



**MINUTES AND RECORD**  
**of the**  
**EXECUTIVE COUNCIL**  
**HELD AT UNITE HOUSE, HOLBORN, LONDON WC1**  
**ON 10<sup>TH</sup>, 11<sup>TH</sup>, 12<sup>TH</sup> & 13<sup>TH</sup> JUNE 2013**

---

**PRESENT:**

**MEMBERS:** Bro. K ABRAMS, Sis. L ADAMS, Bros. K AGYEMANG-PREMPEH, I ALLINSON, Sis. T ASHWORTH, Bro. S BEATTY, Sis. S BENNETT, Bros. D BROCKETT, C CADMAN, J COOPER, Sis. J ELLIOT, Bros. P ENTWISTLE, M FORBES, D GRAHAM, A GREEN, S HIBBERT, B HOLMES, Sis. S HUTCHINSON, Bros. G JACKSON, J JAMES, M JOHNSON, J KENDALL, M LYON, D MATHIESON, M MAYER, P McCOURT, Sis. H McFARLANE, Bros. S McGOVERN, S MILLER, J MITCHELL, T MITCHELL, Sis. T MOLONEY, Bros. I MONCKTON, J NEILL, Sis. K OSBORNE, S OWENS, B PLEASANTS, Bro. P RUSSELL, Sis. M RYAN, S SHARP, J SHEPHERD, Bro. J SHERIDAN, Sis. J STEWART, J STILL, Bro. J STOREY, Sis. P STUART, Bro. M TAJ, Sis. J TAYLOR, Bros. M THOMAS, M THOMAS, Sis. A TOLMIE, M VANNET, S WALLACE, Bros. P WELSH, D WHITNALL, D WILLIAMS, D WILSON, F WOOD, M WOOD, T WOODHOUSE

**EX OFFICIO:** Bro. L McCLUSKEY (General Secretary)  
Bro. T BURKE (Assistant General Secretary)  
Sis. G CARTMAIL (Assistant General Secretary)  
Sis. I DYKES (Head of Constitutional Administration)  
Sis. D HOLLAND (Assistant General Secretary)  
Bro. A MURRAY (Chief of Staff)  
Bro. E SABISKY (Director of Finance & Operations)  
Bro. S TURNER (Director of Executive Policy)  
Bro. A WEIR (Assistant Chief of Staff)  
Bro. B SIMPSON (Young Members Observer)  
Bro. P WISEMAN (Retired Members Observer)

**IN THE CHAIR: Bro. T WOODHOUSE**

**FIRST DAY, 10<sup>TH</sup> JUNE 2013**

---

Minute  
No.717**1. APOLOGIES AND LEAVE OF ABSENCE**

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

<b>Name</b>	<b>Session</b>	<b>Circumstances</b>
Sean Beatty	Weds & Thurs	TU Business
Sara Bennett	Mon, Weds, Thurs	Maternity leave
Chris Bond	All sessions	TU Business
David Bowyer	All sessions	TU Business
Chris Cadman	Mon am & Thurs am	TU Business
Moira Elliott	All sessions	Illness
Andy Green	Weds & Thurs	TU Business
Glenn Jackson	Weds & Thurs	TU Business
Lizanne Malone	All sessions	Holiday
Dave Mathieson	Mon & Tues	TU Business
Martin Mayer	Thursday	TU Business
Tam Mitchell	Tues & Thurs	TU Business
Kate Osborne	Weds am	TU Business
Sue Sharp	Mon & Tues	TU Business
Joyce Still	Thursday	TU Business
Jayne Taylor	Mon & Tuesday	TU Business
Mark Thomas	Monday am	TU Business
Howard Turner	All sessions	Holiday
Dave Williams	Monday	TU Business
Dennis Wilson	Wednesday	Illness

Having full appreciation of the circumstances as reported, the Council

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

**2. ANNOUNCEMENTS**Minute  
No.718**2.1 Obituaries**

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

<b>Name</b>	<b>Designation</b>	<b>Date</b>
Bro. B Kearney	Retired Officer Ireland	21.4.13
Bro. W Munday	Retired Officer London & Eastern	4.5.13

The Council were grieved to hear the sad news and, tributes having been voiced, the Council stood silent in their places for a period as a token of their respect and esteem.

It was thereupon

**RESOLVED:** "That a vote of condolence be recorded in the Minutes."

**3. EXECUTIVE COUNCIL MINUTES**Minute  
No.719**3.1 Receipt of Minutes**

The Minutes of the Meeting of the Executive Council held on 11<sup>th</sup>, 12<sup>th</sup> & 13<sup>th</sup> March 2013 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.720**

#### **3.1.1.1 Min.623 Finance Report**

A member of the Council referred to the branch reorganisation and made particular reference to an IT & Communications branch in the North West. A request was made for a report on branch reorganisation to ensure branches are placed in the relevant sector. In response, the Chief of Staff advised that the branch reorganisation process had been slow starting in the North West Region but all proposals for new branches need to be reported to the Council.

At the close of consideration, the Council

**RESOLVED:** "That the report be accepted."

**Minute  
No.721**

#### **3.1.1.2 Min.630 CLASS**

A member of the Council commented that the weekly updates on the work of CLASS were not being received. In response, the Chief of Staff advised that the updates can only be circulated as they are produced. It is intended to look at ways to assist CLASS to raise its work level and profile.

At the close of consideration, the Council

**RESOLVED:** "That the report be accepted."

**Minute  
No.722**

#### **3.1.1.3 Min.634 Any Other Business**

A member of the Council referred to a statement on the Union's policy on the European Union. In response, the Chief of Staff advised that the Union will produce a statement on the European Union when current events warrant it and this is the responsibility of the Communications and International Departments.

At the close of consideration, the Council

**RESOLVED:** "That the report be accepted."

**Minute  
No.723**

#### **3.1.1.4 Min.635 General Secretary's Report**

A member of the Council sought an update on the complaints procedure and the member of staff in each region designated to deal with complaints. In response, the Chief of Staff advised that the national guidelines for complaints have been in place for some time and these would be circulated to the Council together with the list of staff dealing with complaints in the regions.

At the close of consideration, the Council

**RESOLVED:** "That the report be accepted."

**Minute  
No.724**

#### **3.1.1.5 Min.650 International Report**

A member of the Council referred to the presentation at the last meeting of the Council and the proposal that a Unite Palestine Committee be set up. It was further clarified that the Council did not take the decision to set up this committee as this would be dealt with by the International Committee. In response, the General Secretary confirmed that if the Minutes inferred that the Council had sanctioned a separate body to deal with Palestine on behalf of the Union, the Minutes would be corrected as this had not been sanctioned by the General Secretary or the Council.

