



MINUTES AND RECORD
of the
EXECUTIVE COUNCIL
HELD AT UNITE HOUSE, HOLBORN, LONDON WC1
ON 5TH, 6TH & 7TH DECEMBER 2016

PRESENT:

- MEMBERS:** Sis. L ADAMS, Bros. K AGYEMANG-PREMPEH, J ALLAM, R ALLDAY, Sis. T ASHWORTH, Bro. D BANKS, Sis. P BURR, Bros. C CADMAN, D COLEMAN, J COOPER, G DEMPSEY, Sis. J DOUGLAS, J ELLIOT, Bros. P ENTWISTLE, J GILL, Sis. W GILLIGAN, Bros. A GREEN, S HIBBERT, B HOLMES, A KHALIQ, B KNOWLES, M LYON, S McGOVERN, S MILLER, J MITCHELL, T MITCHELL, Sis. T MOLONEY, Bros. I MONCKTON, F MORRIS, Sis. S MUNA, Bro. T MURPHY, Sis. K OSBORNE, S OWENS, Bro. T PEARSON, Sis. B PLEASANTS, Bro. S ROSENTHAL, Sis. M RYAN, J SHEPHERD, Bro. K SMITH, Sis. J STEWART, J STILL, Bro. 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)
Sis. P BRENNAN (Observer, RTC&LRD)
Bro. T PEARSON (Observer, Metals Inc. Foundry)
Bro. B SIMPSON (Observer, Young Members)
Bro. P WISEMAN (Observer, Retired Members)

IN THE CHAIR: Bro. T WOODHOUSE

FIRST DAY, 5TH DECEMBER 2016

Minute
No.780**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
Kwasi Agyemang-Prempeh	Wednesday pm	TU Business
Dick Banks	Mon & Tues pm	TU Business
Paula Burr	Tues & Weds am	TU Business
Chris Cadman	Tues & Weds pm	TU Business
Eddie Cassidy	All sessions	Holiday
Ged Dempsey	Wednesday pm	Family business
Mick Forbes	All sessions	Bereavement
Wendy Gilligan	Monday & Tuesday	Work commitments
Ansaar Khaliq	Monday	TU Business
Barry Knowles	Tuesday	TU Business
Dawn McAllister	All sessions	Illness
Jackie McLeod	All sessions	Work commitments
Tam Mitchell	Tuesday	TU Business
Frank Morris	Tuesday	TU Business
Jane Stewart	Monday & Tuesday	TU Business
Jasmin Suraya	Tues pm & Wednesday	Family business
Mark Thomas	Monday	TU Business
Dave Whitnall	Tuesday pm	TU Business
Dave Williams	Wednesday pm	TU Business
Dennis Wilson	Tuesday	TU Business
Mark Wood	Monday	TU Business

Having full appreciation of the circumstances as reported, the Council

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

2. ANNOUNCEMENTSMinute
No.781**2.1 Obituaries**

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

<u>Name</u>	<u>Designation</u>	<u>Date</u>
Bro. T Lowe	Former Regional Secretary GPMU	5.11.16
Bro. M Molloy	Former Head of Research GPMU	20.11.16
Bro. E New	Retired Officer South East Region	17.11.16

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.782****3.1 Receipt of Minutes**

The Minutes of the Meeting of the Executive Council held on 19th, 20th, 21st & 22nd September 2016 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.783****3.1.1.1 Min.712 Announcements**

A member of the Council referred to the discussion on the General Secretary's flat, which had taken place at the previous Executive Council meeting, and reported that questions had been raised by members at the NISC. In response, the General Secretary advised that he would be willing to attend the NISC to answer any questions.

At the close of consideration, the Council

RESOLVED: "That the report be accepted."

**Minute
No.784****3.1.1.2 Min.744 Political Report**

A member of the Council referred to the resolutions submitted to and discussed by the Executive Council and requested that a contact name be added to the document for ease of reference. In response, the Chief of Staff agreed this could be done and will appear in the GS Briefing.

At the close of consideration, the Council

RESOLVED: "That the report be accepted."

RESOLVED: "That the Minutes of the Executive Council held on 19th, 20th, 21st & 22nd September 2016 be adopted."

