



MINUTES AND RECORD
of the
EXECUTIVE COUNCIL
HELD AT UNITE HOUSE, HOLBORN, LONDON WC1
ON 16TH, 17TH, 18TH & 19TH SEPTEMBER 2013

PRESENT:

MEMBERS: Bro. K ABRAMS, Sis. L ADAMS, Bros. K AGYEMANG-PREMPEH, R ALLDAY, I ALLINSON, Sis. T ASHWORTH, Bro. S BEATTY, Sis. S BENNETT, Bros. C BOND, D BOWYER, D BROCKETT, C CADMAN, J COOPER, Sis. J DOUGLAS, 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, Sis. L MALONE, Bros. D MATHIESON, M MAYER, P McCOURT, Sis. H McFARLANE, Bros. S McGOVERN, S MILLER, J MITCHELL, T MITCHELL, Sis. T MOLONEY, Bro. I MONCKTON, Sis. K OSBORNE, S OWENS, B PLEASANTS, Bro. P RUSSELL, Sis. M RYAN, S SHARP, Bro. J SHERIDAN, Sis. J STEWART, J STILL, Bro. J STOREY, Sis. P STUART, Bro. M TAJ, Sis. J TAYLOR, Bros. M THOMAS, Sis. A TOLMIE, Bros. H TURNER, P WELSH, D WHITNALL, D WILLIAMS, F WOOD, M WOOD, T WOODHOUSE

EX OFFICIO: Bro. L McCLUSKEY (General Secretary)
Bro. T BURKE (Assistant General Secretary)
Sis. G CARTMAIL (Assistant General Secretary)
Sis. I DYKES (Head of Constitutional Administration)
Sis. D HOLLAND (Assistant General Secretary)
Bro. A MURRAY (Chief of Staff)
Bro. E SABISKY (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, 16TH SEPTEMBER 2013

The Chair welcomed the newly elected LGBT member, Jenny Douglas, London & Eastern member, Richard Allday and Ben Davis from USW who was in attendance to observe the Executive Council.

**Minute
No.801**

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	Tuesday a.m.	TU Business
Richard Allday	Tuesday a.m.	TU Business
Tracey Ashworth	Monday p.m.	TU Business
Sean Beatty	Tues pm & Wed	TU Business
Sara Bennett	Weds & Thurs	Maternity leave
Chris Bond	Weds & Thurs	TU Business
Chris Cadman	Tues & Thurs	TU Business
John Cooper	Thursday	TU Business
Jennifer Elliot	Weds pm & Thurs	Medical Appt.
Moira Elliott	All sessions	Illness
Phil Entwistle	Monday	TU Business
Des Graham	Monday	Funeral
Andy Green	Tues, Weds & Thurs	TU Business/holiday
Mark Lyon	Mon, Tues & Thurs	TU Business
Lizanne Malone	Tues a.m	TU Business
Martin Mayer	Tuesday	NEC
Helen McFarlane	Tuesday	Funeral
James Mitchell	Monday a.m.	TU Business
Therese Moloney	Thursday	TU Business
Jimmy Neill	All sessions	Holiday
Kate Osborne	Monday	TU Business
Brenda Pleasants	Thursday	Work
Sue Sharp	Mon & Thurs	TU Business
June Shepherd	All sessions	Family illness
Jane Stewart	Weds & Thurs	TU Business
Jayne Taylor	Weds & Thursday	TU Business
Mark Thomas	Monday	TU Business
Meurig Thomas	All sessions	Work
Marie Vannet	All sessions	Family illness
Sharon Wallace	All sessions	Illness
Dennis Wilson	All sessions	TU Business

Having full appreciation of the circumstances as report, the Council

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

2. EXECUTIVE COUNCIL MINUTES

**Minute
No.802**

2.1 Receipt of Minutes

The Minutes of the Meeting of the Executive Council held on 10th, 11th, 12th & 13th June 2013 were duly submitted.

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

2.1.1 Matters Arising out of the Minutes**Minute
No.803****2.1.1.1 Min.723 General Secretary's Report**

A member of the Council referred to the complaints procedure and commented that a review is required to identify where complaints should be referred.

At the close of consideration, the Council

RESOLVED: "That the report be accepted."

**Minute
No.804****2.1.1.2 Min.725 Practicalities of a 'General Strike'**

A member of the Council referred to the TUC report that was to be circulated in order for it to be discussed at Regional and National Committees and requested an update on any progress or discussions that had taken place. In response, the Chief of Staff advised that the document had been circulated to all NISCs after the last Council meeting with the instruction for it to be timetabled and the assumption was that this had been done.

