



MINUTES AND RECORD
of the
EXECUTIVE COUNCIL
HELD AT UNITE HOUSE, HOLBORN, LONDON WC1
ON 4TH, 5TH & 6TH SEPTEMBER 2017

PRESENT:

MEMBERS: Sis. S ABACHOR, L ADAMS, Bros. K AGYEMANG-PREMPEH, J ALLAM, R ALLDAY, Sis. T ASHWORTH, Bros. D BANKS, R BENTHAM, C BOWEN, M CASEY, E CASSIDY, J COOPER, Sis. A CROZIER, Bro. T DAVISON, Sis. J DOUGLAS, Bro. N DURKIN, Sis. J ELLIOT, Bros. P ENTWISTLE, N GIBSON, J GILL, Sis. K GILLESPIE, W GILLIGAN, Bro. A GREEN, Sis. A HAWORTH, R HAYES, Bro. S HIBBERT, Sis. D JACKSON, Bros. A JONES, B KNOWLES, Sis. T LANIGAN, P MARSDEN, S MATTHEWS, Bros. S McGOVERN, J MITCHELL, T MITCHELL, Sis. T MOLONEY, Bro. F MORRIS, Sis. S MUNA, Bro. T MURPHY, Sis. K OSBORNE, Bros. T PEARSON, H PERCIVAL, J PISANI, A REILLY, S ROSENTHAL, S RUDDOCK, Sis. M RYAN, Bro. T SEAMAN, Sis. J SHEPHERD, Bros. K SMITH, A STANSFIELD, Sis. J STEWART, J STILL, Bro. N STOTT, Sis. J SURAYA, F TATEM, J TAYLOR, Bros. M THOMAS, S THOMPSON, H TURNER, Sis. N VERMA, Bros. P WELSH, D WILLIAMS, M WOOD, T WOODHOUSE.

EX OFFICIO: Bro. L McCLUSKEY (General Secretary)
Bro. H BECKETT (Assistant General Secretary)
Bro. T BURKE (Assistant General Secretary)
Sis. G CARTMAIL (Assistant General Secretary)
Sis. I DYKES (Head of Constitutional Administration)
Sis. D HOLLAND (Assistant General Secretary)
Bro. A MURRAY (Chief of Staff)
Bro. E SABISKY (Executive Director, Finance, Property & Pensions)
Bro. S TURNER (Assistant General Secretary)
Bro. A WEIR (Assistant Chief of Staff)
Sis. M BRAMBLE (Observer, Gibraltar)
Bro. P WISEMAN (Observer, Retired Members)

IN THE CHAIR: Bro. T WOODHOUSE

FIRST DAY, 4TH SEPTEMBER 2017

Minute
No.85**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	Monday pm	TU Business
Roy Bentham	Monday & Tuesday	Work commitments
Chris Cadman	All sessions	Holiday
Mick Casey	Monday & Tuesday	TU Business
Tim Davison	Tuesday	TU Business
Michael Farrell	All sessions	Holiday
Jim Gamble	All sessions	Holiday
Jas Gill	Wednesday pm	TU Business
Trudy Lanigan	Monday	Family business
James Mitchell	Monday	Holiday
Frank Morris	Tuesday	TU Business
Joe Pisani	Tuesday	TU Business
Alan Reilly	Wednesday	TU Business
Tony Seaman	Tuesday	TU Business
Dave Smith	All sessions	Holiday
Jane Stewart	Wednesday	TU Business
Nigel Stott	Monday, Tues & Weds pm	TU Business
Fran Sullivan	All sessions	Family business
Mark Thomas	Monday	Hospital Appt.

Having full appreciation of the circumstances, as reported, the Council

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

2. ANNOUNCEMENTSMinute
No.86**2.1 Obitary**

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. Bob Sears	Retired Officer London & Eastern Region	4.8.17

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 MINUTESMinute
No.87**3.1 Receipt of Minutes**

The Minutes of the Meeting of the Executive Council held on 19th, 20th & 21st June 2017 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.88****3.1.1.1 Min.44 The Future of Voting in Public Elections**

A member of the Council referred to the consultation paper circulated to the Council at the June meeting and enquired if this would be discussed during this meeting as had been proposed. In response, the Chief of Staff advised that the document and discussion would be brought for the December meeting of the Council.

At the close of consideration, the Council

RESOLVED: "That the report be accepted."

**Minute
No.89****3.1.1.2 Min.49 Election of Committees – 2017/2020 Electoral Period**

A member of the Council referred to the General Secretary's comments at the previous meeting in relation to inclusivity within the Council and expressed his disappointment that the appointment of the Committees had not been inclusive of the groups within the Council. In response, the Chair commented that the Council had agreed the Committee appointments.

At the close of consideration, the Council

RESOLVED: "That the report be accepted."

**Minute
No.90****3.1.1.3 Britannia Staff Union (BSU)**

A member of the Council referred to the Transfer of Engagements with the Britannia Staff Union and requested an update. In response, Assistant General Secretary, Gail Cartmail advised that BSU had chosen not to go forward with the transfer.

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 June 2017 be adopted."