4. FINANCE & GENERAL PURPOSES COMMITTEE**Minute
No.785****4.1 Receipt of Minutes**

The Minutes of the Finance & General Purposes Committee held on 13th October 2016 were duly submitted.

At the close of consideration, the Council

RESOLVED: "That the Minutes of the Finance & General Purposes Committee held on 13th October 2016 be adopted."

**Minute
No.786****4.2 Receipt of Minutes**

The Minutes of the Finance & General Purposes Committee held on 10th November 2016 were duly submitted.

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

4.2.1 Matters Arising out of the Minutes

Minute
No.787

4.2.1.1 Min.763 General Secretary's Update

A member of the Council referred to the Health & Safety Conference in the East Midlands and commented that there is no structure for a National Health & Safety Conference. In response, the General Secretary advised that the North West Region is in the process of organising a regional health & safety conference in February next year. It is the intention now to set up regional meetings similar to the East Midlands conference and to link up with the national meeting or committee to discuss best practice.

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 10th November 2016 be noted."

9. CONSTITUTION & ADMINISTRATION

Minute
No.788

9.1 Assistant General Secretary Appointment

As a consequence of the decision taken at the September meeting of the Executive Council, the Council received a presentation from Howard Beckett in respect to his appointment to the role of Assistant General Secretary.

Following the presentation, the appointment was put to the vote of the Council. With the exception of John Cooper who voted against and Tracey Ashworth who abstained, the Council endorsed the appointment of Howard Beckett as Assistant General Secretary.

At the close of consideration, the Council

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

5. REPORT OF THE GENERAL SECRETARY

Minute
No.789

5.1 Report

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

The General Secretary referred to the Labour Party Conference and recorded his thanks to the Unite delegation for the role they had played at the conference.

Reference was made to the Global Organising Alliance, which brings together unions from all over the world, at whose meeting the General Secretary had been a guest speaker and Unite had been the host.

The General Secretary highlighted the Health & Safety Conference held in Derby by the East Midlands region and reported that Regional Secretaries will be advised to take up the example set by the East Midlands.

The General Secretary referred to the CLASS Conference and his speech on Brexit and freedom of movement, which had been circulated to the Executive Council, and commented that he would be pleased to get feedback from Council members. He also reported that he had the opportunity to share thoughts with Unite MPs in Parliament and that copies of his speech had been taken into the Shadow Cabinet.

The General Secretary gave a brief report on his visit to the Hinckley Point development in Somerset where the company demonstrated a commitment to trade union organisation.

A brief reference was made to the General Secretary's attendance at the official opening of the Edinburgh Office and the celebrations of the centenary of the birth of Harold Wilson at the Open University.

In referring to UCATT, the General Secretary advised that the vote had been overwhelming to join Unite and work is underway to bring about the integration and develop a strategy to enable the Union to make an impact.

The General Secretary advised that the Union continues to engage with the leadership of the Labour Party on a host of issues and it is hoped that once policies come out, they will make an impact in terms of opinion polls.

The General Secretary also referred to the number of meetings that take place with visitors from other countries who wish to meet with Unite to discuss the situation in their own country which is an indication of how the Union is seen.

The General Secretary highlighted the Workers Uniting Congress which had taken place in Washington less than a week after Donald Trump had been elected as President.

With reference to Brexit, the General Secretary reported that a group had been set up to co-ordinate the Union's approach to Brexit headed by Simon Dubbins and includes Howard Beckett, Pauline Doyle and Anneliese Midgeley together with the Assistant General Secretaries. He also advised that the regional visits had now been completed where he had talked to the Officers specifically about Brexit and to let them know there is a channel to feed into with views and opinions of the stewards and companies they are dealing with.

The General Secretary referred to the questionnaire that had been sent to women Officers and had been reported in the press who had tried to create a false image. Significant progress has been made and meetings will take place over six months with BAEM Officers and women Officers.

The General Secretary reported on his recent meeting with the President of Ford Europe over the decision taken not to produce as many new engines at the Bridgend plant. He advised that he had sought an accord that would guarantee the current footprint within the UK and the President will come back in late January with proposals that will be reported back to the convenors and the Executive Council.

The General Secretary also referred to Nissan and Vauxhall General Motors.

