



3A

MINUTES AND RECORD

of the

EXECUTIVE COUNCIL HELD AT UNITE HOUSE, HOLBORN, LONDON WC1 ON 4th, 5th & 6th DECEMBER 2017

PRESENT:

MEMBERS: Sis. S ABACHOR, L ADAMS, Bros. K AGYEMANG-PREMPEH, J ALLAM, R ALLDAY, Sis. T ASHWORTH, Bros. D BANKS, R BENTHAM, M CASEY, E CASSIDY, J COOPER, Sis. A CROZIER, Bro. T DAVISON, Sis. J DOUGLAS, Bro. N DURKIN, Sis. J ELLIOT, Bros. P ENTWISTLE, J GAMBLE, 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, T SEAMAN, Sis. J SHEPHERD, Bros. D SMITH, K SMITH, A STANSFIELD, Sis. J STILL, F SULLIVAN, J SURAYA, F TATEM, J TAYLOR, Bros. 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 DECEMBER 2017

Minute
No.157**1. APOLOGIES AND LEAVE OF ABSENCE**

Formal permission was requested to be absent from the sessions referred to for the reasons stated:

| Name | Session | Circumstances |
|-----------------|------------------|----------------------|
| Lindsey Adams | Monday | Travel problems |
| Richard Allday | Wednesday pm | TU Business |
| Roy Bentham | Tues & Weds | Work commitments |
| Marilyn Bramble | Monday | Travel problems |
| Chris Cadman | All sessions | TU Business |
| John Cooper | Wednesday pm | TU Business |
| Tim Davison | Tuesday | TU Business |
| Michael Farrell | All sessions | Illness |
| Jim Gamble | Wednesday pm | TU Business |
| Andy Green | Wednesday pm | TU Business |
| Andy Jones | Wednesday pm | TU Business |
| Barry Knowles | Monday & Tues am | TU Business |
| Frank Morris | Monday & Weds | TU Business |
| Tom Murphy | Tuesday pm | TU Business |
| Joe Pisani | Wednesday | TU Business |
| Maggie Ryan | All sessions | Work commitments |
| Tony Seaman | Wednesday | TU Business |
| Alan Stansfield | Wednesday | TU Business |
| Jane Stewart | All sessions | Work commitments |
| Joyce Still | Monday | Work commitments |
| Nigel Stott | All sessions | Illness |
| Fran Sullivan | Monday pm | Family business |
| Fiona Tatem | Tuesday pm | Family business |
| Mark Thomas | All sessions | Illness |
| Neelam Verma | Monday pm | Travel problems |
| Phil Wiseman | Wednesday | Hospital Appt. |

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

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

2. ANNOUNCEMENTS

There were no announcements.

3. EXECUTIVE COUNCIL MINUTESMinute
No.158**3.1 Receipt of Minutes**

The Minutes of the Meeting of the Executive Council held on 4th, 5th & 6th September 2017 were duly submitted.

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

RESOLVED: "That the Minutes of the Executive Council held on 4th, 5th & 6th September 2017 be adopted."

4. FINANCE & GENERAL PURPOSES COMMITTEEMinute
No.159**4.1 Receipt of Minutes**

The Minutes of the Finance & General Purposes Committee held on 19th October 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.160**

4.1.1.1 Min.118 Finance Update

A member of the Council referred to the UCATT Pension Scheme and sought clarification. In response, the Executive Director, Finance, Pensions & Property advised that the UCATT members joined the Unite Pensions Scheme as of 1st May 2017 and it had been voted to merge the two schemes financially.

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 19th October 2017 be adopted."

**Minute
No.161**

4.2 Receipt of Minutes

The Minutes of the Finance & General Purposes Committee held on 23rd November 2017 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.162**

4.2.1.1 Min.154 General Secretary's Update

A member of the Council referred to the discussions regarding the Metals Sector being incorporated into another Sector and enquired if this was being done on membership numbers. In response, the Chief of Staff advised that the decision would not be based just on that basis but the viability of structures within the Union had also been taken into account together with industrial considerations.

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 23rd November 2017 be noted."

5. GENERAL SECRETARY'S REPORT

**Minute
No.163**

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 the number of conferences that have taken place since the last meeting, TUC, Labour Party and Unite Sector Conferences which had all taken place in Brighton and praised the participation of the delegates. He recorded his thanks to the EC members and delegates representing Unite.

In referring to the Sector Conferences, the General Secretary requested any feedback from the Council members, the regions and national committees to assist in assessing ways of improvement.

The General Secretary drew the Council's attention to Unite's involvement in the international scene and referred to discussions that had taken place with the Cuban

Embassy, the Leader of the progressive movement in Mexico, the Foreign Minister of Venezuela and the General Co-ordinator of the IDC.

The General Secretary referred to the meetings with the Big 4 – GMB, Unison and CWU – who have met over a number of years to determine any common ground and those meetings continue.

The General Secretary updated the Council on the situation at Bombardier and the threat to the continued existence of our membership in Northern Ireland. He referred to his meeting with Jerry Dias, National President of UNIFOR which is the largest union in Canada.

The General Secretary referred to a number of meetings with political leaders during the quarter including the Secretary of State for Business, Greg Clark in relation to Bombardier and Vauxhalls and the Chancellor of the Exchequer, as part of a small delegation from the TUC, who spoke about zero hours, public sector pay and Brexit.

The Workers Uniting Steering Committee had recently taken place and Los Mineros, the Mexican miners union, were formerly accepted as third member of Workers Uniting.

