rules and Guidelines for EC Elections for the 2017-2020 Electoral Period

A document detailing the draft ballot rules and guidelines for the EC Elections for the 2017-2020 electoral period had previously been circulated to the Council and was verbally supplemented by the Assistant Chief of Staff, Adrian Weir.

The Assistant Chief of Staff highlighted specific areas and advised that the document is about procedure with the key new point being about promoting standing for election to the Executive Council to a wider group of members.

The Council were asked to consider different options for the count of the ballot and agreed that option ‘C’ be adopted.

Questions and comments from members of the Council were responded to and it was agreed that a revised version of the document will be presented to the Council at its next meeting.

At the close of consideration, the Council

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

FOURTH DAY, 16TH JUNE 2016

IN THE CHAIR: Bro. M LYON

8. CONSTITUTION & ADMINISTRATION continued/....

8.2 Policy Conference 2016

**Minute
No.677**

8.2.1 Policy Conference 2016 – Final Agenda

The Final Agenda for the Policy Conference 2016 had previously been circulated to the Council for their information.

At the close of consideration, the Council

RESOLVED: “That the report be noted.”

**Minute
No.678**

8.2.3 Recommendations on Motions to Policy Conference

A document detailing recommendations on Motions to Policy Conference contained in the Final Agenda of the Unite Policy Conference 2016 had been previously circulated to the Council and was verbally supplemented by the General Secretary, Chief of Staff, Assistant Chief of Staff and Head of Research Department.

A detailed and lengthy discussion ensued on those motions where the recommendation of the Executive Officers was other than “to support”. The agreed recommendations are contained in Appendix I.

At the close of consideration, the Council

RESOLVED: “That the recommendations be agreed.”

**Minute
No.679**

8.2.2 Policy Conference 2014 – Implementation of Motions Report

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

At the close of consideration, the Council

RESOLVED: “That the report be accepted.”

**Minute
No.680**

8.2.4 Draft EC Report to the Policy Conference 2016

The draft EC Report to the Policy Conference 2016 had been previously circulated to the Council.

Questions and comments from members of the Council were responded to and in response to a request that the upcoming Executive Council elections be highlighted to the Policy Conference, the General Secretary proposed that a separate leaflet specifically detailing how the Executive Council is elected and what it entails be produced.

At the close of consideration, the Council

RESOLVED: “That the report be accepted.”

**Minute
No.681**

8.4 Regional Industrial Sector Committees 2015/18 – Update

A document detailing outstanding Regional Industrial Sector Committees that had not previously been constituted had 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.682**

8.5 Regional Equalities Committees 2015/18 – Update

A document detailing Regional Equalities Committees for the 2015/18 electoral period 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.”

10. LEGAL

**Minute
No.683**

10.1 Legal Report

A detailed report was submitted to the Council including updates on recent developments in various areas of the law. The report was verbally supplemented by the 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
- Certification Officer Cases & Judgements
- Legal Cases of Significance
- Unite Legal Department Accounts 2016
- Personal Injury, Employment and Tribunal Case Statistics
- CAC Applications
- Industrial Dispute Report
- Member Relations Officer’s Report

Questions and comments from members of the Council were responded to and the General Secretary recorded his thanks to the Executive Director for his role in the blacklisting cases victory.

At the close of consideration, the Council

RESOLVED: “That the report be accepted.”

**Minute
No.684**

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:

- Retired Member Plus
- Long Term Lapsed Members
- Short Term Lapsed Members
- Member gets Member
- Credit Union Service
- Unite Home Insurance
- Vauxhall Partners Car Purchase Scheme
- Unite Property Services
- Welcome Call for New Members

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.685**

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 Workplaces and Regions; reintroduction of membership lists for Officers; low pay; retention project; Hardy Evans call centre; new retention process; Section 24 Duty & Membership Audit Certificate (MAC); electronic ballots; 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.”

8. CONSTITUTION & ADMINISTRATION continued/...

**Minute
No.686**

8.6 Equalities Representatives

At the last Rules Conference, an amendment was remitted to the Executive Council concerning representation of the Equalities Sector at Policy Conference. It was proposed, after consultation with the Assistant General Secretary for Equalities, that each of the National Womens, BAEM, LGBT and Disability Committees elect one full delegate to the Policy Conference by the most expedient means possible.

At the close of consideration, the Council

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

11. ANY OTHER BUSINESS

**Minute
No.687**

11.1 Officer Appointments

A member of the Council sought clarification in relation to applications for Officer Appointments from outside the region. In response, the Chief of Staff advised that you can only apply for a Regional Officer’s job if you are a member in that region. Women and BAEM member applications are welcome anywhere. The only other occasion that this may arise is a member of a national branch.

At the close of consideration, the Council

RESOLVED: “That the report be accepted.”