The General Secretary referred to the on-going situation within the steel industry and sought the Council's endorsement of his action to temporarily appoint a National Officer for Steel. The post will be taken up by Tony Brady, an Officer from North Wales from the steel industry.

The General Secretary highlighted his visit to the Rosyth shipyards in Scotland and also advised that he had sought permission to visit Faslane and Colport which would probably take place in February/March with the intention to hold a mass meeting.

The General Secretary reported on his attendance at the Aerospace & Shipbuilding NISC where issues had been raised in relation to the speech made by Jeremy Corbyn regarding sending arms and ammunition to Saudi Arabia.

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

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

Minimum Wage – The resolution was submitted by the West Midlands Regional Committee and called on the Union to compile a list at regional and national level of corporations and employers that have implemented the practices of passing costs on to employees. In response, the Council supported the resolution.

Agency Workers Strategy – The resolution was submitted by the RTC/LRD NISC and called on the Union to have a designated senior officer with national responsibility for developing and implemented the strategy. In response, the Council agreed to remit the resolution to the General Secretary for further consideration.

At the close of consideration, the Council

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

7. INDUSTRIAL /EQUALITIES REPORTS

**Minute
No.790**

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: Capita Life and Pensions; Prudential; UCATT; Construction minimum standard charter; Banks Mining; Public Sector Combine; Youth Services; NHS England; Gender pay gap; Crossrail; Blacklisting and BWI – Qatar.

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

A document detailing the Transfer of Engagements with the Britannia Staff Union (BSU) to Unite had previously been circulated to the Council for information purposes. The Council were further advised that final approval would be sought at the March meeting.

The General Secretary highlighted the breakthrough in Qatar where BWI (Building & Woodworkers International) are now being legally recognised and thanked the Assistant General Secretary for the work she has done.

At the close of consideration, the Council

RESOLVED: “That the report be accepted.”

8. DEPARTMENTAL REPORTS

**Minute
No.791**

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 commented on the different and changing world situation we now find ourselves in following the Brexit vote, the right wing lurch in the UK followed by the election victory of the right wing populist Donald Trump in America.

The second IndustriALL Global Congress had recently taken place in Rio and the Unite delegation had serious input which very much helped shape the agenda with particular regard to corporate bad behaviour and dealing with multi-national companies.

The IndustriALL-Europe Executive had met in November and adopted a resolution in solidarity with its UK affiliates in relation to Brexit. The resolution made clear that this was a crisis that has huge implications for the rest of Europe, not only for the UK.

The IndustriALL-Europe - Building Trade Union Power Task Force had its first meeting of affiliates at the end of September to hear examples from various organisations regarding organising activities and the Company Policy Committee has elected Jonathan Hayward from the Unite International Department as President and this enable Unite to influence the political direction of IndustriALL in the crucial area of trade union co-ordination and solidarity in multinational companies at a European level.

Unite was represented at the 19th meeting of the UNI Global Union World Executive Board that took place after the US elections. US affiliates made a presentation on the impact of the election result and the possible implications of a Trump presidency.

Unite attended the ITF Executive Board in October where the key to the discussions were trade agreements and the Executive issued a statement opposing the Trade in Services Agreement (TISA). Also discussed was the National Express leverage strategy with the Teamsters union is developing with the Unite organising department.

The ETF Management and Executive Committees took place in September and discussions included the industrial Hubs project. The ETF Congress will take place in 2017 and preparations are underway for Unite's involvement.

Unite took part in a delegation to Qatar with the BWI. This delegation was organised as a result of discussions that began between the BWI and the Supreme Committee for Delivery and Legacy (SC), organisation responsible for delivering the infrastructure required for the 2022 FIFA World Cup Qatar. A Memorandum of Understanding (MoU) between both parties was signed during the visit and will see them conduct joint labour and accommodation inspections on World Cup projects in Qatar from January 2017. The joint inspections will initially focus on projects that are being built by multinational companies that are headquartered in countries where BWI currently has representation.

The second Workers Uniting Congress took place in November in Washington DC against the backdrop of the Donald Trump presidential election victory. Action plans on politics, global solidarity, equalities, education, member to member and trade work for the next congress period of Workers Uniting were formally agreed by the congress.