The General Secretary reported that he had met with the Assistant General Secretaries and Regional Secretaries to outline the membership growth programme that will be triggered in 2018. A meeting with National Officers will take place next week to advise them of the role they will be expected to play and a meeting of all Officers and Organisers has been scheduled for the 9th January 2018 in Birmingham. The process will be managed and monitored by the Executive Officer, Sharon Graham who has already visited regions to give more detail about the 5% net growth that is being sought from regions.

The General Secretary advised that he had been involved in meetings about the digital project intended to digitalise the union. It is a difficult and complex issue and there will be a number of debates and discussions, together with the Chief of Staff, in picking up the issue of merging some of the departments in Central Office in order to create a new digital team including out in the regions.

The General Secretary reported that he had been in discussion with the National Officers and dramatic changes are taking place within the National Officer ranks which will result in a net loss of 4 Officers. Pay negotiations have started for Officers, Organisers and Staff which will be brought back to the Council. It is at an early stage but the bargaining groups have been advised that a one year deal will not be offered but it will be either a two or three year deal.

The General Secretary referred to a variety of discussions taking place with BA, not only on pension changes being proposed but in particular on the conclusion of the Mixed Fleet dispute. The members had voted overwhelmingly to accept the recommended deal and the General Secretary recorded his thanks to the shop stewards.

The General Secretary referred to discussions he had been involved in in relation to the situation with Vauxhalls and the announcement by Peugeot of a reduction of a shift at Ellesmere Port, taking it down to a single shift for the first time in 40 years in that particular plant.

Reference was made to the rally in support of the Birmingham bin workers and the successful outcome of the dispute.

The General Secretary highlighted a recent meeting with Kuehne & Nagel who are keen to develop a strong working relationship with Unite. It is a growing company and it has been suggested that an accord will be struck.

The General Secretary reported on his visit to Fasslane where he had met with the shop stewards. He further highlighted that the site contract is up for renewal in 2020 and a reduction of 20% is being sought by the MoD which will place pay and jobs at the forefront.

The General Secretary advised that he is still involved in discussions with both the Government, Defence, Prisons & Contractors Sector and the Metals Sector in relation to merging those two sectors into other sectors. It is a complex issue and meetings with representatives from both sectors have taken place. Discussions are also continuing on the possible name change for Local Authorities Sector.

The General Secretary highlighted his attendance at the Scottish Policy Conference, the 5th anniversary of CLASS and the 45th anniversary of the Pentonville 5.

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

The General Secretary drew the Council's attention to the Bakers Union who are currently engaged in a dispute with McDonalds to achieve recognition. He sought the authority of the Council for a donation of £50,000 to be made to help sustain the dispute to which the Council agreed.

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

FDA National Officer Changes – The resolution was submitted by FDA NISC and called on the Union to review the decision while reflecting this will lead to yet another period of uncertainty for the sector. In response, the Council agreed that the resolution be remitted back to the Sector for further comments and information.

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.164**

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; Industrial Strategy; BAE Systems; and the Steel Industry.

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

At the close of consideration, the Council

RESOLVED: “That the report be accepted.”

**Minute
No.165**

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: Building, Construction & Allied Trades; Blacklisting; BWI Congress in South Africa; Cross sectoral work on the Red Book pay negotiations; Construction organising & leverage campaign; CY&NfP; Higher Education pensions; Finance & Legal branch closures; GDPC structure and organisation; Statement on budget; Care Quality Commission; Theatre staff in

Gillingham; Local Authorities joint union pay claim; Public Sector pay; and NHS pay award.

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

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

NHS Sustainability & Transformation Plans – The resolution was submitted by the East Midlands Regional Committee and called on the Union to organise a campaign that involves liaising with the Labour Party and TUC against the NHS England's sustainability and transformation plans. In response, the Council supported the resolution as it is already Union policy.

At the close of consideration, the Council

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

**Minute
No.166**

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: National Industrial Sector Conferences; Brexit; Agency Workers principals; Two Sisters Food Group; Automated & Electric Vehicles Public Bill Committee; Clean Air Cutting Diesel Emissions Campaign; Uber Decision in London; GLAA and DLME and Agricultural Wages; Transport Working Group; Migrant Domestic Workers Campaign; International Transport Workers Federation; Inter-Union Issues – Community; Petroleum Driver Passport; and Frank Doran.

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

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

Food Taxes – The resolution was submitted by the FDA NISC and called on the Union to adopt the EFFAT / FoodDrinkEurope position as Unite's official policy on Food Taxes and to campaign for the Labour Party to do likewise. 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 DECEMBER 2017

IN THE CHAIR: Bro. T WOODHOUSE

6. STRATEGY FOR GROWTH**Minute
No.167****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 Director gave a very detailed report on 100% Unite moving to the Broad Industrial Strategy. From 1st January the 100% Campaigns will extend into all areas of the Union – both recognised and unrecognised areas. The same system will be used as for 100% Unite and for the first time real terms membership movement will be able to be seen, including by individual workplaces, within a single report. The Union will be able to track movement at Regional and Sector level, allowing a broader picture of activity and trends to be developed. This will be crucial in helping Senior Regional Management Teams in particular, benchmark progress against targets and delivery strike ready workplaces.

The Union has exceeded its annual 100% Joiners target. The success of the management and monitoring of the 100% will be vital as all areas will be on the 100% system from 1st January 2018.

The department, in preparation for 2018, is looking at all joiners and leavers across the Union. This data shows that at least 65% of people who have left the Union in 2017 have been aged 55 or under. This fact once again underlines the importance of a clear focus on the workplace for retention and growth.

The data shows that just 33% of 'live' workplaces on the membership system have Unite 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 will now become an additional focus of Work, Voice, Pay activity.

The department is now developing an online pay claim generator. The aim is for Shop Stewards and Officers/Organisers to be able to write a framework pay claim with the help of a digital tool. This will be an important addition to the Work, Voice, Pay tools for bargaining.