4. FINANCE & GENERAL PURPOSES COMMITTEE**Minute
No.91****4.1 Receipt of Minutes**

The Minutes of the Finance & General Purposes Committee held on 13th July 2017 were duly submitted.

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

4.1.1 Matters Arising out of the Minutes**Minute
No.92****4.1.1.1 Min.69 General Secretary's Update**

The Chief of Staff referred to the EC panel that had been proposed to hear the appeal of Gerard Coyne and advised the Council that due to certain EC members being unavailable, the panel had actually been comprised of the following EC members: John Cooper (Chair), Tracey Ashworth, Andy Green and Therese Moloney and this had been with the agreement of the Chair of the Executive Council.

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 13th July 2017 be noted.”

5. REPORT OF THE GENERAL SECRETARY

**Minute
No.93**

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 highlighted speaking engagements that he had undertaken at the International Brigade 80 year commemoration of their role in the Spanish Civil War; People's Assembly rally in Parliament Square; Durham Miners Gala and the Burston School rally.

The General Secretary drew the Executive Council's attention to a number of current disputes including Argos where the members are currently engaged in a 3-week strike; the BA Mixed Fleet dispute which is not yet concluded; the Bank of England strike over a pay award; St Bart's staff who work for SERCO and are on strike. He congratulated the London & Eastern region on linking these three disputes together under the banner of "London Unite". There is also a dispute in South Wales at the Ford Bridgend Plant; and a high profile dispute taking place with the refuse collectors in the West Midlands. He also reported that the dispute at AWE had been successfully concluded.

The General Secretary advised that he had been involved in a number of inter-departmental meetings with the Assistant General Secretaries. It was his intention to meet with particular EC members during the week prior to seeking the Council's support for propositions in relation to National Officers. He also advised that being conscious of the Union's finance strategy, with the transfer of UCATT Officers and staff and the impact of salary increases, the question of the 40% of income being spent on employment costs is also being closely looked at. He further advised that BAEM Officers now have regular 6 monthly meetings in order to debate and discuss their experiences in both servicing members and internally within the Union, whether they are exposed to any racism from our members or internally within the Union. Similarly with Unite Women Officers, who also have regular 6 monthly meetings to examine whether they are experiencing any sexual behaviour from members or internally within the Union. The General Secretary had been engaged in debates and discussions in relation to this important issue.

The General Secretary reported that, despite the summer recess, he had met with Keir Starmer specifically to talk about Brexit and forward the Union's view and policy on this to influence the Labour Party in solidifying their position in relation to Brexit.

The General Secretary referred to a telephone conversation with Jimmy Hoffa, President of the Teamsters, who rang to thank Unite for their continued support in their battle with Durham School Bus which is owned by National Express.

The General Secretary highlighted meetings with a number of Managing Directors and in particular, DHL who have major servicing contracts with companies such as SERCO and ISS who operate across a number of Unite's different sectors. He also advised that consideration is being given to Co-ordinating Officer who would deal with these companies at national level on behalf of Unite irrespective of where the contracts are and what sectors the contracts are in.

The General Secretary advised that it is his intention, at the December meeting of the Council, to talk in more details about the plans he has and the issue of membership and increasing the membership.

Brief reference was made to media interviews and appearances that had taken place.

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 the Sun Newspaper – The resolution was submitted by the South West Regional Committee and called on the Union to take the lead in banning the sale of the Sun newspaper at any venue where Unite is holding constitutional meetings or at any hotel where Unite have booked delegates for such meetings. In response, the Council supported the resolution.

At the close of consideration, the Council

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

7. INDUSTRIAL / EQUALITIES REPORTS

**Minute
No.94**

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; Automotive industry; Offshore; and Manufacturing Combine.

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.95**

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: Public Sector pay; Brexit; NHS pay claim; Doncaster refuse workers dispute; Energy sector; Construction; Blacklisting; HTC Wolffkran; Government, Defence, Prisons, Contractors (GDPD); Finance sector; Bank of England dispute; and SERCO dispute at St Barts.

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.96**

7.3 Industrial Report – Transport & Food Sector

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

The Assistant General Secretary referred to: Brexit – Food, Drink & Agriculture; Two Sisters Food Group; Civil Air Transport & EU Exit; Institute of Employment Rights Conference; Low Pay Commission Evidence & Director of Labour Market Enforcement; Automation and Digitalisation; Cutting Diesel Emissions Campaign; Urban Transport Group Bus Services Act 2017 & Taxis update; Rail Supply Group & Rail Delivery Group/Network Rail Update: ITF – XPO Global Leadership Group;

Petroleum Driver Passport; Inter-Union issues; Ascott Martyrs; and Mary Turner, President GMB.

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

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

Electrification of Midland Mainline – The resolution was submitted by the East Midlands Regional Committee and called on the Union to campaign to have this decision overturned and to ensure the East Midlands is not served by a second class rail system. In response, the Council supported the resolution.