The USW Civil Rights Conference is currently taking place in Birmingham Alabama and the Unite delegation are members of the Unite BAEM national committee and will play a full role in the conference by taking part in panels and workshops.

With reference to multinational companies, it is five years since the Recast Directive was enacted and the Commission has begun an assessment on the implementation of the directive which will be reported to the European Parliament, the Council and the European Economic and Social Committee along with any appropriate proposals for improvement. Unite has been instrumental in organising the federations into discussing favourable options for unions to get the most out of any revision that takes place.

With regard to solidarity work, following the significant progress made in recent times, there is now concern that the election of Donald Trump with Republican Party majorities in both houses of Congress threatens to undo recent improvements in Cuba-US relations. Republican majorities in both houses could strengthen hard line members of congress to influence anti-blockade legislation.

As part of on-going negotiations, the Venezuelan government and the opposition MUD group have reached a 5-point agreement which crucially includes working together to “combat sabotage, boycott and aggression against the Venezuelan economy”. It also commits both parties to respecting existing constitutional arrangements and endeavouring to eradicate violence from politics. These developments, however, take place in a context of great uncertainty created by the election of Donald Trump as US President and with Venezuela’s hard right continuing to call for the unconstitutional overthrow of the elected, constitutional government.

The London & Eastern and South East Regions sent a delegation to Palestine in early November organised by Palestine Solidarity Campaign. The delegation visited several areas and met with both Israeli and Palestinian human rights and trade union organisations and also representatives of the National Boycott Committee (BNC) and with sister unions in the health and postal sectors. Together with PSC, Unite has also been a key organiser of the Hewlett Packard International week of actions which included some 100 actions around the world with over 30 in the UK. This was one of the largest globally co-ordinated series of BDS actions to date.

Since the last meeting of the Executive Council, the historic peace agreement that had been reached between the Colombian government and FARC guerrilla forces was rejected by the Colombian people but a new agreement has been reached and it is hoped that this will be implemented urgently by the Colombian government. The most worrying development recently has been the killing of several members of the Patriotic March and of two FARC guerrillas after the second peace agreement had been reached.

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

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

Andargachew Tsege, illegally detained in Ethiopia – The resolution was submitted by the London & Eastern Regional Committee and called on the Union to support the campaign to create public awareness about the plight of Tsege. In response, the Council supported the resolution.

At the close of consideration, the Council

RESOLVED: “That the report be accepted.”

**Minute
No.792**

8.2.1 Brexit Report

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

The EC Statement was carried at the Policy Conference in July and the key issues are the defence of Unite members’ jobs which may be threatened by leaving the EU and protection of employment rights. Unite would oppose any rush to trigger Article 50 and would support the people of Scotland, Northern Ireland and Gibraltar in relation to specific concerns over the Brexit programme. There is a need for full debate on the issue of immigration.

There are three strands in the Unite approach: political; industrial; and communications. At the start of next year a dedicated website will be launched to deal with all issues relating to Brexit.

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

At the close of consideration, the Council

RESOLVED: “That the report be accepted.”

SECOND DAY, 6TH DECEMBER 2016

IN THE CHAIR: Bro. T WOODHOUSE

6. STRATEGY FOR GROWTH

**Minute
No.793**

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 update on the Broad Industrial Strategy, highlighting that the data is continuing to prove popular with activists and has now been accessed on over 4,300 occasions by Officers and Shop Stewards/Reps. The industrial data search engine improvements have been completed, including a new facility to upload collective agreements. Over 90% of relevant pay and anniversary data has now been collected with over 28,000 workplaces set for negotiations in 2017 (including those covered by national bargaining). The industrial guides and templates key are being used by Shop Stewards/Reps and they have now been accessed on over 4,000 occasions online. 5,000 hard copies have been requested.

Every Region is bringing Officers together and developing a regional BIS plan and the Executive Officer reported that she is having detailed planning sessions with the Regional senior management teams. The Broad Industrial Strategy is moving into more strategic ways of working. The Executive Officer gave examples of plans and how it works.

A very detailed document on Automation had been circulated to the Council and was verbally supplemented by the Executive Officer.