The Executive Director further referred to protocols, education, training and mobilising workers, branches and Community and the role National Officers will play.

Sector organising is critical and already the Union is seeing the benefit of this step-by-step approach with over 5,000 new members having joined Unite in target locations. 2018 will see a step change in delivery as comprehensive sector organising gets fully underway.

The Executive Director gave a detailed update on Automation. A range of presentations and workshops, including at the Sector Conferences have been conducted since the last EC. Feedback is clearly of vital importance and responses are now being received from discussion workshops that can be incorporated into our next steps programme. Many further events are planned as full engagement with the Industrial Sectors and Regions to deliver bespoke outcomes wherever possible.

NISCs and Regional Committees which have not yet had the presentation, will have so in January or April.

The Executive Director outlined the next steps and producing a framework document that will come back to the Council.

A detailed paper on the Gig Economy is being prepared and should be brought to the March meeting of the Council.

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

At the close of consideration, the Council

RESOLVED: “That the report be accepted.”

7. INDUSTRIAL / EQUALITIES REPORTS continued/...

**Minute
No.168**

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: Violence and Harassment – Worldwide Action; Equalities Conferences; Equality and forthcoming Unite Elections; Equality and Industrial Priorities of Unite; Meetings of Unite Women Officers and BAEM Officers; Disability History Month; Unite Migrant Workers Campaign; RSA/COOP Annual Meeting; Unite Women’s Week; Labour Party Transitional Women’s Conference 2017; Workers Uniting agree joint action for an ILO Convention on gender-based violence and “He for She” UN Campaign; and ITUC World Women’s Conference.

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

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

Unite Statement on Gender – The resolution was submitted by the National LGBT & National Women’s Committee and called on the Union to endorse the statement. 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

**Minute
No.169**

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: Whitbread – Premier Inn; Fair Tips; Housekeeping; WGC Group; Retired Members; and Young Members.

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

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

Equality in Bus Pass provision across the UK – The resolution was submitted by the NEY&H Regional Committee and called on the Union to support the NPC campaign to make representation to Government and other pensions organisations to fight for equality in bus pass provision across the UK. In response, the Council supported the resolution.

Challenging Whitbread's anti-union position – The resolution was submitted by the Service Industries NISC and called on the Union to no longer book hotel accommodation with Premier Inn and to not accept expense receipts from Premier Inn, Costa Coffee, Brewers Fayre, Beefeater, Table Table and Bar+Block. In response, following comments from the General Secretary, the Council agreed to remit 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.170**

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 political situation remains dominated by the ongoing challenges and repercussions created by the Brexit process and the activities of the Trump administration. The huge far right vote in Austria and Germany, together with the collapse of coalition talks in Germany, highlights the continuing volatility of European politics and the dangers that still exist. Meanwhile, the USA has pulled out of the Paris Climate Change Agreement and is clearly embarking on a more belligerent approach in relation to Latin America with renewed pressure and attacks on Cuba and Venezuela. In Turkey, the Middle East and North Africa the situation remains extremely unstable with intense fighting taking place in a number of areas.

With reference to the Global and European Federations, work continues within all the federations to which Unite is affiliated and further progress has been made with regard to embedding the organising agenda and pushing for a more active and effective approach to multinationals. Important progress is being made in IndustriALL-Europe and preparations are well underway for the UNI global congress in 2018. Unite has been very active in trying to avoid irreparable damage to relations between construction unions in the EFBWW and BWI.

At the recent meeting of the Workers Uniting Steering Committee, political exchanges about the realities in the US, Canada, UK, Ireland and Mexico took place. Concrete decisions were also taken on how to address global trade issues as well as maintaining solidarity actions with unions in some of the most difficult countries for trade unionists, such as Colombia, Mexico, Bangladesh and Turkey.

In relation to multinational companies, significant progress has been made in relation to EWCs and I&C structures in a number of companies, including GE, Siemens, HP, Princess Food, Westinghouse, SPX, Leonardo and Engie, while further legal action will be taken against Manpower. Very disappointingly, however, the European Commission has decided against a legal revision of the EWC Directive in favour of notes of guidance to be issued on key subjects of EWC activity.

In referring to solidarity work, the International Director reported that Unite continues to undertake vitally important solidarity work in relation to Colombia, Cuba, Turkey and the Kurds, Venezuela and Palestine. In all of these areas Unite has supported various activities including project activities on the ground, demonstrations in the UK, interventions with embassies and ambassadors, and meetings and support for activists.

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

The General Secretary referred to the centenary of the Balfour Declaration which had been marked in certain ways and his attendance at a meeting in Central Hall that had highlighted the two elements to the declaration.

At the close of consideration, the Council

RESOLVED: “That the report be accepted.”

**Minute
No.171**

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, the key points to note in relation to Brexit have been:

- Continuing chaos and lack of clarity in government approach
- EU negotiators frustration and insufficient progress made for trade talks
- UK government decision to increase financial contribution
- Irish border
- Business and employer organisation warnings
- UK-US trade deal
- Transfer of EU Medicine and Financial Agencies out of UK
- German and Austrian elections & Catalonia

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

- Unite continues to make its voice heard with key figures in the Labour Party and continues to support the party in its push to maintain single market access and to remain within the Customs Union.
- Unite efforts to force the government to be ready for Brexit with a coherent regime of trade remedies are also developing as work with employers' organisations with the same concerns takes place under the umbrella of the Manufacturing Trade Remedies Alliance.
- Unite has also engaged with Department for International Trade officials as they seek to set forward their proposals for a trade policy for the UK post Brexit.