Drivers' Rest Breaks – The resolution was submitted by the West Midlands Regional Committee and called on the Union to ensure the Driver & Vehicle Standards Agency strictly enforces against operators the legal requirements for all drivers to take a weekly rest break away from the vehicle. 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.97**

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: Tribunal Fees Abolition; Millions of Women lose out over State Pension; Equalities Conferences; LBGT Pride Events and Commemoration of the 1967 Act; Automation; Unite Migrant Workers; Migrant Domestic Workers Campaign Relaunch; Unite Education and Equality Working Group; Women's Night Safety Summit; Labour Party – BAME Labour and Labour Women's Conference; “He” for “She” UN Campaign; and death of Les Ford.

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

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

WASPI Campaign – The resolution was submitted by the North West Regional Committee and called on the Union to join Unison and GMB to support the WASPI Campaign both financially and politically. 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.”

SECOND DAY, 5TH SEPTEMBER 2017

IN THE CHAIR: Bro. T WOODHOUSE

6. STRATEGY FOR GROWTH

Minute
No.98

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 detailed update on the issue of Automation. The substantive automation report and draft agreement are now being disseminated to constitutional committees, combines, National and Regional Officers. Automation has started to be broken down by Sectors and clusters to identify specific areas of threat and opportunity with specific questions being asked to gather key data. The information is being collated and bespoke documents will be available for detailed discussion at the Sector Conferences in November. In addition, the issue of the 'gig economy' has been raised and the Executive Officer has committed to producing a paper on this.

The Executive Officer reported that Strategy for Growth has now moved into the Broad Industrial Strategy which has a number of component parts and looks at things affecting our members terms and conditions and making sure stewards have the information they need. The co-ordination of data has been successful and there is a need to make sure the data is uploaded accurately and on time.

The Executive Officer highlighted the timeline in relation to the 100% Campaign that had been discussed at the last Executive Council meeting. The Union now needs to extend the 100% campaigns to the whole allocation of each Officer and to that end, work has begun with Regions to develop individual industrial plans and move all Officer allocations to the 100% system. Delivering across whole allocations will also require looking at non-recognised as well as recognised workplaces. Data shows that just 33% of 'live' workplaces on the membership system have union recognition. Those workplaces employ 80% of our members but there are over 20,000 workplaces with 5 or more Unite members that are not recognised. These workplaces should also become a focus of 100% activity with industrial plans that aim for collective bargaining under the 'Work, Voice & Pay' strategy. It will also be critical to look at greenfield sites, particularly under-cutters to our membership. In the context of growth, it is critical to understand that a minimum of 2/3rds of people who have so far left the Union in 2017 are of working age.

The Executive Officer referred to Sector Organising and reported there are two sector campaigns underway, one in Construction and the other in Energy. In relation to Construction, the list of target companies has now increased from 9 to 11. The department is now preparing 11 threat papers on the target companies and the current plan is to introduce a 'trigger' agreement in each sector, with the aim of making all major employers agree to the same secondary bargaining conditions. The 'supply chain' approach of looking to target sub-sectors through the powerful contractors and their important sub-contractors has received considerable support and in addition, the realistic possibility of building effective combines has also been enthusiastically welcomed by activists.

The sector Energy campaign has not yet been formally triggered and groundwork is continuing prior to key meetings with shop stewards in September, after which workplace campaigns are expected to be launched.

To date, full Leverage campaigns directed by the department have recorded a 100% success rate. The number of requests for leverage is increasing and discussions are on-going with the General Secretary in relation to how this demand can be met. The department is also developing plans for Officer training via a form of 'campaign simulator' and has developed different types of 'threat papers', that whilst more limited in scope are more easily produced.

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

At the close of consideration, the Council

RESOLVED: “That the report be accepted.”

8. DEPARTMENTAL REPORTS

**Minute
No.99**

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 accredited Unite tutors and Workers Uniting.

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.100**

8.3.1 Minutes of the EC Education Sub-Committee

The Minutes of the EC Education Sub-Committee held on 27th July 2017 had previously been circulated to the Council.

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

At the close of consideration, the Council

RESOLVED: “That the Minutes of the EC Education Sub-Committee be noted.”

**Minute
No.101**

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 that the international situation remains very volatile with the Trump presidency clearly displaying a much more belligerent approach in many areas including Cuba, Venezuela, China and North Korea. Although Europe remains preoccupied with the Brexit issue, the refugee crisis continues to be a major source of difficulties for a number of EU countries and the EU as a whole.

In relation to the European and Global union federations, Unite has remained active and has hosted the IndustriALL Europe executive in London, played a full role in the activities of UNI, participated and shaped activities in the transport federations (ITF & ETF) and contributed to building global union networks in a number of companies in other federations.

The relationship with the USW via Workers Uniting remains strong and plans are underway for the next Steering Committee to take place in October in London. The fourth educational course for senior reps of both unions was held and industrial activities and solidarity projects continue to take place. Unite reps participated in the USW Westrock conference which brings together reps from across the US in this global packing company. Westrock has recently taken over the large European packing multinational MPS which is a central target of UNI-Europa Graphical. The meeting helped create a very stable base from which to launch a global campaign.