**Minute
No.688**

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**

POLICY CONFERENCE 2016

EC RECOMMENDATIONS ON POLICY CONFERENCE MOTIONS

Motion Title	Motion No.	Recommendation
The Big Secret: Privatisation of Public Services	1	Support
Campaigning Against the Privatisation of Public Services	2	Support
Oppose Public Sector Cuts	3	Executive Statement
Austerity Cuts	4	
Anti-Austerity Campaign	5	
Fighting Back Against Austerity	6	
Defending our NHS	7	Support
Defending our NHS	8 + Amendment	Support
Extending Unite policy on defending our NHS	9 + Amendment	Support
Council Housing	10 + Amendment	Support
Housing	11	Support
End Social Cleansing	12	Support
Housing	13	Support
Anti-Austerity	14	Support
Continued Austerity	15	Support
Defending our Libraries	16	Support
In Defence of Jobs and Support for Credible Diversification of Defence Manufacturing	17	Support
Trident Replacement	18	Executive Statement
Trident	19	
Trident and Defence Diversification	20 + Amendment	
Trident	21	
Trident Replacement	22	
Trident	23	
Trident Replacement/Defence Diversification	24	
UK Independent Nuclear Deterrent	25	
Multilateral Disarmament	26	
Trident Renewal	27	
Trident Replacement	28	
No to Trident Replacement	29	
Trident	30	
Jobs and Communities	31	Support
Defence Diversification	32	Executive Statement
Nuclear Weapons	33	
Defence – No to the renewal Trident	34	
No Replacement Trident	35	
Economic Policy	36	Support
A Public Inquiry into the Financial Crisis	37 + Amendment	Support
Strategic Plan for Manufacturing	38 + Amendment	Support
Manufacturing the Future	39	Support
A Strategy for UK Manufacturing	40	Support
The Continuing Decline of Manufacturing in the UK	41	Support
Buy British	42	Support
Protecting UK Based Manufacturing Jobs within the Energy Sector	43	Support
UK Manufacturing Strategy	44	Support
Chinese Imports – China's Market Economic Status	45	Support
EU Market Trading Status for China	46	Support
Save Our Steel Campaign	47	Support
Investment in Transport Infrastructure	48	Support
Ownership, Control & Regulation of the Transport System	49	Support
Nationalising the Railways	50 + Amendment	Support
Oppose Loss Leading – selling below the cost of production & distribution	51	Support
The Real Living Wage	52	Support
Living Wage	53	Support

Basic Income	54	Support
CPI (Consumer Price Index) v RPI (Retail Price Index)	55	Support
The Growth of Private Equity Ownership of UK Businesses	56	Support
Ireland – economics and politics	57	Support
An Indigenous Manufacturing and Enterprise	58	Support
Public Transport as part of our Greener Cities	59	Support
Public Transport as part of our Greener Cities Agenda	60	Support
Balanced Energy Meeting the UK's Energy Needs	61 + Amendment	Support
Balanced Energy Policy	62	Support
UK National Security – The Crisis over the Security of Energy Supply	63	Support
Public Ownership of Utilities	64	Support
Establishing Future Nationalised Energy Generation	65	Support
Fracking	66	Support
Hydraulic Fracking	67	Support
Sustainability	68	Remit
ITUC Campaign for Greening our Planet – actions following Paris COP talks Dec 2015	69 + Amendment	Support
Action on Climate Change	70	Support
Precarious Work and Women	71	Support
Creating Supportive Environments for Breastfeeding	72	Support
Ensuring Equal Pay Implementation	73	Support
Childcare – Impact on Women's Activism	74	Support
Stand Up to Racism Campaign	75	Support
The Impact of Immigration Act 2015	76	Support
Immigration Bill 2015	77	Support
Immigration Bills 2014 and 2015	78	Support
LGBT Rights in Jamaica	79 + Amendment	Support
LGBT Survivor Pensions Equality	80	Support
Trans Rights	81	Support
Hidden disability and Neurodiversity Awareness	82	Support
Right to Receive	83	Support
Financial Responsibility	84	Remit
Unite Membership Monitoring for Equalities	85 + Amendment	Support
Equality Monitoring	86	Support
Equality Monitoring	87	Support
Electronic Communication Accessibility Motion	88	Support
Equality Training	89	Support
Assistance with Training and Support for new/existing Reps who have a Disability	90 + Amendment	Support
E Commerce	91	Support
We need a Europe for working people	92 + Amendment	Support
Leave the EU	93	Executive Statement
Membership of the European Union	94	Support
Leave the European Union	95	Executive Statement
Leave Europe Campaign	96	Executive Statement
UK Membership of the European Union	97	Support
EU Withdrawal	98	Executive Statement
EU Referendum	99	Support
TTIP, CETA and TiSA	100	Support
Transatlantic Treaties and De-Regulation	101	Support
The World Trade Organisation and International "Free Trade" Treaties	102	Support
TTIP	103	Support
Labour Party Opposition to TTIP	104	Support
Workers Uniting	105	Support
BAEM Workers Internationally	106	Support
Palestine	107	Support
G4S/Palestine	108	Support
Support for Syria	109	Support
Anti-War in the Middle East	110	Support
Solidarity with the Kurdish population and all progressive forces fighting repression in Turkey	111	Support
Colombia	112	Support