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

- Sector Conferences
- Sister Unions and European Federations
- Joint position with employers' organisations

The Unite Brexit check website is now up and running and being updated regularly with articles, news and details of relevant events, etc. With the process now underway, the website will without doubt become an important tool going forward and it is credit to Unite that it is up and running so quickly.

For the foreseeable period in front of us, the anticipated next key steps are:

- Unite Regional conferences on Brexit
- Political input

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

At the close of consideration, the Council

RESOLVED: “That the report be accepted.”

9. CONSTITUTION & ADMINISTRATION

**Minute
No.172**

9.3 Consultation on Proportional Representation

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

At the Policy Conference held in 2016, two motions including an amendment were tabled calling for a change in the method of electing the Westminster Parliament. At Conference, the General Secretary voiced the Executive Council’s concern that this would be such a major step, calling for major constitutional reform in the United Kingdom, that a consultation should be held throughout the union with the view to returning to this issue at the 5th Policy Conference in 2018.

A booklet was produced to inform the consultation and together with an invitation to consider this issue was circulated to National Industrial Sector Committees, National Equalities Committees and Regional Committees in June/July this year. Regions were required to cascade this down to the level of RISCs, Regional Equalities Committees and Area Activists Committees. The consultation closed in November after the documentation had been out for two cycles of meetings of the union’s senior lay committees.

The results of the consultation were that the overwhelming view of respondents was for no change / stick with First Past the Post (FTTP).

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

At the close of consideration, the Council

RESOLVED: “That the report be accepted and the two motions remitted be noted.”

10. FINANCE

**Minute
No.173**

10.1 Finance Report

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

The financial results for Unite in the first three quarters of 2017 are satisfactory, although £3.6 million worse than last year.

Total Income amounted to £129.8 million in the first nine months of 2017, up £3.5 million versus the same period a year ago. Contribution Income increased by £4.1 million principally due to the 2017 contributions of former UCATT members, coupled with the increase in Enhanced and Part-time member subscription rates implemented on 1st September 2016. However, as anticipated, due to the Jackson legislation, Legal Income has continued to fall, down £1.0 million (or 28%) year on year.

Total Recurring Expenditure totalled £116.8 million in the first nine months of 2017 – up a slightly worrying £10.8 million compared with last year. This increase was primarily due to: (1) Employer Dispute costs of £8.2 million (up £5.7 million versus 2016); (2) Employment Costs excluding Organising of £47.1 million (up £4.6 million versus 2016) owing to the cost of employees taken on as consequence of the UCATT

amalgamation plus the general wage increase awarded to Unite employees; and (3) Political Grants & Affiliations totalling £5.1 million (up £3.1 million versus 2016) owing to the General Election. These elements of higher spending were partially offset by a decline in the cost of Members' Legal Representation to £1.4 million (down £1.0 million versus) 2016 and £1.6 million less of Irrecoverable VAT. Taken together, Employment Costs excluding Organising and the National Organising Department amounted to 41.4% of Income in the first nine months of 2017 above last year's comparative figure of 37.6%.

As a consequence, Unite recorded a surplus before Investment Income and Non-Recurring Items of £13.2 million in the first nine months of 2017 - £7.3 million lower than last year.

More positively, Investment Income amounted to £2.7 million in the first nine months of 2017 - £2.1 million more than a year ago. Non-Recurring Items (excluding Pension Deficit Reduction payments) amounted to a net £2.2 million in the first nine months of 2017 - £1.7 million better than a year ago. This was comprised of severance costs of £1,480,000 and the write-off of VAT on property purchase/refurbishment of £1,770,000, partially offset by the gain in the sale of properties.

Pension deficit recovery contributions totalled £9.5 million in the first nine months of 2017 - £0.2 million higher than 2016 due to the inclusion of deficit reduction payments for the UCATT pension scheme for the first time.

Taking everything into account, Unite posted an overall surplus of £4.3 million for the first nine months of 2017 – a result which was £3.6 million worse than last year. It is worth noting that the third quarter results, while still negatively impacted by high Employer Dispute costs, rebounded into a surplus of £2.7 million following the deficit of £2.2 million in the second quarter.

Unite's liquid assets totalled £136.5 million as at 30th September 2017, up to £6.8 millions from year end 2016. 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 £8.4 million increase in the value of the Union's marketable securities to £70.0 million. The Union's cash balances fell by £1.6 million to £66.5 million as a consequence of the financial results coupled with the significant ongoing investment on the Union's National Education & Conferencing Centre (as well as the West Midlands Regional Office). This negative trend in cash flow will have to be monitored.

From a balance of £37.2 million at the beginning of the year, the balance of the Dispute Fund has fallen to £33.0 million as at 30th September 2017. This reflects inflows of £2,849,275 (the 2.5% diversion from Branch Administration) more than offset by Dispute Benefit payments totalling £7,077,139. 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.

Drivercare

The Executive Director reminded that Council that at the EC meeting in September 2017, the Council approved a 5p per week increase in DriverCare subscriptions effective 1st January 2018. They had been advised that a package was being constructed to put DriverCare subscriptions up further as part of a package of further substantial benefit improvements. The package has been developed and agreed by the respective NISC's at the Industrial Sector Conferences in November and the main benefit improvements are:

- An increase in the Main Scheme Loss of License benefit from £7,500 to £8,000
- Extension of Loss of License benefit in the Main Scheme from age 60 to 62
- Extension of Loss of License benefit in the Top Up Scheme from age 65 to 68

- Conversion of the Assault benefit from a fixed sum to a daily rate with a maximum and an increase in the maximum benefit from £1,000 to £2,500 (Standard) and from £3,000 to £4,000 for enhanced members
- Elimination of the current age 65 upper age limit for a non-Loss of License benefits
- Introduction of an Equivalent Occupation criteria into the Permanent Total Disability benefit

These benefit changes would be effective from 1st January 2018. In addition, the agreed package contained a 10p per week increase in DriverCare subscriptions (15p per week in total including the 5p per week increase noted above taking the new weekly rate to £1.10) also effective from 1st January 2018. The current reduced “over 60” rate of 60p per week would also be increased by 5p per week from 1st January 2018.