At the close of consideration, the Council

**RESOLVED:** “That the report be accepted.”

**Minute  
No.725**

**3.1.1.6 Min.654 Practicalities of a ‘General Strike’**

A member of the Council enquired if the TUC document ‘A Future That Works’ had been issued to Regional Secretaries for discussion with Regional Committees. In response, the Chief of Staff advised that the document had been circulated to Regional Secretaries but they had not specifically been asked to table it for discussion at Regional Committee meetings. The General Secretary advised that Regional and National Committees will be asked to put the report on their agendas in order that any thoughts and ideas may be submitted to the Executive Officers.

At the close of consideration, the Council

**RESOLVED:** “That the report be accepted.”

**Minute  
No.726**

**3.1.1.7 Min.654 continued/..**

A member of the Council requested an update on the resolution referred to Retired Members Plus & Community Voting Rights. In response, the Chief of Staff advised that there were no proposals at this time but would be discussed at the September meeting of the Council. The General Secretary advised that this is a sensitive issue and Council members should start to think about this and the relevance to the Executive Council elections next year ready for a more detailed debate in September.

At the close of consideration, the Council

**RESOLVED:** “That the report be accepted.”

**Minute  
No.727**

**3.1.1.8 Min.659 Delegations for National Industrial Sector Conferences 2013**

A member of the Council referred to the membership figures and sought clarification on figures used for the Sector Conferences in November. In response, the Assistant Chief of Staff reported that delegates had been worked out on paying members, not those that had not paid any contributions.

At the close of consideration, the Council

**RESOLVED:** “That the report be accepted.”

**Minute  
No.728**

**3.1.1.9 Min.666 Finance Report**

A member of the Council referred to the increase in part-time hours to 21 hours and highlighted the need to ensure the website and application forms reflect that. In response, the Director of Finance & Operations advised that the increase had been communicated to all membership services administrators in the regions and the operating manual had been amended. However, the website and paperwork will be amended and the Communications Department will be alerted to the changes.

At the close of consideration, the Council

**RESOLVED:** “That the report be accepted.”

**RESOLVED:** “That the Minutes of the Meeting of the Executive Council held on 11<sup>th</sup>, 12<sup>th</sup> & 13<sup>th</sup> March 2013 be adopted.”

**Minute  
No.729**      **3.2      Receipt of Minutes**

The Minutes of the Special Meeting of the Executive Council held on 24<sup>th</sup> April 2013 were duly submitted.

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

**3.2.1      Matters Arising out of the Minutes****Minute  
No.730**      **3.2.1.1      Min.703 Any Other Business**

A member of the Council referred to the issue of resolutions and sought clarification that it was specifically about impending Executive Council by-elections. In response, the Council were advised that the Minutes would be amended to reflect this.

At the close of consideration, the Council

**RESOLVED:**      “That the report be accepted.”

**RESOLVED:**      “That the Minutes of the Special Meeting of the Executive Council held on 24<sup>th</sup> April 2013 be adopted.”

**4.      FINANCE & GENERAL PURPOSES COMMITTEE****Minute  
No.731**      **4.1.      Receipt of Minutes**

The Minutes of the Finance & General Purposes Committee held on 24<sup>th</sup> April 2013 were duly submitted.

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

**RESOLVED:**      “That the Minutes of the Finance & General Purposes Committee held on 24<sup>th</sup> April 2013 be adopted.”

**Minute  
No.732**      **4.2      Receipt of Minutes**

The Minutes of the Finance & General Purposes Committee held on 16<sup>th</sup> May 2013 were duly submitted.

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

**RESOLVED:**      “That the Minutes of the Finance & General Purposes Committee held on 16<sup>th</sup> May 2013 be noted.”

**5.      REPORT OF THE GENERAL SECRETARY****Minute  
No.733**      **5.1      Report**

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

The General Secretary reported that, over the past few months, he had had the opportunity to visit a number of our different workplaces and develop a particular view about issues that need to be picked up and to step up the campaign on manufacturing matters. Together with the Assistant General Secretary and colleagues from various sectors, this will be picked up in the coming months.

The General Secretary highlighted the celebration of 100 years of car making in Oxford which had been a good event and the Secretary of State had thanked the trade unions for their role in car making in Oxford.

The General Secretary referred to the Workers Memorial Day event in London and the May Day Rally and expressed his disappointment in Unite's presence at these events. It had been made clear to Regional Secretaries that it is their responsibility within their regions to make certain that Unite has a presence at any demonstrations of this nature.

The General Secretary reported on the opening of the Unite Community Centre in Cable Street in Tower Hamlets highlighting the support of the Mayor of Tower Hamlets and Barclays Bank. It is hoped that this project will be used as a model in other parts of the UK.

The General Secretary reported that he had delivered a lecture in Dublin on Jim Larkin and had also been the guest speaker at the STUC President's dinner.

A number of meetings have taken place with the General Secretaries of other trade unions and there had also been an opportunity to meet with Ed Miliband and the General Secretary of the Labour Party.

The General Secretary referred to media appearances and an interview in the New Statesman which had caused some controversy.

The General Secretary referred to numerous meetings with the Executive Officers and his intention to have a 5 year programme to drive the Union forward as a union fit for purpose and to take it in the direction of fighting for ordinary working people. An Officers' training module is being produced that will be geared to standards required for Officers to meet.

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**

### **8.1 Political Report**

**Minute  
No.734**

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

The Political Fund Ballot returned an 87.4% 'yes' vote which was a higher turn out than the General Secretary election. Although it was a low key campaign, the work was very effective.

The work of the Political Department has been dominated by candidate selection matters and assisting in a large and growing number of selections.

With reference to the general political situation, it is an important phase on the big policy development with recent speeches by Ed Miliband and Ed Balls and it is not yet clear that the battle has been won for what happens in 2015.

The recent County Council elections were broadly a good day for Labour and based on the results, Labour would have a majority of 12 in the House of Commons. UKIP made advances which was largely a reorganisation of right-wing votes.

Work continues on Policy positions and the forthcoming National Policy Conference on 22/23 June will be an important landmark.

There have been a number of issues of concern where we have had conflicts with the Labour Party which include disciplinary matters and candidate selection in Falkirk. All have been subject to intervention at a high level with mixed results.

Plans need to be made for Unite's work up to the General Election which will include using some of the techniques used by the USW in America, ensuring activists become involved at local level. The Political Director highlighted his recent visit to Washington and that USW have found means of activating traditional structures, traditional shop stewards structures working in the workplace and the communities.

Significant progress has been made in raising the political profile of blacklisting. Labour used the issue of blacklisting as the subject of a well attended opposition day debate at the end of January which received significant coverage and the continuing investigation by the Scottish Affairs select committee has seen high profile appearances in front of the committee by a number of senior executives of major constructions firms.