At the close of consideration, the Council

RESOLVED: "That the report be accepted."

**Minute
No.805****2.1.1.3 Min.747 General Secretary's Report**

A member of the Council referred to the update on severance payments and enquired if there would be an update at this meeting. In response, the Chief of Staff advised that a list was currently being checked by the HR Department and would be circulated to the Council later in the meeting.

The General Secretary referred to the previous decision of the Council to appoint a new Executive Officer in order to allow Tony Woodley to leave the employment of the Union. Tony Woodley will be leaving the employment of the Union on 31st December 2013 and the General Secretary sought the permission of the Council for Tony Woodley to continue to represent Unite in relation to the Miami 5 and the Cuba situation and also on a consultancy basis should issues arise specifically in the automotive industry.

At the close of consideration, the Council

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

**Minute
No.806****2.1.1.4 Min.754 Officer Apointments and Stand-Down Officers**

A member of the Council referred to the previous debate about stand-down Officer guidelines and the development programme linked in with that and enquired if the guidelines would be reissued. In response, the Chief of Staff advised that the guidelines had been approved at the last Council meeting and work is being done to prepare a development programme.

At the close of consideration, the Council

RESOLVED: "That the report be accepted."

**Minute
No.807**

2.1.1.5 Min.758 Construction Sector in the North West Region

A member of the Council referred to the previous discussion and commented that there did not seem to have been any progress made and no meeting had taken place and therefore sought the opportunity to discuss the situation further with the General Secretary. In response, the General Secretary apologised for the delay and reported that it was his intention to call together specific individuals within the Region in an attempt to try and resolve the issue that exists and will report back to the Council at the December meeting.

At the close of consideration, the Council

RESOLVED: "That the report be accepted."

**Minute
No.808**

2.1.1.6 Min.765 Correspondence including Resolutions from Regional & National Committees

A member of the Council sought an update on the resolutions from the Construction NISC submitted to the previous meeting of the Council with particular reference to the Sector name to reflect diversity. A brief response to the resolutions was given and it was agreed to discuss the sector name change when the Sector report was taken.

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 10th, 11th, 12th & 13th June 2013 be adopted."

3. FINANCE & GENERAL PURPOSES COMMITTEE

**Minute
No.809**

3.1 Receipt of Minutes

The Minutes of the Finance & General Purposes Committee held on 18th July 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 18th July 2013 be adopted."

**Minute
No.810**

3.2 Receipt of Minutes

The Minutes of the Finance & General Purposes Committee held on 4th September 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 4th September 2013 be noted."

4. REPORT OF THE GENERAL SECRETARY

**Minute
No.811**

4.1 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 highlighted public meetings where he had been the Speaker including Action Mesothelioma Day event in Manchester, the Unite NHS 65th Birthday event in Manchester and the Durham Miners Gala.

The General Secretary reported on his meeting with Ian Lavery MP, Chair of the Trade Union Group of Labour MPs and the discussion regarding what is taking place within the Labour Party regarding trade unions and the relaunch of the trade union group of Labour MPs with a mission statement of what they stand for to see how many MPs wish to sign up to it.

Meetings with leaders of the other unions have taken place on a regular basis and the General Secretary had the opportunity to speak to the trade union group of MPs within parliament and the Unite parliamentary group. He had also met with Ray Collins on proposals for the new Labour-Trade Union link.

The General Secretary referred to the Irish Policy Conference in Belfast which was well attended with good discussions.

The General Secretary was pleased to announce that discussions with the Chief Executive Officer of BA had resulted in the signing of the agreement with mixed fleet and he thanked BASSA for their assistance.

The General Secretary referred to meetings that had taken place with the London & Eastern Region over a number of issues, specifically relating to branch reorganisation. Inevitably, given the size of the Region and the task that had to be undertaken, it has been the most difficult region and the region is working hard to resolve any outstanding problems.

The General Secretary gave a detailed report on his meeting with Cyrus Mistry of Tata regarding Jaguar/LandRover. JLR has been a success story within the economy and since the meeting, there had been a further announcement of 1700 new jobs at Solihull.

Reference was made to the number of media appearances in the last quarter.

The General Secretary referred to his involvement in discussions regarding additional resources to develop the Health Sector.