Following the 2016 Policy Conference decision that the Union should investigate the threat posed by ‘new’ technology jobs, the Organising Department was asked by the General Secretary to produce a preliminary risk analysis. The Executive Office highlighted the details contained within the document which are preliminary thoughts and this will be discussed in more detail next year.

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

The Executive Officer updated the Council on Bromley Council and the leverage campaigns.

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

Organising Campaign at Freshers Week – The resolution was submitted by the NEY&H Regional Committee and called on the Union to ensure that a strategy is developed through the Organising Department for the future attendance at Freshers Week. In response, the Council supported the resolution.

At the close of consideration, the Council

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

8. DEPARTMENTAL REPORTS continued/....

**Minute
No.794**

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 the Workplace Reps course, employee developments and membership works.

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.795**

8.3.1 Minutes of the EC Education Sub-Committee

The Minutes of the EC Education Sub-Committee held on 3rd November 2016 had previously been circulated to the Council.

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

Union Learning Fund – The resolution was submitted by the West Midlands Regional Committee and call on the Union to put the importance of union learning further up the agenda. In response, the Council agreed to leave the resolution on the table for further consideration at a later date if it is needed.

At the close of consideration, the Council

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

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

**Minute
No.796**

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: Brexit; Steel Industry; Fujitsu; Oil and North Sea.

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

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

Request for adequate financial funding from the European Globalisation Fund – The resolution was submitted by the GEMS NISC and called on the Union to promote within the labour movement a request for adequate financial funding from the European Globalisation Fund. 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.797**

7.3 Industrial Report – Transport & Food Sector

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

The Assistant General Secretary referred to: Transport & Food – Key issues; “Transport Matters” Unite Transport Conference; Transport Working Group; Migrant Workers Conference; TUC & Labour Conferences – Bus Services Bill; Downstream Oil Distribution Forum; Gangmasters Licensing Authority; Gangmasters & Labour Abuse Authority; and Hitachi.

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.798**

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: Standing Up for Equality; Challenging underlying stereotypes, myths and prejudices; Rights & access to justice if you face discrimination; Migrant Workers – industrial voices in Unite; Violence against women and men in the world of work; Policy Conference 2016 implementation; Workers Uniting Congress; Disability Access Fund; Regional Womens & Equalities Officerws; Working for Unite – Women & BAEM Officers; TUC & Labour Party Conferences; Immigration Act; and Grunwick Dispute.

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

The Standing Orders for the National Equalities Conferences 2017 had previously been circulated and the Council agreed to their adoption.

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

Equality & Disability - The resolution was submitted by the North West Regional Committee and called on the Union to initiate policies to raise awareness of autism within the workplace. In response, the Council supported the resolution.

Driverless Car and Commercial Vehicles – The resolution was submitted by the Passenger Services NISC and the South West Regional Committee and called on the Union to develop a strategy with regard to driverless cars and commercial vehicles which aims to limit the number of job losses. In response, the Council supported the resolution.

At the close of consideration, the Council

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

9. CONSTITUTION & ADMINISTRATION continued/...**Minute
No.799****9.3 General Secretary Election 2017**

The Chief of Staff reported that the present term of office of the Unite General Secretary concludes at the end of April 2018. Past practice would have indicated that an election for the post would take place in the latter part of 2017, to allow time for a proper handover in the event of a new General Secretary being elected by the membership.

The Council were aware that the election for General Secretary, like the election of the Executive Council itself, is mandated by law to be conducted by a postal ballot, which for a union of Unite's size is extraordinarily expensive. While the precise cost of each of these elections is affected by the membership turnout, the cost is in the range of £1 million to £1.3 million each.

Procedures for the election of the Executive Council, in accordance with rule, in the first part of next year are now well-advanced. Changes to rule adopted at the 2015 Rules Conference now mean that the electorate for the two ballots – General Secretary and Executive Council – are much more closely aligned than in the past. The General Secretary election merely requires the addition of the Retired Members Plus and Community members to the Executive Council electorate.

Combining the two ballots would therefore save Unite around £1 million in costs associated with the elections. The alternative would be to start a fresh ballot, with a near-identical electorate, just a few months after the previous ballot had concluded.

It is therefore proposed that an election for General Secretary is held on the same schedule already agreed as that for the Executive Council elections.