With reference to the Future Candidates Programme, the department is working to ensure that there is a significant uplift in the women who apply and efforts need to be made to ensure BME, LGBT and Disability are properly represented on future courses.

CLASS has increased its affiliation which now includes GMB, Unite, TSSA, UCATT, ASLEF, PCS, BECTU and NUT. A number of important papers have been published including a new Mythbuster pamphlet on the Welfare state which will be distributed to all branches. Two events in Liverpool and Leeds are being arranged and a major conference will be held at Congress House on 2<sup>nd</sup> November.

The Political Director highlighted the anti-fascist activities being undertaken with reference to the EDL and the need to remain vigilant and active on this front, winning the battle of ideas and mobilising communities against fascism, racism and islamophobia.

The Political Director gave a brief report on the USW Rapid Reaction Conference in Washington where the first day of the conference was a "Good Jobs Green Jobs" conference with a number of other organisations.

With reference to the Scottish Labour Party Conference, the Scottish trade union movement, with Unite in a leading position, has taken a clear stance on the Scottish constitutional referendum of wait and see. Unite will develop its position further in Scotland as matters progress, led by the Scottish Committee.

The Political Director referred to Unite's involvement and leadership in Welsh politics where we have a socialist relationship with government.

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

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

*Labour Party* – The resolution was submitted by the North West Regional Committee and called on the Union to call for an investigation into the Warrington Labour Group (CLP). In response, the Council supported the resolution.

*Unite Parliamentary Selection Process* – The resolution was submitted by the East Midlands Regional Committee and called on the Union to establish a selection criteria that confirms any Unite members selected will support all Unite policy with respect to all sectors. In response, the Council supported the resolution in principle.

At the close of consideration, the Council

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

## 10. FINANCE

Minute  
No.735

### 10.1 Finance Report

The preliminary financial results for Unite overall in the first quarter of 2013 had been circulated to the Council and were verbally supplemented by the Director of Finance & Operations, Ed Sabisky.

The financial results for Unite in the first quarter of 2013 are satisfactory and slightly ahead of last year but it needs to be kept in mind that the first quarter is generally the best quarter of the year.

Total Income amounted to £41.0 million in the first quarter of 2013, up £2.8 million versus the same period a year ago. Contribution Income increased as the increase in membership subscriptions implemented 1<sup>st</sup> September 2012 more than offset by the loss of paying membership. In addition, Legal Income was up substantially versus the first quarter of 2012, although this represented the last quarter before the effective date of the Jackson inspired legislation which will substantially reduce Unite’s Legal Income over time. A breakdown of Unite’s Total Income in the first quarter of 2013 is as follows:

Contribution Income excluding Driver Care	£37.2
Driver Care	£0.9
Legal Income	£2.8
Affinity/sundry income	£0.1
<b>Total Income</b>	<b>£41.0</b>

Total Recurring Expenditure totalled £33.4 million in the first quarter 2013 which was £0.4 million more than last year. This slight deterioration was more than entirely attributable to the additional printing and postage costs of the General Secretary election.

As a consequence, Unite recorded a surplus before Investment Income and Non Recurring Items of £7.6 million in the first quarter of 2013 – an improvement of £2.4 million versus the first quarter of 2012.

Investment Income amounted to £0.4 million in the first quarter of 2013, on par with last year. Non Recurring Items (excluding Pension Deficit Reduction payments) amounted to a net expenditure of £2.1 million in the first quarter of 2013 comprised principally of severance costs (£1.45 million) and the write-off of VAT on property refurbishment (£0.6 million).

Pension deficit recovery contributions totalled £3.0 million in the first quarter of 2013 (25% of the £12.1 million scheduled for the year) – an increase of £0.5 million compared with the same time last year.

Taking everything into account, Unite posted an overall surplus of £2.9 million for the first quarter of 2013 – a result which was £0.5 million better than last year.

Unite’s liquid assets totalling £88.7 million as at 31<sup>st</sup> March 2013, up £6.1 million from year end 2012. This increase primarily reflected the leap in the market value of the Union’s Marketable Securities (up by £5.7 million) due to a jump in the global stock markets and cash was up slightly.

From a balance of £26.5 million at the beginning of the year, the balance of the Dispute Fund has risen to £27.3 million as at 31<sup>st</sup> March 2013. This reflects inflows of £919,322 (the 25% diversion from Branch Administration) offset by Dispute Benefit

payments totalling £154,840. 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.

In order to promote the Retired Members Plus initiative, it is proposed that Funeral Benefit be increased to a maximum of £500 (from £400). The minimum level of £100 would remain unchanged as would the yearly increment. This increase would be effective for member deaths occurring on or after 1<sup>st</sup> September 2013 and would only be applicable to retired members who participate in Retired Members plus.

Negotiations with the employees, Trustees and Scheme Actuary of the Republic of Ireland pension scheme for Unite employees continue against a legal deadline of 30<sup>th</sup> June. The Union's position is that it will offer ROI employees pension scheme benefits exactly equal to those enjoyed by their UK colleagues conditional upon the Scheme Actuary and Trustees adopting actuarial assumptions equivalent to those adopted by the UK schemes.

Work is underway to convert the existing pension scheme arrangement co-owned by Unite and the Electrical Contracting Association (ECA) into a Unite the Union branded defined contribution plan for members. Both members and their employers would contribute into a master-trust based scheme that is already industry leading with contributions varying by company and/or Sector. The scheme would provide high level member support and would solve the problem of members accumulating multiple pension pots throughout their working lifetime. The scheme already has over 20,000 members and, coupled with the fact that it is not for profit, is already achieving low administration charges (lower than most small employers could achieve on their own) which can be driven even lower assuming we can successfully roll this out across Unite. This initiative could be both a valuable benefit for members and a strategic asset for the Union in terms of member retention. Initially, we are working with the tanker driver members and their employers and have also had discussions with the Automotive Sector NISC.

With reference to Eastbourne, consultations have continued with member representatives on making the operation viable for the long term (it is currently losing slightly less than £1 million per year).

On 6<sup>th</sup> June, these discussions ended with a proposal which has been recommended by the reps to members (ballot to occur on 20<sup>th</sup> June). The recommended package includes:

- A commitment by the Union to continue 100% ownership of the property for 5 years.
- Professional management being brought (Chardon).
- Further investment especially in the kitchen and restaurant.
- All current employees (both permanent and fixed term contract) will be provided with continuing employment in comparable jobs.
- All existing fixed term contract staff made permanent.
- All existing zero hour contract staff put on annual hours contracts.
- Employee compensation and terms and conditions modified to generally reflect the hotel industry, although still at levels which compare favourably to the industry – the lowest pay is 20% in excess of industry standard as well as far more generous holiday entitlement, sick pay and pensions.
- Reflecting the huge cultural change that is required to put the operation on a viable footing, all employees are given the choice of exiting on voluntary severance or receiving a compensatory payment (50% of VR) if they stay.