With reference to the Republic of Ireland pay talks, the General Secretary reported that a new pay scale has been implemented which is specific to the ROI and not linked to any exchange rate but a set rate of pay. All groups in the ROI were balloted and have voted to accept the new deal.

The General Secretary referred to the TUC Conference and recorded his thanks to the delegates for the manner in which they conducted themselves. Unite won a number of awards at the Conference including the Organising Award, Youth Award and the Women's Gold Badge.

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

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

Pension Protection Fund – The resolution was submitted by the West Midlands Regional Committee and called on the Union to urge the PPF and HM Government to end the anomaly and protect pre-1997 compensation from inflation. In response, the Council supported the resolution.

Union Officers as Councillors – The resolution was submitted by the North West Regional Committee and called on the Union to adopt and enforce the position to oppose any paid officer of the Union taking on the responsibility of being a Councillor.

In response, the Council supported the resolution following the comments of the General Secretary that his permission would not be given for any Officer to stand as Councillor.

Single Tier Pension Scheme - The resolution was submitted by the East Midlands Regional Committee and called on the Union to oppose the implementation of the Single Tier State Pension Scheme. In response, the Council supported the resolution.

Covert Illegal Operations – The resolution was submitted by the London & Eastern Regional Committee and called on the Union to publicise our support for a full public enquiry into the role of the security services and the secret services. In response, the Council supported the resolution.

Complaints Process - The resolution was submitted by the Finance & Legal NISC and called on the Union to implement a transparent complaints process including an appeals facility. In response, the Council supported the resolution with the reservation that this will need to work within the Union's existing rules.

The General Secretary referred to the decision that had been taken at the PCS Conference for talks to take place regarding PCS joining Unite and reported on the subsequent meeting with Mark Serwotka. The authority of the Council was sought for exploratory talks to take place with PCS with a report being brought to the December meeting of the Council on whether those talks need to be turned into a formal negotiation.

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

The General Secretary gave a detailed update of the formal negotiations that have taken place with TSSA and some of the difficulties that have arisen. The recommendation is that the Union does not proceed with TSSA transferring their undertakings into Unite at this juncture but that AGS Steve Turner be asked to set up an accord with TSSA to build a better relationship with them.

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

At the close of consideration, the Council

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

8. CONSTITUTION & ADMINISTRATION

**Minute
No.812**

8.1 Returning Officer's Report

The Returning Officer's report of the By-Election for the LGBT National Seat and a London & Eastern Regional Seat had previously been circulated to members of the Council who were asked to formally accept the report to allow the newly elected members, Jenny Douglas and Richard Allday, to play a full part in the business of the Council.

The Chief of Staff reported on a complaint that has been raised regarding the conduct of the recent General Secretary election.

At the close of consideration, the Council

RESOLVED: "That the report be accepted."

**Minute
No.813**

8.6 Constitutional Amendments

A document had previously been circulated to the Council and was verbally supplemented by Assistant Chief of Staff, Adrian Weir. The Council were asked to agree the following amendments.

Within the Construction Sector, the Mastic Asphalters Committee currently meet quarterly and wish to change to meet on an annual basis, to coincide with pay negotiations. A national constituency seat to be created on the Construction NISC for Mastic Asphalters, the delegate to be elected at the annual Committee meeting and to hold office in line with the Union's triennial electoral period. The LE/1710 branch to be renamed "National Roofers' Branch" and moved from the London & Eastern Region to the South East Region.

With reference to lay member participation on Committees and Conferences, the general guidance is that no member who is in receipt of a pension from any funds of the Union shall be eligible to hold office as a delegate to any constitutional committee or conference of the Union.

At the close of consideration, the Council

RESOLVED: "That the constitutional amendments be agreed in line with the preamble to this Minute."

6. INDUSTRIAL / EQUALITIES REPORTS

**Minute
No.814**

6.1 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, CSEU Conference, Shetland Helicopter tragedy and the "Save Our Royal Mail" campaign.

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

At the close of consideration, the Council

RESOLVED: "That the report be accepted."

8. CONSTITUTION & ADMINISTRATION continued/....

**Minute
No.815**

8.7 Policy Conference Timetable

The Chief of Staff reported that the next Unite Policy Conference will take place from 30th June to 4th July 2014 in the ACC in Liverpool. Taking into account the schedule of constitutional committee meetings for 2014, the proposed timetable will allow for the submission of motions by all constitutional committees and branches and amendments by many constitutional committees and all branches.