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

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

Delegate Expenses, Travel & Accommodation – The resolution was submitted by the Local Authorities NISC and called on the Union to review, clarify and ensure consistent and timely application of expenses, travel and accommodation policies and procedures. In response, the Council supported the resolution.

Complete Review of the current expenses regime – The resolution was submitted by the FDA NISC and called on the Union to review the expenses regime to address concerns and to ensure no lay activist is left out of pocket. In response, the Council supported the resolution.

A discussion on expenses ensued and it was emphasised that Regional Officers must take responsibility for signing and processing expense claims at meetings they convene and that staff should pay such authorised claims promptly and without question, with anomalies or errors being addressed and recouped later in order to avoid delay in reimbursing lay members. The Chair and EC member, Steve Hibbert will meet with Regional Secretaries and appropriate staff to discuss this matter.

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.174**

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 Rebel Road; Mental Health Awareness; Open University; and Union Learn.

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

At the close of consideration, the Council

RESOLVED: “That the report be accepted.”

9. CONSTITUTION & ADMINISTRATION continued/....**Minute
No.175****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 term of office of the former UCATT members of the Executive Council finishes in June 2018. In accordance with the transitional arrangements for the transfer of engagements, an election is necessary to elect their replacements who shall hold office until the end of the current electoral period for the full EC. The Council's attention was drawn to the timetable for the election which will be run in accordance with the guidelines for the election of the EC for the current electoral period.

The Chief of Staff reported that consultation is taking place with regions and National Officers about the make-up of constitutional committees for the forthcoming electoral period. The result of this consultation will be presented at the EC meeting in March 2018.

The Chief of Staff sought the endorsement of the Council for an amendment to Standing Orders that a full-time Official should be present when committees, conferences and activists meetings are held:

Standing Orders – National Industrial Sector Committees**5. Secretary**

5.1 The National Official or, in his/her absence, another full-time official nominated by the appropriate Assistant General Secretary, shall act as Secretary to the Committee advising the Chair as appropriate and recording decisions taken and the outcome of the elections.

Standing Orders – Regional Committees**5. Secretary**

5.1 The Regional Secretary or, in his/her absence, the Deputy Regional Secretary, shall act as Secretary to the Committee advising the Chair as appropriate and recording decisions taken and the outcome of elections.

Standing Orders – Regional Industrial Sector Conferences**4. Secretary**

4.1 The Regional Secretary (or other appropriate regional official delegates by the Regional Secretary) shall act as secretary to the conference, advising the Chair as appropriate and recording decisions taken and the outcome of elections. *Subsequent meetings of the Regional Industrial Sector Committee, to be properly constituted, will require the presence of a full time official nominated by the Regional Secretary to act as secretary.*

Standing Orders – Area Activists Meetings**4. Secretary**

4.1 The Regional Secretary (or other appropriate regional official delegated by the Regional Secretary) shall act as Secretary to the meeting – advising the chair as appropriate and recording decisions taken and the outcome of the elections. *Subsequent meetings of the Area Activists' Committee, to be properly constituted, will*

require the presence of a full-time official nominated by the Regional Secretary to act as secretary.

There shall be similar “read across” amendments to Standing Orders for the:

- 4 x equality structures
- Retired members’ structures
- Young members’ structures

The Council thereby endorsed the report.

The Chief of Staff referred to recruitment and reminded the Council that applications for Officers posts are only allowed from within the region that the job is based with the exception of women and BAEM members. The Council were asked to consider, with a view to agreeing and ratifying, the proposal that members with a disability who meet the criteria for the post of Regional Officer may apply for out of region officer posts.

Ratification of Officer Appointments

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

Scotland

- Regional Officer Mark Lyon

South West

- Regional Officer Deborah Hopkins
- Regional Officer Matt Gillett

Midlands

- Regional Education Officer Lesley Stevenson

North West

- Regional Officer Ryan Armstrong
- Regional Officer Derek Jones

Automotive

- National Officer Des Quinn

GPM & IT

- National Officer Louisa Bull

Local Authorities

- National Officer Jim Kennedy

Following discussion, the Council agreed that the proposal in relation to members with a disability will be clarified in the context of the review of Officer recruitment and interview procedures initiated by the General Secretary.

With reference to Community membership, the Council were advised that this is now covered by the Chief of Staff and discussions will take place with the General Secretary, Assistant General Secretary, Steve Turner and the Community Co-ordinator, Lianne Groves on a more effective form of management now this is well established. The Chief of Staff drew the attention of the Council to concerns that had been raised regarding the eligibility of Community member observers attending constitutional committees except as mandated by rule. He advised the Council that the rule would be implemented as it stood pending any further decisions the Council might choose to take in future on this matter.

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

The General Secretary referred to the earlier resolution from the FDA Sector regarding National Officer changes and reiterated the reasoning behind the decision to take the opportunity for women officers to experience the role at national level. He also advised that the original period of 4 months had now been changed to 6 months in a 12 month period which would create overlaps which would address the concerns about continuity.

A document detailing changes in the National Officer allocations had previously been circulated to the Council and was verbally supplemented by the General Secretary. He advised that 9 National Officers have either left or will be leaving and the result will be a reduction of 4 in National Officer graded employees.