JFC and PASO coordinated a visit to Colombia with Unite and Unison to see first hand the impact of the Workers Uniting project with the oil workers union USO. Support for the project has enabled it to make very significant progress on the ground.

A full range of effective support to reps and members in multinational companies continues to be given and progress made in many areas. However, the uncertainty of Brexit and legal status post Brexit is clearly beginning to have an impact on Unite reps in some EWCs.

With reference to solidarity work, the situation in Turkey remains critical with a new wave of arrests of opposition and Kurdish activists. A planned referendum on the independence of Iraqi Kurdistan is causing further instability and tensions across the region. Unite was represented in a recent delegation to Iraqi Kurdistan in order to gain a better understanding of the situation.

In June, President Trump unveiled his new Cuba policy which is a significant setback for the Cuban people and any hopes of ending the blockade or normalising relations between the two countries. The measures include stricter enforcement of some blockade legislation, more restrictions on US citizens' ability to travel to Cuba and a ban on financial transactions with certain Cuban state run companies.

Also in June, the Palestine Solidarity Campaign won a vital judicial review against the UK Government's attempt to restrict local pension schemes from divesting from companies complicit in Israel's occupation and apartheid. The government was trying to stop local council pension schemes divesting from companies complicit in Israel's human rights violations.

In Colombia, the situation with the peace process remains very complex and extremely fragile with decommissioning of weapons taking place according to schedule but the delivery of the associated training, housing and full reintegration projects either hugely delayed or completely non-existent. The FARC has now established a new political party to begin the next phase of transition and a hunger strike to push for the agreed release of former combatants from prison has ended on the basis of commitments given to speed up the process.

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

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

Chrysotile and the 'Conference of the Parties' (CoP) to the Rotterdam Convention CoP8 2017 – The resolution was submitted by the East Midlands Regional Committee and called on the Union to continue support for the world-wide banning of all asbestos use; continue its work with global trade union organisations; continue to lead the UK & Ireland trade union movement in campaigning on asbestos issues, continue training, encouraging members to get involved in campaigning on asbestos issues. In response, the Council supported the resolution.

Trading in Asbestos Import & Export – The resolution was submitted by the North West Regional Committee and called on the Union to campaign to a future UK government to pass legislation to stop the use of foreign and UK registered companies trading in banned asbestos. In response, the Council supported the resolution.

At the close of consideration, the Council

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

Minute
No.102

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.

Since the last Executive Council meeting, there have been a number of extremely important developments in relation to Brexit:

- More clarity on Labour Party Brexit position
- Formal Brexit negotiations began on 19th June 2017
- Internal Conservative Party battles
- Customs Union
- Transition Period
- Irish Border

Unite has continued to have a strong political input in its attempts to shape the Brexit process:

- General Secretary discussed Unite's Brexit work during a meeting in parliament with the Unite group of MPs.
- Unite, together with a number of manufacturing trade federations, has formed the Manufacturing Trade Remedies Alliance, to make a case for a robust and effective trade defence policy for the UK post Brexit.
- Unite has engaged with Department for International Trade officials as they seek to set forward their proposals for a trade policy for the UK post Brexit.
- Unite will host a visiting delegation of Swedish parliamentarians who are visiting the UK to look into the potential impact of Brexit on the UK labour market and UK workers.

Dealing with Brexit as an industrial issue was identified as a key matter and important actions and issues in this respect have continued:

- Sister Unions
- European Agencies
- Manufacturing and Public Sector Combines
- Engaging with industry federations

The Unite Brexit check website is now up and running and being updated regularly with articles, news and details of relevant events.

The anticipated next key steps are:

- TUC and Labour Party Conferences
- Unite Regional Conferences on Brexit
- Sector Conferences
- Political input

The General Secretary supplemented the report referring to the Labour Party, Keir Starmer and the free movement of labour.

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

Huber Ballesteros speech to Council

The Chair introduced to the Council Huber Ballesteros, Vice President of Fensuagro who had been arrested in 2013 and imprisoned in Colombia for rebellion and was finally released in 2017. He then addressed the Council, expressing his thanks for the continued support that Unite had given.

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

At the close of consideration, the Council

RESOLVED: “That the report be accepted.”

**Minute
No.103**

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: Update on Grenfell Tower disaster; Service Industries Sector – Hotel and Hospitality, TRONC Agreement; Fair Hospitality Charter, Scotland; Young Members; Community membership; Sports Direct and Community campaigning.

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

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

Pension Age Increase – The resolution was submitted by the Welsh Regional Committee and called on the Union to undertake a national campaign to oppose the changes. In response, the Council supported the resolution.

Social Care and Mental Health – The resolution was submitted by the National Retired Members’ Committee and called on the Union to work with sister unions and the TUC to organise a national demonstration to protest at the crisis in health and social care and other issues of direct interest to retired people. 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.104**

10.1 Finance Report

The preliminary financial results for Unite overall in the second quarter of 2017 had been circulated to the Council and were verbally supplemented by the Executive Director, Finance, Property and Pensions, Ed Sabisky.