Progressive Latin America	113 + Amendments	Support
Bullying, Harassment and Wellbeing at Work	114	Support
Shift Working and its Impact on our Members	115	Support
Noise Levels	116	Remit
Stress Risk Assessments	117	Support
Fibromyalgia Awareness in Unite and workplaces	118	Support
Scrap Buses to Save Lives	119	Oppose
Campaign and Ban of the use of Helium Balloons and Chinese Lanterns	120	Leave to conference
Electronic Cigarettes	121	Remit
Work Related Stress	122	Support
Mental Health Awareness	123 + Amendments	Support
Mental Health	124	Support
Mental Health Awareness in the Workplace	125	Support
Mental Health Support for Unite Shop Stewards	126	Support
Food Standards/Hygiene Issues	127	Support
Support for Sports Direct Campaign and Extension of Campaign	128	Support
Collective Bargaining	129	Support
Redundancy Rules	130	Support
Organising Agency Workers	131	Support
Putting Decent Work at the top of Unite's Agenda	132	Support
Bus Regulation	133	Support
Public Transport	134	Support
'Partnership', 'employee participation', management techniques and the development of effective workplace organisation	135	Support
The March of the Robots and the Challenge for Organised Labour in the Digital Economy	136	Support
Manufacturing	137	Support
Support the Junior Doctors Campaign against a Pay Cut and Increased Working Hours	138	Support
Stand up for sex workers supporting the decriminalisation of sex work	139	Oppose
Decriminalisation of Sex Work	140	Composite
Taxation on "Tool of Trade" Company Cars	141	Support
Tax Reporting for Self-Employed Members of Unite	142	Support
Equal Pay and Age Discrimination	143	Support
Outsourcing Facilities Companies	144	Remit
The BBC	145 + Amendment	Support
National Agreements	146	Support
Affiliate to National Shop Stewards Network (NSSN)	147	Remit
Pensions	148 + Amendment	Support
Pensions	149	Remit
Pensions	150	Support
Retirement Age	151	Support
City Devolution and decentralisation in England	152 + Amendment	Support
Regional Devolution	153	Remit
Northern Powerhouse Devolution	154	Support
Devolution	155	Support
True Democracy for County Councils, City Councils and Borough Councils	156	Support
Alternative Voting System	157 + Amendment	Executive Statement
Proportional Representation	158	
Anti-Fascism	159	Support
Labour Party Leadership Support	160	Support
Re-Selection of Labour MPs	161	Remit
Constitutional Reform	162 + Amendments	Support
The Challenges of Anti Trade Union Legislation	163 + Amendment	Support
Opposition to the Trade Union Bill	164	Support
Trade Union Bill and Direct Action	165	Support
Trade Union Bill	166	Support
Trade Union Bill	167	Support
Anti-Union Laws	168	Support

Trade Union Bill	169	Support
Agency Workers Directive and 'Swedish Derogation'	170	Support
Blacklisting and the next Labour Government	171	Support
Electronic Voting	172	Support
Casualisation of Employment	173 + Amendments	Support
Redundancy Rights	174	Support
Redundancy Payments	175	Support
Closure and Redundancy	176	Support
Corporate Governance	177	Support
Workers' representatives on company boards	178	Support
Zero Hour Contracts	179	Support
Minimum Pay Rates for Working Anti-Social Hours	180	Support
Defending Communities	181	Support
The Need for a Commissioner for the Elderly in the UK	182	Support
Cold Weather Deaths	183	Support
Stronger Links between Workers and Pensioners	184	Support
Unite in Schools	185	Support
Unite in Schools	186	Support
HIV Support Services	187	Support
Mobility Insurance	188	Support
Statutory Youth Service	189	Support
Branch Secretaries E-mail Support	190 + Amendments	Support
Sustainable Organising	191	Remit
Outsourcing an Procurement	192	Support
Retaining the Retired Members' Summer School in its 2015 Format	193	Leave on table
Delegates to Retired Members Education Courses	194	Leave on table
Lay Member Expenses	195	Remit
Lay Members Loss of Earnings Claim	196	Remit
Executive Council Elections	197	Leave to Special EC
Reintroduction of Skilled Membership Card	198	Remit
Disenfranchised Members	199	Support
Route for Emergency Motions	200	Support