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

The Council's attention was drawn to the document detailing the allocation of delegates to the 5th Policy Conference in 2018 and were asked to raise any issues with the Assistant Chief of Staff or appropriate Officer outside the chamber.

THIRD DAY, 6TH DECEMBER 2017

IN THE CHAIR: Bro. T WOODHOUSE

9. CONSTITUTION & ADMINISTRATION continued/....

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

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

Sector Review – The resolution was submitted by the Engineering & Manufacturing Sector and called on the Union to take appropriate action to ensure Engineering and Manufacturing companies are transferred to E&M Sector. In response, the Council supported the resolution.

Correspondence from the Political Office – The resolution was submitted by the Passenger NISC and called on the Union to ensure the National Political Department communicates in a timely way when debates, briefings or events are called. In response, the Council supported the resolution.

RISC Minutes – The resolution was submitted by the North West Regional Committee and called for the Minutes of the relevant Sector RISC to be circulated to all appropriate industrial sector branches. In response, the Council supported the resolution.

National Review of Community Branches – The resolution was submitted by the North West Regional Committee and called on the Union to undertake a lay member lead review and produce a report for the EC at the earliest opportunity in 2018. The General Secretary advised that with immediate effect the responsibility for Community branches would now be with the Regions. Following the comments of the General Secretary, the Council agreed to leave the resolution on the table.

Former UCATT Branch Integration – The resolution was submitted by the Wales Regional Committee and called on the Union to support the decision taken by lay member Wales Regional Committee to proceed, via consultation and agreement to build one strong unified Union. In response, the Council opposed 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 continued/.....

**Minute
No.176**

10.2 Esher Place

The Executive Director for Finance, Property & Pensions, Ed Sabisky, reported to the Council on an offer received for the purchase of Esher Place from the Union. He indicated the terms of the offer which had only been received very recently. Council members contributed both for and against the immediate acceptance of the offer and some expressed a desire to see more detailed paperwork regarding the finances of Esher Place and other related matters. The General Secretary, in view of these comments, declared that he did not feel the issue should be pressed to a decision immediately and indicated he would convene a special meeting of the Council early in the New Year to take a final decision on the matter and that more detailed paperwork would be provided in advance of that meeting.

At the close of consideration, the Council

RESOLVED: “That the comments of the General Secretary be accepted.”

8. DEPARTMENTAL REPORTS continued/...

**Minute
No.177**

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:

- Brexit – Tory Party chaos
- Latest Polls
- Election of the Leader of the Scottish Labour Party
- Selections for Parliamentary Candidates
- Future Candidates Programme and Training
- Parliamentary Report
- Labour Party Conference
- Northern Ireland

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

The General Secretary supplemented the report in relation to Wales and the decision taken by the Welsh Executive regarding the election of the Leader of the Welsh Labour Party.

The Chief of Staff praised the work of the Political Department regarding the selection process and the training of candidates.

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

The General Secretary further referred to Northern Ireland and the decision taken by the Irish Executive to support the Labour Party running candidates in Northern Ireland. He advised the Council that if this is confirmed as the official position of the

Irish Executive, the full Executive Council would need to authorise this for it to become Unite policy. He also advised the Council regarding motions that had gone to the Irish Policy Conference in relation to a new political party.

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

Fire Risk Assessments - The resolution was submitted by the North West Regional Committee and called on the Union to campaign to bring back all fire risk assessments under the jurisdiction of the Fire, Rescue and Salvage Service. In response, the Council supported the resolution.

Action to Defeat the Trade Union Act – The resolution was submitted by the London & Eastern Regional Committee and called on the Union to organise the conference as a priority. In response, the Council agreed to leave the resolution on the table.

At the close of consideration, the Council

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

**Minute
No.178**

8.2 Changes to the Unite Political Fund

The General Secretary reported that following the passing of the Trade Union Act in 2016, Unions are now subject to further limitations on our industrial, campaigning and political activity. Although many of the new rules have already come into force, the changes relating to the way in which unions conduct their political funds have not.

Despite being referred to as the “political” fund, the money collected by members’ contributions is not used solely to fund the Labour Party but also to allow us to campaign on issues that are generally important to our members and the movement.

Union campaigns, for example, succeeded in introducing the National Health Service, health and safety legislation, the minimum wage, employment tribunals, redundancy payments and more recently against Tory cuts, Universal Credit and the use of zero hours contracts to pushing for the end of the public sector pay cap, investment in a proper industrial strategy and equalities issues.

The new legislation is designed to restrict our ability to support the Labour Party.

We are required to make changes to the way the political fund operates by 1st March 2018. We are therefore seeking the approval of the Executive Council to pass the necessary changes before their ratification at our next Rules Conference in 2019.

Presently the Union operates a system where members may tick a box to opt-out of paying the political fund element of their subscription (currently set at a contribution of 76p per month on Basic Rate membership). Ticking the box results in them paying a reduced subscription rate (opting out).

However, new legislation dictates that we must now move to an opt-in scheme with new members recruited to the Union post 1st March 2018 being required to positively tick a box to indicate that they are willing to sign up to pay into the fund. A failure to opt-in, which research shows is inevitable in such a system, will result in reduced income to the Union.

This aspect of the political fund change will come into effect for all new members from March 2018. Members recruited before March 2018 will remain subject to the old opt-out system.

Following cross-departmental discussions within the union, analysis of the legal and practical implications on new members, and also discussions with other unions at TUC and TULO levels, the changes we are proposing amount to a new contribution rate to the political fund of 10p per week for all new members who join post March 2018. The subs will remain unchanged.

All new members across the board – be they Community, Back to Work, Low Pay, Basic Rate or Enhanced – will pay the same reduced rate into the political fund, making the administration simpler. Importantly, this will also reduce the potential damaging effect, envisaged by the authors of the Act, of lost income to the Union.