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

The Director of Finance & Operations responded to enquiries from members of the Council in relation to property matters in various regions.

At the close of consideration, the Council

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

**5. REPORT OF THE GENERAL SECRETARY continued/....**

**Minute  
No.736**

**5.1 Report continued/....**

The General Secretary announced that as a consequence of the continual review of resources and responding to situations, there would be some changes in the Political Department with immediate effect. Steve Hart has been asked to do a number of things, in particular, to try and generate more high profile work with CLASS and also the anti-fascist role and special issues. It is the intention to move Jennie Formby in as Political Director of Unite on a temporary basis in the period running up to the General Election, with immediate effect. An Acting National Secretary will be assigned to the FDT Sector also with immediate effect.

At the close of consideration, the Council

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

---

**SECOND DAY, 11<sup>TH</sup> JUNE 2013**

---

**IN THE CHAIR: Bro. T WOODHOUSE**

---

**10. FINANCE continued/.....**

**Minute  
No.737**

**10.1 Finance Report continued/...**

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

*West Midlands Building Portfolio* – The resolution was submitted by the West Midlands Regional Committee and called on the Union to push forward with plans for new offices already identified. In response, the Council supported the resolution.

*Unite Oxford Office* – The resolution was submitted by the South East Regional Committee and called on the Union to name the Oxford Office “Abe Lazarus House”. In response, the Council supported the resolution.

At the close of consideration, the Council

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

**8. DEPARTMENTAL REPORTS continued/...**

**Minute  
No.738**

**8.2 International Report**

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

The economic and political situation in Europe remains extremely fragile. Although the UK only narrowly missed a triple dip recession, many of the other austerity hit countries remain in the throes of the longest and deepest recession in living memory, with total economic collapse and social breakdown threatening. Youth unemployment is now approaching 60% in Spain and Greece and social tensions continue to rise. There are some signs that the Commission is easing its austerity demands, evidenced by the acceptance that Spain, France and The Netherlands will not be expected to meet the 3% deficit target for at least another 2 years. The rising unrest and threats of total social breakdown in some countries may well be the reason for this mild easing of the approach.

The appalling collapse of an eight storey textile factory in Bangladesh that cost the lives of more than 1100 workers rightly received huge international attention and condemnation. In a path breaking response, the Global Union Federations IndustriALL and UNI worked closely together and made a breakthrough in shaming some 40 well known brands to sign up to a legally binding agreement that will create an independent and resourced factory inspectorate with the ability to inspect and close substandard facilities.

The Workers Uniting political economic conference 'A Global Agenda for a Shared Prosperity' took place in Toronto from 21-22 May. The conference had around 130 participants, of which 28 came from Unite, and looked to develop a progressive economic agenda for an alternative to austerity across the UK, Canada and Ireland. The intention is for Workers Uniting to now launch a coherent political initiative across the four countries within its jurisdiction.

The International Director updated the Council on the situation with Sita where the intention was to pursue a case in the CAC. The company have now given access to all sites and will not try to prevent any union organisation.

With reference to the peace talks in Colombia, the negotiations between the FARC and the Colombian government appear to have borne the first fruit with a framework agreement on land reform that will lead to talks about the second of the five key points on the agenda. A further Irish delegation met with the leadership of FARC and there is an intention to bring them to Ireland to learn about the peace process there.

The Assistant Chief of Staff, Adrian Weir represented Unite as an election observer during the Presidential election in Venezuela that followed the death of Hugo Chavez. The closeness of the result has given an incentive to opponents of Maduro and the Socialist Unity Party to challenge the legitimacy of the outcome and to try and destabilise the country. Len McCluskey and Leo Gerard sent a letter to the Foreign Minister demanding that the result be recognised.

With reference to the Miami 5, Rene Gonzalez who had been released on 3-year probation and had to stay in Florida was allowed to go to Cuba on compassionate grounds to mark the passing of his father-in-law. He has now been allowed to stay permanently in Cuba.

The Vice-Chair emphasised the importance of the International Committee being fully informed as to the work being undertaken by the International Department. In particular, in relation to Unite delegations abroad and to the Union's work with the many solidarity organisations with which it is involved.

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

In supplementing the report, the General Secretary reported that at the IndustriALL Global Executive meeting, the Charter for Corporate Bad Behaviour was submitted in the name of Workers Uniting. Despite some resistance, it was accepted and will be authorised at the next Executive meeting but will be operated with immediate effect.

It is the intention to submit the document to all other global union federations that we are involved with and will report any responses received from the other GUFs.

The General Secretary referred to the Workers Uniting political conference which was about examining common political ground between us to develop a programme of common demands that could be presented in the USA, Canada, Ireland and the UK.

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

The Council were advised that a delegate was required for the IndustriALL Global Women's Committee and it was agreed that Jane Stewart be elected as delegate and Maggie Ryan as deputy delegate.

At the close of consideration, the Council

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

## **11. LEGAL**

**Minute  
No.739**

### **11.1 Legal Report**

A detailed report was submitted to the Council including updates on recent developments in various areas of the law. The report was verbally supplemented by the Legal Director, Howard Beckett.

The audit of Panel Solicitors' files continues to identify suitable cases for audit when requests are received for defendant costs. At present, there are a number of unsuccessful cases with panel solicitors on which Unite have requested repayment of defendants costs. There are on-going discussions with these panel firms over the amounts to be repaid.

The regional audit process is on-going and has identified areas of concern in case handling and recommendations have been made to help improve the standards of service to members. The need to contact members as soon as possible to avoid cases being lost to 'no win no fee' lawyers is being emphasised.

With personal injury – direct instructions, the Government has now implemented some changes that directly affect legal services provided to Unite members and the Legal Director highlighted the situation regarding referral fees. The referral fee ban came into effect in April 2013 and in order to continue referral fees and free/discount services before the impact of the other changes is felt, a new method of PI claims going to solicitors has been put in place (this is Direct Instruction). Direct Instruction does not change the way members' cases will be dealt with in any way and they will remain Unite cases within the Unite legal service and all relevant details will be passed to the union as at present.

The new Unite IT legal system has been live and used by our panel solicitors since 2<sup>nd</sup> April 2013. The new system is far more comprehensive than the old system, now managing the conduct of our three main areas of legal services to members – personal injury, employment law and Unite's 'free' services (half hour advice and wills). The new IT system takes into account the recent legislation that has prohibited Unite from referring personal injury cases to solicitors and being able to recover a referral fee. The direct instruction system is now in place.