Invitation to submit motions despatched:	25 November 2013
Deadline for receipt of motions:	14 February 2014
Invitation to submit amendments despatched:	17 March 2014
Deadline for receipt of amendments:	16 May 2014

Proposals regarding delegations to the conference will be submitted to the December meeting of the Council in order that elections can take place during the first quarter cycle of constitutional meetings in 2014.

At the close of consideration, the Council

RESOLVED: “That the Policy Conference timetable be endorsed.”

**Minute
No.816**

9.9 Amendments to National Industrial Sector Conference Standing Orders

The Standing Orders for the National Industrial Sector Conferences had previously been circulated to the Council and were verbally supplemented by Assistant Chief of Staff, Adrian Weir.

Point 1.1 wording to be added: NISCs and RISCs are not invited to amend motions submitted to Conference.

Point 6.1.6 should read: “Consideration of motions approved by Standing Orders Committee”.

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

At the close of consideration, the Council

RESOLVED: “That the amendments to the Standing Orders for National Industrial Sector Conferences be agreed in line with the preamble to this Minute.”

5. STRATEGY FOR GROWTH

**Minute
No.817**

5.1 100% Strategy

Executive Officer, Tony Woodley updated the Council on the progress of the Miami 5 campaign.

The Executive Officer gave a detailed report on a situation that had arisen regarding Jaguar/LandRover, DHL and agency workers and the work that had been undertaken to bring this to a satisfactory conclusion. The General Secretary supplemented the report, highlighting the outcome of the TUC Disputes Committee.

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

A written report on the 100% Campaign 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 for the Union in the last period although it is clear that growth has slowed in recent months. 88,500 new members with 35,000 new members year to date with over 300 Officers working on this.

The 4 key areas are targeting, monitoring, management and redirecting campaigns when not working. It is now about how to get best practice and Officers and RCOs are important for best practice across regions.

The Executive Officer highlighted the performance of Officers in meeting targets and the improvements in Regional performances.

The ‘one on one’ meetings with Regional Secretaries have been concluded to help and assist along with best practice and guidance and the Liverpool 5 meeting is being planned which will deal with mapping and planning.

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.818**

5.2 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 reported on a significant recognition victory against PepsiCo. Workers at Walkers Snack Foods in Coventry have voted overwhelmingly for trade union recognition by 75.5% after 19 years without trade union representation. The company and the Union now have a period of a month to agree how recognition will be implemented.

A new ‘wave’ of Organisers have now been recruited. 446 applications were received and following two intensive assessment centres, 19 successful applicants have been appointed. They will start employment with the Union at the beginning of November.

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

The Director gave a very detailed update to the Council on the Crossrail dispute and was pleased to inform the Council that the Unite Leverage Campaign in defence of Brother Frank Morris has now been settled with agreement being reached with BFK and the dispute is now over.

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

Appointment of Organisers – The resolution was submitted by the South West Regional Committee and called on the Union to adopt an open and transparent process for appointment Organisers. In response, the Council noted the resolution in light of assurance about the process for recruitment of Organisers by the Executive Officer.

At the close of consideration, the Council

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

7. DEPARTMENTAL REPORTS

**Minute
No.819**

7.1 Political Report

A separate written report on political activities had been circulated to the Council and was verbally supplemented by the Political Director, Jennie Formby and covered the following areas:

- The situation in Falkirk
- Review of the relationship between the Trade Unions and the Labour Party and Collins Review
- Parliamentary selections
- European Elections
- Parliamentary Update
- Communications with members including website; other digital communications and other resources
- Candidate development
- Working with Councils
- National Policy Forum
- Annual Labour Party Conference

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

The General Secretary gave a very detailed report on Ed Miliband and the Labour Party and responded to questions and comments from members of the Council.

SECOND DAY, 17TH SEPTEMBER 2013

IN THE CHAIR: Bro. T WOODHOUSE

7. DEPARTMENTAL REPORTS continued/....

7.1 Political Report continued/....

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

Bedroom Tax – The resolution was submitted by the North West Regional Committee and called on the Union to support the demand for the legislation to be reversed. In response, the Council supported the resolution.

Deny thousands of job seekers back pay – The resolution was submitted by the East Midlands Regional Committee and called on the Union to convene an urgent meeting of all Unite sponsored MPs to seek an explanation. In response, the Council supported the resolution.