Consequently, going forward we will have two rates of contribution to the political fund, one for pre-2018 and one for post 2018 members.

For the avoidance of doubt, it should be noted that for existing members, both pre-March 2018 and post 2018 contributions to the political fund are nominally deducted from within the current subscription rates and no increase to the subscription of either category of member is necessary on these changes.

The wording of the Rule change required is as follows:

RULE 23 POLITICAL FUND

Political Fund – Other than in Northern Ireland

23.1 The objects of the Union shall include the furtherance of the political objects to which section 72 of the Trade Union and Labour Relations (Consolidation) Act 1992 (the Act) applies, these objects are:

23.1.1 The expenditure of money –

- 23.1.1a on any contribution to the funds of, or on the payment of expenses incurred directly or indirectly by, a political party;
- 23.1.1b on the provision of any service or property for use by or on behalf of any political party;
- 23.1.1c in connection with the registration of electors, the candidature of any person, the selection of any candidate or the holding of any ballot by the Union in connection with any election to a political office;
- 23.1.1d on the maintenance of any holder of a political office;
- 23.1.1e on the holding of any conference or meeting by or on behalf of a political party or of any other meeting the main purpose of which is the transaction of business in connection with a political party;
- 23.1.1f on the production, publication or distribution of any literature, document, film, sound recording or advertisement the main purpose of which is to persuade people to vote for a political party or candidate or to persuade them not to vote for a political party or candidate.

23.2 Where a person attends a conference or meeting as a delegate or otherwise as a participator in the proceedings, any expenditure incurred in connection with his/her attendance as such shall, for the purposes of 23.1.1e above, be taken to be expenditure incurred on the holding of the conference or meeting.

- 23.3 In determining, for the purposes of paragraphs 23.1.1a to 23.1.1f, whether the Union has incurred expenditure of a kind mentioned in those paragraphs no account shall be taken of the ordinary administrative expenses of the Union.
- 23.4 In these objects –
- “candidate” means a candidate for election to a political office and includes a prospective candidate;
- “contribution”, in relation to the funds of a political party, includes any fee payable for affiliation to, or membership of, the party and any loan made to the party;
- “electors” means electors at any election to a political office;
- “film” includes any record, however made, of a sequence of visual images, which is capable of being used as a means of showing that sequence as a moving picture;
- “local authority” means a local authority within the meaning of section 270 of the Local Government Act 1972 or section 235 of the Local Government (Scotland) Act 1973; and
- “political office” means the office of member of Parliament, member of the European Parliament or member of a local authority or any position within a political party.
- 23.5 Any payments in the furtherance of such political objects shall be made out of a separate fund of the Union (hereinafter called the political fund).
- 23.6 The particular rules which apply to those people that joined the Union before **1st March 2018** are set out in Schedule PF1 to these rules.
- 23.7 The particular rules which apply to those people that joined the Union after **28th February 2018** are set out in Schedule PF2 to these rules.
- 23.8 A member who is exempt from the obligation to contribute to the political fund of the union shall not be excluded from any benefits of the union, or placed in any respect either directly or indirectly under any disability or disadvantage as compared with other members of the union (except in relation to the control or management of the political fund) by reason of his being so exempt.
- 23.9 If any member alleges that he is aggrieved by a breach of any of these rules for giving information to members about opting into the political fund, being a rule or rules made pursuant to section 84A of the 1992 Act, he may complain to the Certification Officer. Where the Certification Officer is satisfied that the union has failed to comply with a requirement of section 84A of the 1992 Act the Officer may make such order for remedying the failure as he thinks just under the circumstances. Before deciding the matter the Certification Officer:-
- (a) may make such enquiries as the Officer thinks fit;
- (b) must give the union, and any member of the union who made a complaint to the Officer regarding the matter, an opportunity to make written representations; and
- (c) may give the union, and any such member as is mentioned in clause (b), an opportunity to make oral representations.

- 23.10 Contribution to the political fund of the union shall not be made a condition for admission to the union.
- 23.11 The union shall include in the annual return that is submitted to the Certification Officer details of political expenditure as required by section 32ZB of the 1992 Act.
- 23.12 The union shall ensure that a copy of the political fund rules is available, free of charge, to any member of the union who requests a copy.

PF1**Rules that apply to members that joined the Union before 1st March 2018**

- 23.13 As soon as is practicable after the passing of a resolution approving the furtherance of such political objects as an object of the Union the Executive Council shall ensure that a notice in the following form is given to all members of the Union in accordance with this rule:-

Trade Union and Labour Relations (Consolidation) Act 1992 (as amended)

A resolution approving the furtherance of political objects within the meaning of the above Act as an object of the Union has been adopted by a ballot under the Act. Any payments in the furtherance of any of those objects will be made out of a separate fund, the political fund of the Union

Every member of the Union has a right to be exempt from contributing to that fund. A form of exemption notice can be obtained by or on behalf of any member either by application at, or by post from, the head office or any branch office of the Union or from the Certification Office for Trade Unions and Employers' Associations, Lower Ground Floor, Fleetbank House, 2-6 Salisbury Square, London EC4Y 8JX.

This form, when filled in, or a written request in a form to the like effect, should be handed or sent to the secretary of the branch to which the member belongs.

The notice shall be published to members by such methods as are customarily used by the Union to publish notices of importance to members and shall include the following minimum requirements. The notice shall be published in the Union's main journal which is circulated to members and be available on the Union's website. The secretary of each branch shall supply a copy to any member on request.