To conform with the requirements of Rule 15.1, the General Secretary therefore gives notice of his resignation from office (after the requisite notice period), such resignation to take effect from 28th April 2017, the date at which the result of the General Secretary election is declared.

The ballot rules and guidelines for the Executive Council election that were agreed for the 2017 elections will be valid for the General Secretary election save for the following amendments:

- 1) In accordance with rule 16.12 a candidate must:
 - be eligible to vote in the election;
 - have at least 5 years continuous membership of the union; and
 - have received at least 50 branch nominations or workplace nominations (where there is no workplace branch), subject to the total including nominations from more than one region.
- 2) All members of the union can vote in this election including members who pay retired members plus contributions and community members but excluding ordinary retired members who are not entitled so to vote as per rules 3.2 and 15.1.
- 3) Each properly nominated candidate will be entitled to submit an election address to be circulated to members eligible to vote with the ballot paper up to a maximum of 600 words.

The Returning Officer for both the Executive Council Election and the General Secretary Election will be Electoral Reform Services, who also serve as Independent Scrutineer.

The ballot timetable for this election will be the same as that for the Executive Council Election. The only difference to the timetable is the dates for the count and scrutiny. For the General Secretary election there will be a manual count and scrutiny at which observers may be present. This will be conducted in advance of the count and scrutiny for the Executive Council election which will be an electronic process, as on previous occasions.

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

As the General Secretary had declared himself to be a candidate in the forthcoming General Secretary Election, nominations were sought for an Acting General Secretary to hold office, alongside the General Secretary, from now until the end of the election period. The Council agreed that AGS Gail Cartmail be designated Acting General Secretary.

The General Secretary also advised that he was seeking a correction for an inaccurate article that had appeared in the Sunday Times.

At the close of consideration, the Council

RESOLVED: "That the proposal for the General Secretary Election be adopted in line with the preamble to this Minute."

8. DEPARTMENTAL REPORTS continued/....

**Minute
No.800**

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: First recognition agreement now signed in hospitality sector; launching strategy in Hotel Football; CMA – Strike action in Crown Post Office Services; Retired Members; Young Members; Community Membership; Unite in Schools; and Industrial Hubs Programme.

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

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

Generations United – The resolution was submitted by the East Midlands Regional Committee and the National Retired Members Committee and called on the Union to actively campaign to bring together the generations to dispel the divisive comments to be found in the media. 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."

10. FINANCE

**Minute
No.801**

10.1 Finance Report

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

The financial results for Unite in the first three quarters of 2016 are satisfactory and better than last year.

Total Income amounted to £126.3 million in the first nine months of 2016, up £3.1 million versus the same period a year ago. Contribution Income increased by £4.2 million as the increase in membership subscriptions implemented 1st September 2015 and 1st September 2016 (Enhanced and Part-time) more than offset the loss of paying membership. As anticipated, due to the Jackson legislation, Legal Income has continued to fall, down £1.1 million (or 24%) year on year.

Total Recurring Expenditure totalled £105.8 million in the first nine months of 2016 which was £2.3 million less than last year. This variance is more than accounted for by a £3.0 million decrease in Political Affiliations & Grants owing to the General Election and the subsequent Labour Party Leadership contests in 2015. The costs of Other Affiliations, Grants & Donations are up by £700,000 versus last year while spending in other areas has fallen – the £1.3 million decline in Other Administration is worth noting. Employment Costs including Organising, were relatively stable year on year and amounted to 37.9% of Income on a year to date basis.

Unite recorded a surplus before Investment Income and Non-Recurring Items of £20.5 million in the first nine months of 2016 - £5.4 million better than last year.

Investment Income amounted to only £0.6 million in the first nine months of 2016 - £1.5 million less than a year ago. Non-Recurring Items (excluding Pension Deficit Reduction payments) amounted to a net £3.9 million in the first nine months of 2016. This was comprised of severance costs of £339,000 and the write-off of VAT on property purchase/refurbishment of £3.2 million.

Pension Deficit Recovery contributions totalled £9.3 million in the first nine months of 2016 – exactly the same compared with last year.

Taking everything into account, Unite posted an overall surplus of £7.9 million for the first nine months of 2016 – a result which was £3.4 million better than last year.