While the second quarter 2017 is showing a deficit of £2.0 million, this was driven predominantly by two one-off factors – the General Election and the EC/GS election. Dispute costs are also extraordinarily high. Nevertheless, the year to date figures show a surplus of £1.7 million and, while that is £3.2 million worse than last year, it is still a surplus which means that overall the financial results of Unite are satisfactory.

Total Income amounted to £87.3 million in the first half of 2017, up £3.0 million versus the same period a year ago. Contribution Income increased by £3.5 million in the first half of 2017 versus 2016 reflecting the impact of the UCATT amalgamation, the increase of Enhanced and Part-time membership subscriptions effected September 2016 and the growing proportion of Enhanced Members (versus a shrinkage in the number of Basic Members). As anticipated, due to the Jackson legislation, Legal Income has continued to fall, down £0.7 million year on year or by 25%. Driver Care Income also declined.

Total Recurring Expenditure totalled £78.8 million in the first half of 2017 which was £7.6 million higher than last year. This increase was primarily due to: (1) Political

Grants & Affiliations totalling £4.6 million (up £3.4 million versus 2016) owing to the General Election; (2) Employment Costs excluding Organising of £31.3 million (up £3.4 million versus 2016) owing to the employees taken on as a consequence of the UCATT amalgamation plus the general wage increase awarded to Unite employees; and (3) Employer Disputes costs of £3.7 million (up £1.9 million versus 2016). Membership Activity was negatively impacted by a once every three year cost of the EC/GS elections of £1.6 million but this does not show as a negative year to year variance due to the higher spending in the first half of 2016 on Member Conferences. These elements of higher spending were partially offset by a decline in the cost of Members' Legal Representation to £1.0 million (down £0.8 million versus 2016). Taken together Employment Costs excluding Organising and the National Organising Department amounted to 40.0% of Income in the first half of 2017 above last year's comparative figure of 38.7% but down from 40.8% in the first quarter.

As a consequence, Unite recorded a surplus before Investment Income and Non-Recurring Items of £8.4 million in the first half of 2017 – a deterioration of £4.6 million versus last year.

Investment Income amounted to £1.5 million in the first half of 2017 – up £0.7 million versus last year owing to the strength of the global stock markets. Non-Recurring Items (excluding Pension Deficit Reduction payments) amounted to a net expenditure of £1.9 million in the first half of 2017 comprised principally of the write-off of VAT on property refurbishment (£1.5 million) and employee severance (£0.7 million).

Pension Deficit Recovery contributions totalled £6.3 million in the first half of 2017 – up slightly owing to the new payments to the UCATT pension scheme.

Taking everything into account, Unite posted an overall surplus of £1.7 million for the first half of 2017 – a result which was £3.2 million worse than last year.

Unite's liquid assets totalled £145.7 million as at 30th June 2017 were up a very substantial £27.8 million from year end 2016, mostly due to the surge in global stock markets coupled with the decline in the value of the UK pound.

From a balance of £37.184 million at the beginning of the year, the balance of the Dispute Fund has fallen to £36.153 million as at 30th June 2017. This reflects inflows of £1,877,770 (the 2.5% diversion from Branch Administration) offset by Dispute Benefit payments totalling £2,909,299. 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.

2017/18 Outlook – Members Subscriptions

The Executive Director reported to the Council on the 2017/18 Outlook contained in the written report and advised that the Executive Officers were recommending that there would be no subscription increase in 2018 as the Union would be focusing on growing the membership. However, the pre-programmed increases for former UCATT members, part time members and Driver Care members would still occur. Membership rates for former UCATT members will increase in line with the amalgamation agreement (which brings membership rates for former UCATT members up to Unite levels over five years), part-time rates will increase by 10p per week (in line with the phase out of the part time membership scale over five years), and Driver Care rates will increase by 5p per week. It is proposed that all these increases be effected from 1st January 2018. A package is being constructed (to be reviewed by the RTC and Passenger Sectors) to put Driver Care subscriptions up further as part of a package of further substantial benefit improvements. The package and the consequent further increase in Driver Care subscription rates would be brought to the Council in December for approval.

Unity Trust Bank matters

The Executive Director reported that Unite is the largest shareholder (owning 14.6% of the shares currently valued at £5.5 million) in Unity Trust Bank (UTB) – a bank that the trade union movement established more than 30 years ago. Since escaping from the control of The Co-operative Bank (now owned by US hedge funds) at the end of 2015, UTB has moved forward on all fronts to finally start to achieve the objectives of its founding – i.e. to be a significant “force for good” in the UK banking sector by being run in a different manner than banks in general. UTB has always operated differently – it only lends to organisations who also have a genuine social purpose, it pays no bonuses to its employees, it is the only UK bank who is an accredited Living Wage employer and it is the only UK bank holding the Fair Tax mark – and it continues to uphold and promote these principles. However, what it historically was not was being of sufficient size to be of any significance with the UK banking sector. It became clear that it was not even of sufficient size to be viable in the light of the very significant rise in the cost of regulatory compliance which has come in since the start of the recession which started in 2008/9.