- 23.14 Any member of the Union may at any time give notice on the form of exemption notice specified in Clause (15) or by a written request in a form to the like effect, that he/she objects to contribute to the political fund. A form of exemption notice may be obtained by, or on behalf of, any member, either by application at, or by post from, the head office or any Branch office of the Union, or from the Certification Office for Trade Unions and Employers' Associations Lower Ground Floor, Fleetbank House, 2-6 Salisbury Square, London EC4Y 8JX.

23.15 The form of exemption notice shall be as follows:-

**Unite the Union
POLITICAL FUND EXEMPTION NOTICE**

I hereby give notice that I object to contributing to the political fund of the Union and am in consequence exempt, in the manner provided by Chapter VI of the Trade Union and Labour Relations (Consolidation) Act 1992, from contributing to that fund.

Signature
Name
Address
Name of Branch
Membership No Date

23.16 Any member may obtain exemption by sending such notice to the secretary of the Branch to which the member belongs and, on receiving it, the secretary shall send an acknowledgement of its receipt to the member at the address in the notice, and shall inform the General Secretary of the name and address of that member.

23.17 On giving such notice, a member shall be exempt, so long as his/her notice is not withdrawn, from contributing to the political fund of the Union as from either: (a) the first day of January next after notice by the member is given, or, (b) in the case of a notice given within one month after the notice given to members under Clause (13) or after the date on which a new member admitted to the Union is supplied with a copy of these rules under Clause (13) as from the date on which the member’s notice is given.

23.18 The Executive Council shall give effect to the exemption of members to contribute to the political fund of the Union by relieving any members who are exempt from the payment of part of any periodical contributions required from the members of the Union towards the expenses of the Union as provided and such relief shall be given as far as possible to all members who are exempt on the occasion of the same periodical payment.

23.19 For the purposes of enabling each member of the Union to know as respects any such periodical contribution what portion, if any, of the sum payable by him/her is a contribution to the political fund of the Union, it is hereby provided that a sum equal to seventy percent of the weekly contribution rate of a full time member payable in the first week of each quarter is a contribution to the political fund and any member who is exempt shall be relieved from the payment of the said sum and shall pay the remainder of such contribution only.

PF2

Rules that apply to members that joined the Union after 28th February 2018

23.19 A member cannot be required to make a contribution to the political fund of the union unless they have given notice of their willingness to contribute to that fund (an “opt-in notice”).

23.20 A member of a trade union who has given an opt-in notice may withdraw that notice by giving notice to the union (a “withdrawal notice”).

- 23.21 A withdrawal notice takes effect at the end of the period of one month beginning with the day on which it is given.
- 23.22 A member of a trade union may give an opt-in notice or a withdrawal notice:-
- (a) by delivering the notice (either personally or by an authorised agent or by post) at the head office or a branch office of the union;
 - (b) by sending it by e-mail to the following email address membership@unitetheunion.org
 - (c) by completing an electronic form provided by the union which sets out the notice and sending it to the union by electronic means with instructions by the union.
 - (d) by any other electronic means prescribed under the 1992 Act (as inserted by the 2016 Act)
- 23.23 The union shall take all reasonable steps to secure that, not later than the end of the period of eight weeks beginning with the day on which the annual return of the union is sent to the Certification Officer, all the members of the union are notified of their right to give a withdrawal notice.
- 23.24 Such notification may be given:-
- (a) by sending individual copies of it to members; or
 - (b) by any other means (whether by including the notification in a publication of the union or otherwise) which it is the practice of the union to use when information of general interest to all its members needs to be provided to them.
- 23.25 The notification may be included with the statement required to be given by Section 32A of the Trade Union and Labour Relations (Consolidation) Act 1992.
- 23.26 A trade union shall send to the Certification Officer a copy of the notification which is provided to its members in pursuance of this section as soon as is reasonably practicable after it is so provided.
- 23.27 Where the same form of notification is not provided to all the members of the union, the union shall send to the Certification Officer a copy of each form of notification provided to any of them.
- 23.28 For the purposes of enabling each member of the Union to know as respects any such periodical contribution what portion, if any, of the sum payable by him/her is a contribution to the political fund of the Union, it is hereby provided that a sum equal to 10p per week or other such rate as time to time determined by the Executive Council is a contribution to the political fund and any member who is exempt shall be relieved from the payment of the said sum and shall pay the remainder of such contribution only.

CONTINUES AS BEFORE

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

At the close of consideration, the Council

RESOLVED: “That the Rule be amended in line with the preamble to this Minute.”

11. LEGAL**Minute
No.179****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
- Personal Injury and IT Update
- Asbestos Report
- Toxic Cabin Air
- Grenfell Tower Disaster
- Holiday Pay
- Strategic Case Unit
- Update on Blacklisting Cases
- Update on Legislation
- Regional Legal Officers' Report
- Certification Officer Cases & Judgements
- Unite Legal Department Accounts 2017
- CAC Applications
- Industrial Dispute Report / Industrial Action Statistics

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

The General Secretary paid tribute and recorded his thanks for the involvement and work of Howard Beckett in bringing the difficult disputes in BA Mixed Fleet and the Birmingham Bin Men dispute to a satisfactory conclusion.

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.180****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 Member Plus
- Driver Care
- Revenue
- Unite Home Insurance
- Apprentices
- Financial Advice
- Vauxhall Car Purchase Scheme
- Unite Benevolent Fund
- Collective Energy Switching Group

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.181**

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; Call Centre Activity; Low Pay; New Finance System; New Membership System; and Paying Statistical Trends.

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

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

Membership support when affected by administration and bankruptcy – The resolution was submitted by the CAT NISC and called on the Union to ensure that in such circumstances financial hardship can be alleviated or mitigated. 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.”

12. ANY OTHER BUSINESS

**Minute
No.182**

12.1 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.183**

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**