Presentations have been made to Officers regionally on recent legal changes. Following the Council's decision in December not to deduct any percentage of a member's compensation or damages awarded by a tribunal, the legal department has visited Officers and administrative staff in the regions to discuss with them the financial impact of the introduction of employment tribunal fees and to explain to them that the union will be loaning the cost of fees to members taking claims to tribunals.

The legal service offered to members is a real and effective recruitment and retention tool and with government attacks on access to justice, alternative income streams need to be considered.

The support of the Council was sought for the interim decision taken by the General Secretary to reduce the eligibility for legal aid from 13 weeks' membership to 4 weeks' membership with immediate effect. A member would still not be eligible for assistance in relation to matters that arose before the member joined Unite. It is not expected that this change will have any adverse financial impact to the Union.

The Legal Director referred to the Unite Asbestos Register which is open to all members who wish to record their exposure on the register and the information that each member provides will be stored on a database and the use of this data will be solely for the purposes of investigating personal injury claims on behalf of trade union members who may have been exposed to asbestos in the same or similar workplaces.

The Enterprise and Regulatory Reform Act (ERR) gained Royal Assent on 29<sup>th</sup> April and associated announcements mean that legislative changes will definitely include a 12 months' pay cap on the compensatory award for unfair dismissal and an overall cap of £74,200. The date has also been set that employment tribunal fees would apply from 29<sup>th</sup> July.

Following the Legal Aid Act receiving Royal Assent on 29<sup>th</sup> April, the government began a consultation on a fundamental review of legal aid. Restricting access further, the proposals include imposition of national contracts that law firms must bid for, almost certainly removing the ability of 'niche practices', such as those which specialise in representing union members accused of work-related crimes, to continue and also preventing defendants choosing their own lawyer.

The Legal Department issued a legal circular in April 2013 on the 'bedroom tax' to all employees of the Union. The circular outlined the changes that have come into effect, the legal challenges due to be heard in the High Court for 3 days starting on 15<sup>th</sup> May and the steps that affected housing benefit claimants can consider taking. The Union and its lawyers will continue to monitor the legal challenges and any appeals and will issue further guidance in the light of developments.

The Legal Director highlighted legal cases of significance including Waterford Crystal, Belch & Others and Eddie Stobart.

With reference to blacklisting, a group litigation is being prepared which requires groups of members who want to take action. The Union can offer support in respect of tribunal cases and are now going forward with data protection cases.

The Legal Director further highlighted the British Airways Hong Kong case, Roffey & Others and Howdens.

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

At the close of consideration, the Council

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

## **11.2 Affiliated Services Report**

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

The Legal Director referred to the retention policy and procedures and reported that the Back to Work programme is the cornerstone of our retention policy and this is now being extensively marketed by the RLACs. It has been effectively implemented in a number of redundancy situations and there are now almost 7,500 members enrolled in the programme.

The Member gets Member scheme continues to gain momentum and a total of 6,600 are not participating, an increase of 3,050 since the March report. 3,858 shopping cards have been despatched.

The Unite Credit Union is almost ready for launch and the delay has been caused by credit unions changing their constitution to take Unite on board. The product requirement is very detailed and also our criteria for debt collection is very strict.

The Legal Director gave a brief report on the benevolent fund.

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.741**

### **11.3 Membership Report**

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

The Legal Director highlighted development projects that are on-going, including outbound telephone calls to members, and will be reported at the next meeting of the Council.

The current total membership figure stands at 1,426,500.

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**

**Minute  
No.742**

### **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 the Energy Sector, Health Sector, Community, Youth & Not for Profit Sector, Defence Fire & Rescue Services pensions, Finance Sector and Construction Sector.

Questions and comments from members of the Council were responded to and included a detailed discussion on the NHS and supplemented by the General Secretary with a brief report on the ambulance dispute.

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

*NHS* - The resolution was submitted by the Health Sector NISC and called on the Union to launch a campaign and alliance with other unions within the NHS. In response, the Council supported the resolution.

*NHS Reform* – The resolution was submitted by the RTC/LRD NISC and called on the Union to use influence to ensure Labour Party policy document contained clause that effects of privatisation of NHS be reversed as soon as possible. In response, the Council supported the resolution.

*Pensions Bill and the LGPS in Scotland* – The resolution was submitted by the Local Authority NISC and called on the Union that the view of the Scottish Region be requested and respected before any action is taken at UK level. In response, the Council supported the resolution in principle.

*Health & Safety Regulations Rule 61* – The resolution was submitted by the West Midlands Regional Committee and called on the Union to mount a campaign against the behavioural safety policy. In response, the Council supported the resolution.

*East Midlands Construction Officer* – The resolution was submitted by the East Midlands Regional Committee and called on the Union to bring Construction Officer strength nationally up to 5 and to ensure a dedicated Officer in the region with the role of servicing NAECI membership, construction industry and JIB companies. The General Secretary advised that the previous decision of the Council for 5 dedicated Construction Officers had not been successful. A dedicated Officer in the Region is a regional issue as there should be an Officer in the Region that carries out that servicing role. In response, the Council noted the resolution in light of the General Secretary's comments.

At the close of consideration, the Council

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

---

**THIRD DAY, 12<sup>th</sup> JUNE 2013**

---

**IN THE CHAIR: Bro. T WOODHOUSE**

---

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

**Minute  
No.743**

**7.1 Industrial Report – Manufacturing**

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

The Assistant General Secretary referred to the manufacturing strategy, Ford's Dagenham and the Royal Mail.

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

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

*Co-operation Agreement between Unite & PCS in Fujitsu* – The resolution was submitted by the IT & Communications NISC and called on the Union to allocate appropriate Officer and Organiser resource to implement the agreement, recruit more members and win joint recognition. 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.744**

**7.3 Industrial Report – Transport & Food**

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 the Docks Section, inter-union disputes, AWB and transport strategy.

At the close of consideration, the Council

**RESOLVED:** “That the report be accepted.”

**Minute  
No.745**

**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.

This week is the centenary of the death of Emily Wilding Davison, the suffragette who was killed on Derby Day and events are planned at St George’s Church, Bloomsbury. It is an important tribute to fundamental inequality that was put right.

The National Women’s Committee are working with the Political Department and the National Child Care Campaign to highlight the case for a clear manifesto commitment by the Labour Party, through the National Policy Forum, to develop a childcare system that works for parents. Specifically, Labour should commit to creating a universal system of quality childcare, available to all families in the UK.

Twenty years on from the racist murder of Stephen Lawrence, there are still high levels of race hate crimes, institutional racism in the workplace, racial discrimination in the labour market and under-representation of ethnic minorities in key positions. The trade union movement must continue to take a lead role in tackling racial discrimination in the workplace, the union and wider society.

One of the key elements of the Race Forward campaign is to work with organisations to develop action on tackling the lack of promotion of ethnic minorities in the workplace. An initiative in the London & Eastern region has been launched in the bus industry to address the lack of promotion of black workers.