While keeping to its founding principles, UTB is now growing rapidly (and safely and profitably). It grew its loan book by 25% in 2016 and is on track to achieve similar growth in 2017. It made a profit in 2016 of £3.42 million and is on track to do better in 2017. Most importantly, it now also has the right management in place to be successful and sustainable for the longer term (prior to 2016, UTB’s management consisted of Co-op Bank re-treads and/or people being put out to pasture). Having raised £11.1 million at the end of 2015/early 2016 to buy out the Co-op Bank and to start its growth drive, UTB now requires a further £10 – 12 million to enable it to continue to grow in 2018/19. The plan is to reach a loan book size by 2020 which would be self sustaining (triple the size at the end of 2015). As part of this fund raising and more generally, the following is proposed:

1. That Unite invest to maintain its approximate 15% ownership (so investing circa £1.5 million) in this capital raising round. These funds would come from the £145.7 million of liquid assets previously noted.
2. Along with Unison and the GMB, commit to ensuring that the UTB employees receive the pension benefits (as the scheme is closed these are all pensioners or deferred members and virtually all are Unite members) that they were promised should UTB fail. This commitment is necessary to allow UTB to transfer the assets and liabilities of these members out of the Co-operative Group pension scheme where the shareholders of UTB are subject to “last man standing” risk. Under the current situation, all existing shareholders of UTB and any new ones could lose their entire shareholding should the Co-operative Group go into administration at any time in the next 40 – 50 years as UTB could be called upon to make good the benefits of all members of the scheme not just its own (currently UTB employees represent only 0.3% of the total liabilities of the scheme) which it obviously could not afford to do. Unite would receive a market-based annual fee for making this commitment. For information, the current deficit for UTB employees is less than £1 million as the Co-op Group Scheme is 98% funded. This arrangement is essential to securing the future of UTB and protecting and securing the value of Unite’s £5.5 million shareholding and any future investment as proposed above.
3. The Executive Director has engaged with Unity re the £2.50 per month charge on current accounts and they say that £2.50 is as low as they can go, especially in the light of the new interest bearing deposit accounts that the bank agreed to introduce for Unite Branches with deposits of more than £20,000 (this interest would have exceeded the charges across all of Unite at the time it was negotiated when the Base Rate was 0.5%). Recognising the burden that the charges have on small Branches with little income, the Executive Officers propose that Unite pay the charges for one bank account for constituted Retired and Community Branches.
4. That the Executive Council hereby authorises the following position holders to sign the specified banking documents on behalf of Unite the Union:

Authorised Positions

General Secretary
 Director of Finance, Property and Pensions
 Head of Financial Accounting
 Head of Management Accounting
 Treasury Administrator

Specified Documents

New bank mandates
 New account applications
 Account closure requests
 Change of signatories
 Internet banking applications
 Telephone banking applications

Furthermore, the Executive Council authorises that Kevin Robinson (Head of Management Accounting) be added as a 'B' Signatory to the following accounts:

A/C No.	Name	A/C No.	Name
30202674	H.O. Convalescent Homes	20113346	NI Branch Administration
33201355	H.O. Convalescent Homes	20113333	NI General Fund
20043966	Convalescent Home	20174039	NI 1% Fund
30202658	Gibraltar Group Account	33201300	WA General Account
20289940	Gibraltar No.1 Account	20174042	WA 1% Fund
20289953	Gibraltar Admin Fund	33011985	WM Main Account
20302092	Gibraltar Dispute Fund	33011998	WM Suspense Account
20098306	The Eastbourne Centre	20174000	WM 1% Fund
20108979	Unite Finance Office AC	33011668	NW General Fund
20219525	SE General Fund	33202354	NW Office Account
20173991	SE 1% Fund	20174013	NW 1% Fund
20219499	EM General Fund	33204022	SC General Fund
20173975	EM 1% Fund	33204077	SC Group Account
30200126	LE Expenditure A/C	33205199	SC Distress Fund
20173988	LE 1% Fund	20174026	SC 1% Fund
33201009	SW General Fund	33212849	NE General Fund
20173959	SW 1% Fund	20173962	NE 1% Fund

And that Howard Beckett (Acting Regional Secretary) be added as a signatory to the following West Midlands bank accounts:

A/C No.	Name
33011985	WM Main Account
33011998	WM Suspense Account
20174000	WM 1% Fund

Proposed Minor Benefit Improvement

Currently, members only become eligible to receive Enhanced Scale benefits when the incident for which they are claiming occurs after the member has paid at least six months of Enhanced contributions. While this "waiting" period has always been the case, it seems unfair when the incident from which the claim arises is due to an accident which can occur at any time. Members have, for instance, been denied the £25,000 fatal accident benefit who have died within the six month "waiting" period. It is therefore proposed that the waiting period for the Enhanced benefits which are related to an accident – Fatal Accident Benefit, Permanent Disability Benefit (total and equivalent occupation) from an accident, the member has made at least one subscription payment at the Enhanced level prior to the accident occurring. It is further proposed that this change be made retroactive to accidents occurring on or after 1st September 2016.