Councillors against Cuts – The resolution was submitted by the CYW&NfP NISC and called on the Union to agree affiliation to Councillors against Cuts. Following comments from the General Secretary, the resolution was put to the vote:

For

Kingsley Abrams
Ian Allinson
Sara Bennett
Dave Mathieson
Therese Moloney
John Sheridan
Jane Stewart
Pat Stuart

Against

Kwasi Agyemang-Prempeh
Tracey Ashworth
Sean Beatty
Chris Bond
David Bowyer
Davy Brockett
Chris Cadman
John Cooper
Jenny Douglas
Jennifer Elliot
Phil Entwistle
Mick Forbes
Des Graham
Steve Hibbert
Brian Holmes
Sharon Hutchinson
Glenn Jackson
John James
Mick Johnson
Jim Kendall
Lizanne Malone
Pat McCourt
Sean McGovern
Steve Miller
James Mitchell
Tam Mitchell
Ivan Monckton

Kate Osborne
 Sharon Owens
 Brenda Pleasants
 Peter Russell
 Maggie Ryan
 Joyce Still
 John Storey
 Mohammed Taj
 Mark Thomas
 Agnes Tolmie
 Howard Turner
 Paul Welsh
 Dave Whitnall
 Dave Williams
 Frank Wood
 Mark Wood
 Tony Woodhouse

8

44

The resolution was therefore lost.

Labour Party Councillors – The resolution was submitted by the CYW&NfP NISC and called on the Union to defend any Labour Party Councillor penalised or disciplined for voting against the cuts. In response, the Council supported the resolution.

Housing – The resolution was submitted by the CYW&NfP NISC and called on the Union to call for a massive programme of council house building. In response, the Council supported the resolution.

Falkirk Candidate – The resolution was submitted by the North West Regional Committee and called on the Union to hold an emergency meeting to discuss the crisis and pass a resolution to remove from the rule book the reference to Labour Party affiliation. In response, the Council agreed to leave the resolution on the table for further consideration in December.

Falkirk – The resolution was submitted by the IT & Comms NISC and called for an emergency Executive Council to discuss our response to the crisis. Following comments from the General Secretary, the resolution was put to the vote:

For

Ian Allinson
 Sara Bennett
 John Sheridan

Against

Kingsley Abrams
 Kwasi Agyemang-Prempeh
 Tracey Ashworth
 Sean Beatty
 Chris Bond
 David Bowyer
 Davy Brockett
 Chris Cadman
 John Cooper
 Jenny Douglas
 Jennifer Elliot
 Phil Entwistle
 Mick Forbes
 Des Graham
 Steve Hibbert
 Brian Holmes
 Sharon Hutchinson
 Glenn Jackson
 John James

Mick Johnson
 Jim Kendall
 Lizanne Malone
 Dave Mathieson
 Pat McCourt
 Sean McGovern
 Steve Miller
 James Mitchell
 Tam Mitchell
 Therese Moloney
 Ivan Monckton
 Kate Osborne
 Sharon Owens
 Brenda Pleasants
 Peter Russell
 Maggie Ryan
 Jane Stewart
 Joyce Still
 John Storey
 Pat Stuart
 Mohammed Taj
 Mark Thomas
 Agnes Tolmie
 Howard Turner
 Paul Welsh
 Dave Whitnall
 Dave Williams
 Frank Wood
 Mark Wood
 Tony Woodhouse

3

49

The resolution was therefore lost.

At the close of consideration, the Council

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

8. CONSTITUTION & ADMINISTRATION continued/....

Minute
 No.820

8.2 Ratification of Appointments of Officers

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

South East

- Regional Officer Christopher Gray

North West

- Regional Secretary Mick Whitley
- Regional Women’s & Equalities Officer Sharon Hutchinson

London & Eastern

- Regional Co-ordinating Officer Mark Robinson

West Midlands

- 3 Regional Officers Brian Rickers
 Sulinder Singh
 Frank Keogh

The recommended candidate for the position of Assistant General Secretary, Steve Turner made a short presentation to the Council.

The recommended candidate for the position of Executive Officer, Sharon Graham made a short presentation to the Council.

At the close of consideration, the Council

RESOLVED: “That the appointments be endorsed in line with the preamble to this Minute.”

7. DEPARTMENTAL REPORTS continued/....

Minute
No.821

7.3 Education Report

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

Our members’ daily experience, for instance in the NHS and Local Authorities, reinforce our political message about the perniciousness and inefficiencies of market forces – the private sector. This political message is woven into the fabric of all Unite education courses and that is done in a myriad of different ways.