With reference to disabled members, in Wales, our members are campaigning within the Deaf Community about what unions do and the benefits of joining. Meetings have been held with the British Deaf Association to discuss strategy to put forward a British Sign Language bill to the National Assembly for Wales.

The National Disabled Members’ Committee supported the Action for Rail day of action in March and also supported a lobby of parliament in April which focused on access to rail travel for older workers and disabled passengers. A survey produced to support the campaign revealed that one in four disabled passengers have encountered disability hate crime.

The Assistant General Secretary highlighted the regional breakdown of LGBT members identified. It is important to continue to encourage LGBT members to identify as LGBT to ensure that we have a more accurate record of LGBT membership in Unite and can use this to inform decision making.

The situation regarding youth unemployment in particular Wales, North East and West Midlands remains bleak. The government needs to take action now, with

979,000 unemployed 16-24 year olds in the UK and young people continue to lose out, we urgently need a new approach that gets young people into work to give them a better life and future.

New retired members' branches are being set up across the regions and retired members are working hard to encourage retired workers to join the union on the new retired members rate, particularly through our involvement in the NPC.

The National Retired Members' Committee is supporting the TUC led campaign on older women in the workplace Age Immaterial and within the Union, there is a need to make sure that issues about older women at work are addressed.

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

A member of the Council raised the issue of the composition of appointment panels for Regional Equalities and Women's Officers, arguing that they should be composed solely of women members of the Council. Following a detailed debate, it was agreed that the appointment panels should be constituted on the basis of the same procedure as that of Regional Officers although the sensitive nature of the particular role was noted by the Chief of Staff.

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

*Deaths in Custody* – The resolution was submitted by the National BAEM Committee and called on the Union to support INQUEST, campaign against proposed changes to judicial review process and for a truly independent body to fully investigate all accidental deaths in custody. In response, the Council supported the resolution.

*Mary Seacole Memorial Statue Appeal* – The resolution was submitted by the National BAEM Committee and called on the Union to support the Mary Seacole Memorial Statue Appeal on a similar basis to Unison. In response, the Council supported the resolution in principle.

At the close of consideration, the Council

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

## **9. CONSTITUTION & ADMINISTRATION**

**Minute  
No.746**

### **9.1 Senior Officer Appointments**

The General Secretary reported that, following a review of Unite's senior officer team and management structure, the Council's sanction was sought for the following appointments.

#### Regional Secretary, North West Region

This post has been filled on an acting basis since the end of last year, following Paul Finegan's secondment as National Officer in the GPM Sector. Brother Finegan is working well in this role and will not be returning to the post in the North West, necessitating a permanent appointment there. Authority was, therefore, sought to advertise the post of North West Regional Secretary to which the Council agreed.

#### National Officers

Authority was also sought to appoint three new National Officers, one each for the Passenger Services, RTC/LRD and Health Sectors. Each of these posts had been filled on an acting basis for some considerable time so this will lead to no effective increase in either cost or national officer numbers. The Council agreed.

Assistant General Secretary

This post would be responsible for political, international and policy support work. An appointment to this position will require a wider reorganisation of work in several departments at Central Office and when these changes are implemented, the elimination of other senior posts in the Union will more than cover the cost of the new AGS position. The authority of the Council was, therefore sought for this position.

Questions and comments from members of the Council were responded to and the proposal was put to the vote of the Council:

**For**

Kingsley Abrams  
Lindsey Adams  
Kwasi Agyemang-Prempeh  
Ian Allinson  
Tracey Ashworth  
Davy Brockett  
Chris Cadman  
John Cooper  
Jennifer Elliot  
Phil Entwistle  
Des Graham  
Brian Holmes  
Sharon Hutchinson  
John James  
Mick Johnson  
Jim Kendall  
Mark Lyon  
Dave Mathieson  
Martin Mayer  
Pat McCourt  
Helen McFarlane  
Sean McGovern  
Steve Miller  
James Mitchell  
Therese Moloney  
Ivan Monckton  
Jimmy Neill  
Kate Osborne  
Sharon Owens  
Brenda Pleasants  
Maggie Ryan  
June Shepherd  
John Sheridan  
Jane Stewart  
John Storey  
Pat Stuart  
Mohammed Taj  
Jayne Taylor  
Agnes Tolmie  
Marie Vannet  
Sharon Wallace  
Paul Welsh  
Dave Whitnall  
Dave Williams  
Frank Wood  
Tony Woodhouse

46

**Against**

Mick Forbes  
Steve Hibbert  
Tam Mitchell  
Peter Russell  
Sue Sharp  
Joyce Still  
Mark Thomas  
Meurig Thomas  
Mark Wood

9

Executive Officer

Tony Woodley will be leaving the union at the end of 2013 and a replacement is required in his role as Executive Officer responsible for organising and leverage. The position of Executive Officer is the same salary band as an Assistant General Secretary. The duties attached to this post include supervision of the organising and leverage department as well as undertaking such other work on behalf of the General Secretary relating to the strategic development of the Union as may arise.

Following questions and comments from members of the Council, the General Secretary proposed that the recommendation be taken away for further discussion with Tony Woodley. The Council accepted the General Secretary's comments.

At the close of consideration, the Council

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

**5. REPORT OF THE GENERAL SECRETARY continued/.....**

**Minute  
No.747**

**5.1 Report continued/.....**

A list of severance applications approved 2013 and 'known leavers' had previously been circulated to the Council and was verbally supplemented by Chief of Staff, Andrew Murray.

The Policy Conference last year minuted the Executive Council to be advised of severance applicants and known leavers and the distributed list covers this year. It shows severance applications that have been approved but some colleagues may not have actually left yet. Of the known leavers, 6 Officers have indicated they are going to retire in the next 6 months and have not applied for severance payments but are retiring on pension arrangements.

It is proposed that any future severance issues that fall outside the parameters set down should be referred to a Committee of Executive Council members consisting of the Chair, Vice-Chair and Agnes Tolmie. An updated list will be provided to the Council at every future meeting.

Following questions and comments from members of the Council, the severance terms and model compromise agreement were circulated to the Council. The Council also agreed to come back with further recommendations for inclusion on the Committee.

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.748**

**9.7 General Secretary Election - Report of Election Commissioner**

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

At the close of consideration, the Council

**RESOLVED:** "That the report be accepted."



The applications are on behalf of the National Grid and University of Law and have been 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."

---

**FOURTH DAY, 13<sup>th</sup> JUNE 2013**

---

**IN THE CHAIR: Bro. T WOODHOUSE**

---

## **9. CONSTITUTION & ADMINISTRATION continued/...**

**Minute  
No.753**

### **9.2 Sector Reorganisation**

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

The Executive Council has regularly reviewed the composition and functioning of constitutional committees in the sectors, most recently in December 2012 following the most recent round of regional industrial sector conferences and election of RISCs, with a view to establishing the democratic viability of each sector.