Unite's liquid assets totalled £127.6 million as at 30th September 2016, up £9.7 million from the end of June and up £22.7 million from year end 2015. The reason for the increase in the quarter was largely due to the jump in the global stock markets, (and the decline in the pound) which led to a £7.3 million increase in the value of the Union's marketable securities. The Union's cash balances also increased.

The balance of the Dispute Fund has risen to £36.5 million as at 30th September 2016. This reflects inflows of £2,907,294 offset by Dispute Benefit payments totalling £517,751. 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.

Freezing Branch Bank Accounts

In December 2011 the Executive Committee adopted the Branch Financing Policy which sought to codify the financial administration of Branches. Part of this protocol required Branches to submit returns on a quarterly basis within 6 weeks of the quarter end in order to avoid suspension of Branch Administration payments.

Whilst this procedure has, in the main, worked adequately, there have been a number of instances where either deadlines have been missed or the returns have required further investigation. In these instances, Branch Administration payments have been suspended, following notification to the Branches concerned. In the majority of cases Branches do comply with requests and administration payments have been restored.

There are still occasions when, despite repeated requests, Branches have not submitted returns or have not provided satisfactory documentation or explanations to support entries on returns. This has resulted in extended periods of suspension. In many of these cases, as the Branch bank account holds significant funds, the non-receipt of Branch Administration payments does not stop the Branch from making payments.

On those rare occasions when Branches do not accede to requests, as outlined above, it is proposed that the Regional finance teams, with the express approval of the Regional Secretary, are granted the authority to freeze activity on the Branch bank account(s) until the relevant returns or satisfactory explanations/documentation are supplied. This, of course, would be a last resort and a step that would not be taken lightly. It should be noted that this procedure has already been adopted by several Unite Regions acting independently.

If the next quarterly return is not received, then advise Branch that failure to regularise the situation could result in suspension of the Branch bank account(s).

Regional Finance must keep a correspondence file/trail.

If, after two quarters, the situation has not been satisfactorily resolved, the Regional Finance team prepare correspondence for the Regional Secretary's signature advising the Branch that their Branch bank account(s) are being frozen.

Following approval by the Regional Secretary and Regional F&GPC, a request to freeze the Branch account(s) would be made to Unity Trust Bank with an advisory note to Central Office Finance.

Once the situation has been regularised, the freezing/suspension would be lifted and all parties advised.

UCATT Pensions

The principles laid down by the EC in agreeing to the amalgamation of UCATT in the pension arena are being executed. Specifically, the General Secretary met with UCATT leadership to ensure they fully appreciated what had to be done. As a consequence of a meeting with the Trustees of the UCATT scheme and with UCATT leadership, the following timetable was agreed:

1. 6th December 2016 – UCATT EC meets to agree the closure of the scheme to future accrual as at 31st March 2017 (before the 1st June 2017 when pensionable pay is next re-evaluated under the UCATT scheme rules).
2. 7th December 2016 – UCATT management disclose the decision taken on the previous day to the UCATT Bargaining Groups and all the active members of the UCATT scheme.
3. 1st January 2017 – the three UCATT employer Trustees step down and are replaced by three members of the Unite EC (logically selected from those who are Trustees of the Unite Pension Scheme).
4. 31st March 2017 – future accrual in the UCATT scheme ceases and all active members become deferred members.
5. 1st April 2017 – otherwise eligible former UCATT employees join the Unite Pension Scheme.
6. 31st August 2017 – target date to merge the UCATT pension scheme into the Unite Pension Scheme (but this does not affect the deferred pensions of former UCATT employees).

Questions and comments from members of the Council were responded to and an update on the Birmingham project was given and supplemented by the General Secretary.

THIRD DAY, 7th DECEMBER 2016

IN THE CHAIR: Bro. T WOODHOUSE

10. FINANCE continued/.....

10.1 Finance Report continued/.....

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

Systems in Unite Buildings – The resolution was submitted by the GEMS NISC and called on the Union to ensure that systems are manufactured and maintained by companies that either recognise Unite or another union. In response, the Council supported the resolution.

Death at Work Benefits and Suicide – The resolution was submitted by the NEY&H Regional Committee and called on the Union to consider amending the criteria of death at work scheme to include those who have taken their own life within the workplace. In response, the Council rejected the resolution.