Our task in education is to present the facts; contextualise them but allow the reps to come to their own conclusions and the aim is to develop their critical faculties.

Based on our policies, the political education platform is the Durham Political School and from that, at least four political schools a year are run in all the regions and countries.

The current focus is on young members and a political conference on strategy is being organised for later this year and the young members themselves are developing a Unite political strategy for young members and the weekend education event will relate to their needs as determined by them.

Another focus is on community membership, emphasising the paradox of this government’s “nationalise the rich: privatise the poor”.

Futuristically, our focus through Workers Uniting and the Global Labour Institute provides a global perspective in the sectors, making use of what is happening daily to our members in their workplaces. So too, with our sector courses at Eastbourne. Ambitions which extend our agenda from wages and conditions, to mainstreaming equalities, to develop a skills agenda, with apprenticeships being positively promoted. Enthusing our reps to put into practice the lessons being learned through their education programme.

Questions and comments from members of the Council were responded to and a discussion on tutors and zero hours contracts ensued.

At the close of consideration, the Council

RESOLVED: “That the report be accepted.”

Minute
No.822

7.3.1 Minutes of the EC Education Sub-Committee Meeting

The Minutes of the EC Education Sub-Committee held on 8th August 2013 had previously been circulated to the Council.

At the close of consideration, the Council

RESOLVED: "That the Minutes be noted."

8. CONSTITUTION & ADMINISTRATION continued/....

**Minute
No.823**

8.3 National Industrial Sectors Reorganisation

The Chief of Staff reminded the Council that at its June meeting a report had been considered identifying a number of perceived weaknesses in the structure of the Union's National Industrial Sectors and the EC had embarked on a process of consultation about possibly consolidating weaker Sectors with those that were more firmly established.

It is therefore recommended that authority be given to merge, based on the current membership, the Electrical Engineering & Electronics and Servicing & General Industries Sectors to form the General Engineering, Manufacturing and Servicing (GEMS) Sector.

It is therefore recommended that authority be given to merge the IT & Communications and Graphical, Paper & Media Sectors to form the GPM & IT Sector.

In line with Rule 7.10.1, it is also recommended that an IT & Communications Advisory Committee be established for the remainder of the triennial period. The future of this advisory committee will be reviewed at the end of the 2012/15 electoral period.

It is therefore recommended that authority be given to merge the Motor Components and Vehicle Building & Automotive Sectors to form the Motor Industry Sector.

In line with Rule 7.10.1, it is also recommended that a Supply Chain Advisory Committee be established as a sub-committee of the Motor Industry NISC for the remainder of the triennial period. The future of this sub-committee will be reviewed at the end of the 2012/15 electoral period.

It is recommended that there be no immediate change to the status of the Rural & Agricultural Sector within Unite and that the Sector be given the opportunity to implement its action plan and that a review of the future of the Sector takes place at the end of the 2012/15 electoral period.

The newly formed NISCs will meet from January 2014; the RISCs from December 2013.

All of the new NISCs and RISCs will be aggregate committees of all delegates elected in the former parts of the new Sectors, no one elected to a NISC or RISC for electoral period 2012/15 will lose his/her seat.

At the National Industrial Sector Conferences in November 2013, GEMS, GPM & IT and Motor Industry will meet as Sector Conferences made up of delegates elected by the former parts of the new Sectors. Motions submitted by the former parts of the new Sectors will be (subject to SOC) considered by the new Sector Conference.

Work will commence in late 2014/early 2015 on devising new constituencies, including occupational proportionality, for the NISCs and RISCs for the electoral period 2015/18.

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

The recommendations for the GEMS Sector and the GPM & IT Sector were unanimously agreed by the Council.

The recommendation for the Motor Industry Sector was agreed by the Council with the exception of Steve Hibbert.