THIRD DAY, 6TH SEPTEMBER 2017

IN THE CHAIR: Bro. T WOODHOUSE

10. FINANCE

10.1 Finance Report continued/.....

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

At the close of consideration, the Council

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

9. CONSTITUTION & ADMINISTRATION

9.5 Rule 27 Disciplinary Panel Report

**Minute
No.105**

The decision of the EC Panel hearing the appeal against disciplinary sanction by T Coxhill, N Succar, TS Gill and SS Johar had previously been circulated to the Council. The General Secretary advised the Council that since the case involved a member of the Council itself, he had thought it right to seek legal advice from the Union’s own Standing Counsel, John Hendy QC. His advice, warning that the Union was on unsafe legal ground in seeking to discipline the members concerned, had also been circulated to the Council.

A member of the Council asked that the debate be reported in the Minutes verbatim. The Chair ruled that this departure from normal practice was not necessary, but that the arguments would be recorded and the Minutes could be amended if necessary in the usual way.

A detailed debate then ensued. Council members urged support for the decision of the EC Panel on the grounds that it would set an unfortunate precedent for the full Council to intervene and overturn a Panel decision on a disciplinary matter. They further alluded to the immorality of using Union funds to promote legal action against the Union itself, and believed that this constituted a breach of Rule 27.1.2 barring any misuse of Union funds. Other Council members alluded to the strength and clarity of John Hendy’s advice as a reason not to accept the Panel’s findings, referring also to the absence of a clear rule prohibiting such a use of branch funds. They further drew attention to the fact that Ms T Coxhill is a democratically elected member of the Executive Council, and to fears that if removed from union office she may be exposed to sanction by her employer. There was general assent to the General Secretary’s view that the Council would need in future to consider an amendment to rule to address the point at issue.

At the conclusion of debate, the decision to uphold the Panel’s decision was put to the vote of the Council:

For

Suzanne Abachor
Lindsey Adams
Kwasi Agyemang-Prempeh
Julian Allam
Richard Allday

Against

Roy Bentham
Tim Davison
Noel Gibson
Jas Gill
Kelly Gillespie

Abstain

Neil Durkin
Frank Morris
Tony Woodhouse

Tracey Ashworth	Steve Hibbert
Dick Banks	Trudy Lanigan
Cliff Bowen	Tam Mitchell
Mick Casey	Howard Percival
Eddie Cassidy	Simon Rosenthal
John Cooper	Tony Seaman
Ann Crozier	Ken Smith
Jenny Douglas	Alan Stansfield
Jennifer Elliot	Nigel Stott
Phil Entwistle	Fiona Tatem
Wendy Gilligan	Mark Thomas
Andy Green	Howard Turner
Alexandra Haworth	Neelam Verma
Ruth Hayes	Paul Welsh
Dawn Jackson	Mark Wood
Andy Jones	
Barry Knowles	
Philippa Marsden	
Susan Matthews	
Sean McGovern	
James Mitchell	
Therese Moloney	
Suzanne Muna	
Tom Murphy	
Kate Osborne	
Tony Pearson	
Stan Ruddock	
Maggie Ryan	
June Shepherd	
Joyce Still	
Jasmin Suraya	
Jayne Taylor	
Stephen Thompson	
Dave Williams	

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It was thereby

RESOLVED: "That the decision of the EC Panel be upheld."

**Minute
No.106**

9.4 Application for National Branches

A document detailing applications to form national branches for Aviva Insurance and HTC Wolffkran had previously been circulated to the Council and was verbally supplemented by Assistant Chief of Staff, Adrian Weir.

Following the decision of the Council at their last meeting that the applications had to be endorsed by the NISC, the Assistant Chief of Staff reported that both applications had been discussed at the relevant NISC and were endorsed.

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.107

9.1 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.

The Chief of Staff advised the Council that the EC Appeals Panel had unanimously upheld the sanction of dismissal for Gerard Coyne, former West Midlands Regional Secretary. The matter is still subject to legal proceedings.

The Chief of Staff referred to a discussion at the June meeting of the Council in relation to the names of a small number of sections of the Union which were causing confusion to members and employees. Following a short consultation with the Sectors involved, agreement was reached that GEMS would be known as Engineering & Manufacturing; Service Industries, no change. Consultations are continuing with Community, Youth Workers & Not for Profit and Unite Community and a final report will be brought to the Council in December.

In the Wales Region, the GEMS Sector has been unable to form a quorate RISC for much of the current electoral period and it is therefore proposed that 4 seats be created on the Automotive RISC for GEMS representatives with the usual caveat that only members of the appropriate Sector would be able to participate in Sector specific issues.

The Chief of Staff referred to an amendment and clarification of EC Guidance on Rule 11. Rule 11 was amended at the 2nd Rules Conference in 2015 and the following proposals seek to bring a practical implementation of Rule in light of recent experience.