As a result of a preliminary review, the following proposals were put before the Council for consideration. If adopted, they will be referred to the relevant sectors for consultation with final decisions being taken by the Council at the September meeting. In all cases, the proposals reflect a compelling industrial logic and overlapping membership in terms of industrial organisation and address clear and sustained weaknesses in lay democratic structures which appear unlikely to be overcome in the foreseeable future.

1. That the Electrical Engineering & Electronics, the IT & Communications and the Servicing and General Industries national industrial sectors be combined in one new sector: General Engineering, Manufacturing and Servicing (GEMS). It is proposed that a small section of the IT & Communications membership working in broadcasting be transferred to the Graphical, Paper & Media sector instead. It should be noted that the same two National Officers presently service all three sectors.
2. That the Vehicle Building & Automotive and the Motor Components national industrial sectors be combined in a new Motor Industry sector. It should be noted that the same two National Officers presently service both sectors.
3. That the Food, Drink & Tobacco and the Rural Agricultural and Allied Workers national industrial sectors be combined in a new Food, Rural and Retail sector.
4. That the position of the Docks, Rails, Ferries & Waterways national industrial sector be reviewed in the light of developments in the union's discussions with the Transport Salaried Staff Association concerning a transfer of their engagements.

The Council were advised that the proposed names are consultative.

The Chief of Staff highlighted the lay democracy and industrial logic in relation to the proposals outlined.

If these proposals are adopted at the September meeting of the Council, the following provisions will apply in relation to elected lay members serving on constitutional committees:

No member elected to a RISC for the 2012/15 period will lose his/her place, for the remainder of the 2012/15 period, the relevant new RISCs will be amalgamations of the RISCs from the previous sectors making up the new sector.

No member holding a previous sector seat on a Regional Committee, an AAC or a National or Regional Equalities Committee will lose his/her place; such delegates may stay in office for the remainder of 2012/15 electoral period, accountable to the new integrated RISCs.

Delegates elected to attend the National Industrial Sector Conferences in the Autumn in Brighton on the basis of the previous sectors will be the delegates who attend the Conferences. The Conferences will be convened on the basis of the new sectors; motions submitted to the previous sector conference will, after approval by the SOC, be tabled at the new sector conference.

The National Officers, in consultation with the lay leaderships of all sectors affected by the proposals, will propose constituencies for new National Industrial Sector Committees for EC consideration, which proposals shall guarantee the effective representation of all sections of the membership covered by the new sectors and ensure that no section of the membership is left marginalised or overlooked in the new structures. Once agreed, delegates to the appropriate NISC constituencies will be elected in the usual way.

The proposals will be sent out for consultation and feedback and any realistic suggestions will be considered by the Council.

Questions and comments from members of the Council were responded to and Council agreed for the consultation to commence and be brought back to the September meeting.

At the close of consideration, the Council

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

**Minute  
No.754**

#### **9.11 Officer Appointments and Stand-Down Officers**

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

An issue had arisen as to who can apply for Officer posts and under what circumstances and the Chief of Staff clarified the position that stand-down Officers are regarded as lay members.

The procedure for appointing stand-down Officers has sometimes been questioned, not least from the point of view of equal opportunities. The Chief of Staff clarified the position and the proposed selection of an individual will require the Regional Secretary to consult with the territorial representatives on the Executive Council from the region; the Chair of the Regional Committee; the Regional Women's & Equalities Officer and, where appropriate, the Chair of the RISC.

In the case of the appointment of Acting National Officers, the General Secretary will consult with the Chair of the Executive Council, Chair of the NISC, the EC members from the sector concerned, and the AGS for Equalities.

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.755**

#### **9.10 Irish Regional Secretary's Quarterly Report**

A detailed written report had previously been circulated to the Council.

At the close of consideration, the Council

**RESOLVED:** "That the report be accepted."

**Minute  
No.756**

#### **9.12 TUC Conference 2013**

The Council were advised that it was necessary to elect 4 EC members to attend Congress and this will be in addition to the members of the TUC General Council who are delegated automatically.

The Executive Officers had also prepared 5 motions for consideration by the Council but only 3 could be submitted.

At the close of consideration, the Council

**RESOLVED:** "That the following EC members be elected to attend the TUC Conference 2013: John Cooper, Tracey Ashworth, Lindsey Adams & Dennis Wilson."

### **5. REPORT OF THE GENERAL SECRETARY continued/....**

**Minute  
No.757**

#### **5.2 Unite and TSSA**

The Heads of Agreement between Unite and TSSA had previously been circulated to the Council and were verbally supplemented by the Chief of Staff, Andrew Murray.

The Heads of Agreement discussed and agreed with TSSA are consistent with the resolution passed by the Council at their special meeting and were overwhelmingly endorsed at the TSSA conference.

The document centres on 4 work streams that have started meeting and it is proposed to bring definitive plans to the September meeting of the Council to be approved or not.

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

The General Secretary reported that at the recent PCS conference, a resolution had been passed to discuss merger or transfer of undertakings into Unite. The Council will be advised of any developments.

At the close of consideration, the Council

**RESOLVED:** "That the report be noted."

**9. CONSTITUTION & ADMINISTRATION continued/.....****Minute  
No.758****9.4 Construction Sector in the North West Region**

A document detailing the situation in the Construction Sector in the North West Region had previously been circulated to the Council and was verbally supplemented by the General Secretary.

The General Secretary reported that there had been problems in the Construction Sector and this document was an attempt to take the matter forward to enable formal representation until the end of the electoral period and to create better harmony within the sector. However, the General Secretary was not now confident that this document would achieve that particular aim and asked the Council to note the document.

Questions and comments from members of the Council were responded to and an EC member for the Construction Sector gave background information on the situation that arose. In further response, the General Secretary again asked for the document to be noted to enable further meetings to take place in order to reach an acceptable way forward.

At the close of consideration, the Council, with the exception of John Sheridan

**RESOLVED:** "That the report be noted."

**8. DEPARTMENTAL REPORTS continued/....****Minute  
No.759****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.

In Unite education, it is the belief that students learn better by 'doing' rather than by simply listening and that is why our materials are active-based, with student centred learning at the heart of the curriculum. This is particularly important on the political education courses and events.

To achieve the Union's three pillars of organising, politics and international solidarity, it is necessary to go beyond the functionalism of the TUC model of trade union education to equip our reps with an understanding of society as multi-layered, and with an appreciation of the political and social context in which our reps have to operate. To progress the political education programme, international solidarity, it is necessary to dovetail all our departments' operations to maximise the effectiveness of our limited resources.