At the close of consideration, the Council

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

8. DEPARTMENTAL REPORTS continued/....

**Minute
No.802**

8.1 Political Report

A separate written report on political activities had been circulated to the Council and was verbally supplemented by Political Director, Anneliese Midgeley.

The Political Director reported on the changes in the Political Department team; US Election; Brexit; Labour Party; NEC; Parliamentary Activity; NPF; Regional Tour; Trade Union Act; and Momentum.

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.803**

8.1.1 Revised EC Guidance – Rule 22: The Labour Party

The revised EC Guidance on Rule 22: The Labour Party had previously been circulated to the Council and was verbally supplemented by the Political Director.

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

At the close of consideration, the Council

RESOLVED: “That the report be accepted.”

Hazards Conference - The resolution was submitted by the East Midlands Regional Committee and called on the Union to continue the vital support to H&S Reps, to support the Conference and raise the profile. In response, the Council supported the resolution.

Support for Activists – The resolution was submitted by the West Midlands Regional Committee and called on the Union to advertise and publicise new full-time Officer positions widely within the Union. In response, the Council agreed to refer the resolution back to the Region for further clarification.

The Chief of Staff drew the attention of the Council to a member of the Union, Sue Blanks, who wished to stand in the South East territorial seat. She appears not to be compliant with Rule 6 but has referred to the EC Guidance which says that with specific permission of the Executive Council, she can be exempt from Rule 6. Following discussion, the Council gave authority to respond that she is not eligible to stand as a candidate for election.

At the close of consideration, the Council

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

11. LEGAL

Minute
No.805

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 Assistant General Secretary, Howard Beckett.

The Assistant General Secretary updated the Council on the following areas:

- Audit of panel solicitors files
- Personal Injury and IT Update
- Aerotoxic Syndrome
- Holiday Pay
- Blacklisting
- Update on Legislation
- Regional Legal Officers Report
- National Legal & Affiliated Co-ordinators Report
- Certification Officer Cases and Judgements
- Legal Cases of significance
- Balloting activity
- Repudiation report

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

At the close of consideration, the Council

RESOLVED: “That the report be accepted.”

Minute
No.806

11.2 Affiliated Services Report

A written report had previously been circulated to the Council and was verbally supplemented by Assistant General Secretary, Howard Beckett.

The Council were updated on the following:

- Retired Members Plus
- Member gets Member Scheme
- Credit Union
- Union Home Insurance
- DriverCare
- UniteHome
- Unite Energy Switching Group
- Unite Motor Insurance
- Domestic Energy Review Service

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.807**

11.3 Membership Report

A membership report had previously been circulated to the Council and was verbally supplemented by Assistant General Secretary, Howard Beckett.

The Assistant General Secretary reported on: Workplaces and Regions; Low Pay; Retention Project; New Retention Process; Section 24 Duty & Membership Audit Certificate; UCATT Merger; and statistical reports.

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

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

Deleting Company Records – The resolution was submitted by the East Midlands Regional Committee and called on the Union to engage the political and legal departments to lobby our MPs to fight this plan and encourage members to write to their MPs calling for the plans to be dropped. In response, the Council supported the resolution.

Suicide Support – The resolution was submitted by the NEY&H Regional Committee and called on the Union to initiate an investigation into the scale of the problem of workers taking their own life within the workplace. 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.”

12. ANY OTHER BUSINESS

**Minute
No.808**

12.1 Political Officer – East Midlands

Following Officering changes in the region, the General Secretary reported that Regional Officer, Katie Whittam was now acting as Regional Political Officer in the East Midlands region.

At the close of consideration, the Council

RESOLVED: “That the report be accepted.”

**Minute
No.809**

12.2 Honorarium

The General Secretary sought the endorsement of the Council for the payment of an honorarium to the Chair of the Council.

At the close of consideration, the Council

RESOLVED: “That the honorarium payment to the Chair be endorsed.”

**Minute
No.810**

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 Chair thanked the Executive Council and Administration Staff for their support and work throughout the year and wished everyone a Merry Christmas and Happy New Year.

**The Meeting of the Council
thereupon terminated**