1. Delegates from the 4 x Equalities Committees to the RISCs who are “accountable representatives of workers” join the RISC as full voting delegates and are eligible to hold office as Chair and as delegates to the Regional Committee, NISC, Policy Conference, Rules Conference and NIS Conference; those delegates who are not “accountable representatives of workers” join the RISC as non-voting observers and are ineligible for election as delegates elsewhere.
2. In the Irish Region where there are two RISCs for one Sector – Education; Energy & Utilities; Food, Drink & Agriculture; Health (one per jurisdiction) – the 4 x Equalities Committees may elect delegates to both RISCs; should only a single delegate be available from a particular equality strand that delegate will join the RISC in the jurisdiction where they are based (in accordance with point 1 above) with non-voting observer status on the other RISC.
3. To allow the very few representatives from a numerically small Sector to be able to attend a functioning RISC in some Regions these small Sectors have been linked with a larger, allied sector, or occasionally the same Sector in an adjoining Region. It will only be necessary for the lead RISC to include seats for the 4 x Equalities delegates. In the unlikely event of a delegate being elected from the Equalities Committee in the minor sector/region that delegate will join the group of linked delegates.
4. The CAT RISC in the East and West Midlands is the only genuinely joint RISC in the union, catering for a few hundred members in each Region. It is not proposed that each Region will each have 4 x Equality seats making eight on the RISC in total. Instead four seats will be created on the RISC, should an excess of delegates be elected it will be the responsibility of the Regions to arrive at an equitable resolution.

The formal endorsement of the proposals was sought from the Council which was agreed.

In the Construction Sector, John Allott will be leaving at the end of next month but he will not be replaced.

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

The General Secretary further reported that AGS Steve Turner's current role would be revised and the International Director will now report directly to the General Secretary. Community membership will now report directly to the Chief of Staff; Service Industries Sector will report to either AGS Gail Cartmail or AGS Diana Holland; Youth will probably report to National Officer, Rhys McCarthy.

At the close of consideration, the Council

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

8. DEPARTMENTAL REPORTS continued/....

Minute
No.108

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 Midgley.

The Political Director referred to the following areas:

- Latest polls
- Scotland leadership election
- Northern Ireland
- Selections for Parliamentary Candidates
- Future Candidates Programme
- Parliamentary Report
- Trade Union Act
- Regional Political Conferences
- Councillors Network
- BAME Labour
- Labour Party Conference

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

A written report on Unite Wales had been circulated to the Council and was verbally supplemented by the Political Director.

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

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

Grenfell Tower – The resolution was submitted by the Local Authorities NISC and called on the Union to use its influence within the Labour Party to rapidly develop policies which roll back marketization and reinstate council/social housing as a priority. In response, the Council supported the resolution.

Zero Hour Contracts in Care Work – The resolution was submitted by the North West Regional Committee and called on the Union to pursue the policy outlined in conjunction with the TUC and raise it with the Labour Party front bench and exploring a legal challenge. In response, the Council supported the resolution.

Labour Party Manifesto – The resolution was submitted by the London & Eastern Regional Committee and called for all people associated with the trade union movement to lend explicit and vigorous support to Jeremy Corbyn and the Party

during the election period and beyond. In response, the Council, with the exception of Phil Entwistle and Mark Thomas, 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.109**

9.3 General Secretary Election – Election Commissioner’s Report

The Chief of Staff presented two reports from the independent Election Commissioner, Professor Keith Ewing concerning complaints received during the General Secretary election campaign.

He drew attention to Professor Ewing’s views regarding the control of data in such elections and reminded Council of Rule mandating that recommendations of the Commissioner had to be put into effect.

On the Chair’s recommendation, the Council agreed to defer any detailed debate of the conduct of the General Secretary election campaign until a later date.

At the close of consideration, the Council

RESOLVED: “That the report be accepted.”

11. LEGAL

**Minute
No.110**

11.1 Legal Report

Assistant General Secretary, Howard Beckett updated the Council on the current situation at Ineos Chemicals who had derecognised the Union in April this year.

The Assistant General Secretary also gave a detailed update on the on-going dispute with Birmingham City Council and the Council pledged their full support for the Assistant General Secretary and the members involved.

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
- Toxic Cabin Air
- Grenfell Tower Disaster
- Holiday Pay
- Update on Blacklisting cases
- Unite Legal Department Accounts 2017
- CAC Applications
- Industrial Dispute Report/Industrial Action Statistics

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.111****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
- UIA
- Apprentices Tool Kit
- Revenue Streams
- Vauxhall Scheme
- Cabin Crew – Attestation to Fly Cover
- Driver Care

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.112****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: Retention of Members; Low Pay Membership; and Membership Statistics.

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

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

Recruitment of Retired Members – The resolution was submitted by the East Midlands Regional Committee and called on the Union to revise the current application form in the Retired Members Welcome Pack and instruct all Regions that steps should be taken to set up a proper official liaison channel between retired members and Community branch members. In response, the Council agreed to leave the resolution on the table.

Alleged Collusion of TU Officials in the Blacklisting of Union Members – The resolution was submitted by the Building, Construction & Allied Trades NISC and called on the Union to announce a time frame for an independent inquiry into the alleged collusion of trade union officials in the blacklisting of union members. In response, the Council agreed to leave the resolution on the table and that the Assistant General Secretary would attend the NISC to update them.

At the close of consideration, the Council

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

**Minute
No.113****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**