The Director of Education reported that a further tranche of tutor training is due to commence, 5 reps have gained honours degrees and 2 Union Learning Officers have been appointed as full-time Regional Organisers.

The Watford education hub will be operational by October and the Cable Street centre with its community education and membership drive is working well.

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.760**

### **8.3.1 Minutes of the EC Education Sub-Committee Meeting**

The Minutes of the EC Education Sub-Committee held on 8<sup>th</sup> May 2013 had previously been circulated to the Council.

At the close of consideration, the Council

**RESOLVED:** “That the Minutes be noted.”

## **6. STRATEGY FOR GROWTH**

**Minute  
No.761**

### **6.1 100% Strategy**

Executive Officer, Tony Woodley gave a brief update on the current activities with the Miami 5.

A written report had been circulated to the Council and was verbally supplemented by the Executive Officer, Tony Woodley.

100% Unite has continued to deliver substantial new membership gains which currently stands at 76,500 new members. This year, so far, 22,500 new members have been recruited with 769 campaigns running currently.

There has been a spread of growth across sectors:

Manufacturing Sector has delivered 25,332 new members from 368 targets

Services, Energy and Construction Sector has delivered 22,519 new members from 407 targets

Transport and Food Sector has delivered 25,748 new members from 378 targets

Issue based organising, if done correctly and looking at the right issues, strengthens the Union's bargaining power and delivery. Monitoring and accountability of this is driving home the culture change. Scotland, Wales and West Midlands have consistently shown leadership in this method.

The next 100% Conference for all Regional management teams, including Regional Secretaries and Regional Co-ordinating Officers will be held in Liverpool on 25/26 June. The previous three conferences were widely welcomed by participants and Liverpool '4' will again focus on improving performance and learning lessons within a supportive environment.

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.762**

### **6.2 Organising Report**

A written report had been circulated to members of the Council and was verbally supplemented by the Director of Organising & Leverage, Sharon Graham.

The Director of Organising & Leverage gave a detailed update on the Crossrail leverage campaign which is demanding the reinstatement of Unite Shop Steward, Frank Morris, following his dismissal from the Crossrail project. This campaign is escalating quicker than any other campaign and the hardest campaign undertaken.

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.763**

### **9.12 TUC Conference 2013 continued/.....**

Further to the earlier discussion in relation to motions to be submitted to the TUC Conference 2013, the General Secretary proposed that the following 3 motions be submitted on behalf of Unite:

- Trade unions: new rights, new freedoms
- Retaining stakes in RBS and Lloyds
- Anti-austerity campaigning

At the close of consideration, the Council

**RESOLVED:** “That the motions be submitted in line with the preamble to this Minute.”

## **5. REPORT OF THE GENERAL SECRETARY continued/...**

**Minute  
No.764**

### **5.1 Report continued/....**

Further to the earlier discussion in relation to future severance issues to be referred to a Committee of Executive Council members, following further deliberation, the Council agreed that the Committee be comprised of Tony Woodhouse (Chair), Mark Lyon (Vice-Chair), Agnes Tolmie, Phil Entwistle and Joyce Still.

At the close of consideration, the Council

**RESOLVED:** “That the Committee be constituted in line with the preamble to this Minute.”

**RESOLVED:** “That the report of the General Secretary (as recorded in Appendix 1 of these Minutes) be adopted.”

## **9. CONSTITUTION & ADMINISTRATION continued/....**

**Minute  
No.765**

### **9.3 Correspondence including Resolutions from Regional & National Committees**

A document was circulated detailing all the resolutions received. Each item was individually considered by the Council and the responses verbally amplified.

*Membership Recruitment* – The resolution was submitted by the South West Regional Committee and called on the Union to remove restrictions that new member must pay full contributions. The Council were advised that the Legal Director would come back to the September meeting with more detail and the resolution was thereby noted.

*Defined Benefit Pension Schemes* – The resolution was submitted by the Aerospace & Shipbuilding NISC and called on the Union to mount a lobbying campaign against proposals in relation to single state pension. In response, the Council supported the resolution.

*Rule 6 – Lay Office – EC Guidance* – The resolution was submitted by the IT & Communications NISC and called on the Union to give consideration to Mr Requena-Reuda under Rule 6.3. The Executive Officers urged rejection on the grounds that Mr Requena-Reuda’s circumstances appear to be identical with those in an earlier case whereby the Certification Officer had ruled that the individual was not eligible under

Rule 6 and that, therefore, the Council had not scope to vary its earlier decision. With the exception of Ian Allinson, the Council rejected the resolution.

*Guidelines for EC Elections* – The resolution was submitted by the Servicing & General Industries NISC and called on the Union to introduce guidelines to avoid unnecessary expense when calling elections to the EC when vacancies occur. In response, it was agreed to return to the issue raised in the resolution at the next meeting of the Council.

*Launch of National Campaign for Abolition of CIS Tax Schemes* – The resolution was submitted by the Construction NISC and called on the Union to launch a national campaign for the abolition of the CIS tax schemes. In response, the Council supported the resolution.

*Sector Name to Reflect Diversity* – The resolution was submitted by the Construction NISC and called on the Union to give consideration to the wrongly named construction sector. In response, it was agreed that Executive Officers be given opportunity to review this report back to September meeting.

*Formulation of Framework for awarding contracts for construction and maintenance work on Unite properties* – The resolution was submitted by the Construction NISC and called on the Union for a meeting to be held between National Construction Secretaries, Construction EC members and Chair and Vice-Chair of NISC to formulate a framework. In response, the Council noted the resolution.

*Otherwise Agreement* – The resolution was submitted by the North West Regional Committee and called for an independent inquiry into Steve Acheson's situation. The Council were advised that the Union's investigation was not yet complete.

## **12. ANY OTHER BUSINESS**

**Minute  
No.766**

### **12.1 Trades Councils Delegate to TUC Conference**

A member of the Council sought support for the Trades Councils motion to the TUC Conference to allow them a delegate to attend Congress.

At the close of consideration, the Council

**RESOLVED:** "That the report be agreed."

**Minute  
No.767**

### **12.2 Youth Forum**

A member of the Council referred to agency workers who have since become employees of the Union and sought clarification if they can still participate in the youth forums. In response, the Chief of Staff advised that employees of the Union cannot be delegates.

At the close of consideration, the Council

**RESOLVED:** "That the report be accepted."

**Minute  
No.768**

### **12.3 Bus Vannin – Isle of Man**

A member of the Council referred to the 12-day strike undertaken by the Bus Vannin members on the Isle of Man during the recent TT Races and requested that a letter of support be sent to them.

At the close of consideration, the Council

**RESOLVED:** "That the report be accepted."

**Minute  
No.769**

**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**