The recommendation for the Rural & Agricultural Sector was put to the vote of the Council:

For

Kingsley Abrams
 Kwasi Agyemang-Pempeh
 Richard Allday
 Ian Allinson
 Tracey Ashworth
 Sean Beatty
 Sara Bennett
 Chris Bond
 Davy Brockett
 Chris Cadman
 John Cooper
 Jenny Douglas
 Jennifer Elliot
 Phil Entwistle
 Des Graham
 Brian Holmes
 Sharon Hutchinson
 John James
 Mick Johnson
 Jim Kendall
 Lizanne Malone
 Dave Mathieson
 Pat McCourt
 Sean McGovern
 Steve Miller
 James Mitchell
 Tam Mitchell
 Therese Moloney
 Ivan Monckton
 Kate Osborne
 Sharon Owens
 Brenda Pleasants
 Maggie Ryan
 Sue Sharp
 John Sheridan
 Joyce Still
 John Storey
 Pat Stuart
 Mohammed Taj
 Agnes Tolmie
 Dave Whitnall
 Dave Williams
 Frank Wood
 Mark Wood
 Tony Woodhouse

45

Against

David Bowyer
 Mick Forbes
 Steve Hibbert
 Glenn Jackson
 Pete Russell
 Mark Thomas
 Howard Turner
 Paul Welsh

8

At the close of consideration, the Council

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

**Minute
No.824**

8.11 Teeside AAC

A document detailing the redefined Teeside Area Activist Committee had previously been circulated to the Council.

At the close of consideration, the Council

RESOLVED: “That the document be accepted.”

**Minute
No.825**

8.5 TUC Congress Delegation 2014 & 2015

The Chief of Staff reported that it is recommended that the delegation for the TUC Congress for each year should be as follows:

1 delegate to be elected by and from each Regional Committee	10
6 delegates to be elected by and from the Women’s National Conference	6
3 delegates to be elected by and from the BAEM National Conference	3
1 delegate each elected by and from the LGBT, Disabled Members’ and Young Members’ National Conferences	3
34 delegates elected by and from the National Industrial Sector Conferences (see below)	34
Chair and Vice-Chair of the Executive Council	2
6 Delegates from the Executive Council (3 of which must be women)	6
Total	64

Additionally, the delegation will include:

- General Secretary plus supporting Officers and Staff, as appropriate, that would include all AGSs including those not on the General Council of the TUC.
- Nominees to the TUC General Council and F&GP Committee (if not already delegates).

Sector Conference	Delegates	Remarks
GEMS	3	Inc at least 1 woman & 1 BAEM
Health	3	Inc at least 2 women
Finance & Legal	3	Inc at least 2 women
Passenger	3	Inc at least 1 BAEM
Motor Industry	2	Inc at least 1 BAEM
Food, Drink & Tobacco	2	Inc at least 1 woman
Local Authorities	2	Inc at least 1 woman
Road Transport Commercial	2	
Aerospace & Shipbuilding	2	Inc at least 1 woman
Civil Air Transport	2	Inc at least 1 woman
Chemical, Pharma	1	
GPM & IT	1	
Community, Youth & N4P	1	
Construction	1	
Energy & Utilities	1	
Metals (inc Foundry)	1	
Education	1	
Docks & Rail	1	
Rural & Agriculture	1	
MoD & Govt Depts	1	
	34	Inc at least 9 women & 3 BAEM

At the close of consideration, the Council

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

7. DEPARTMENT REPORTS continued/....

Minute
No.826

7.4 Community Membership

Written reports had been circulated to the Council and were verbally supplemented by Assistant General Secretary, Steve Turner.

This is the first anniversary of the Community Membership initiative of developing reps within our communities. 45 groups are now in place at various stages of development and have been involved in a whole range of different campaigns. The initiative has brought into the Union just over 4,119 new community members and 220 activists have been trained in community activism, welfare advice and buddy organisation. Community activism is now built into the reps training programme and in October, the first community weekend school will take place.

There are now 3 active community centres offering practical advice and support: Tower Hamlets, Barnsley and Belfast.

The links generated between community members and industrial members in struggle have been at the forefront and industrial membership branches have supported the community initiative in different ways including financial assistance and supporting food bank work.

There are a whole range of campaigns running around living wage, zero hours, long term attendance security and energy costs and there has been some success on that. Beyond the obvious campaigns, there is a need to delve deeper to get into communities and increase the number of groups and activists working on those issues, building a coalition and engaging with young people.

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

At the close of consideration, the Council

RESOLVED: “That the report be accepted.”

6. INDUSTRIAL /EQUALITIES REPORTS continued/.....

Minute
No.827

6.2 Industrial Report – Services Sector

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

The Assistant General Secretary referred to Crossrail, Finance Sector, Local Government, MoD, Energy, CYW&NfP and Education.

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

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

Dispute at Runcorn TPS – The resolution was submitted by the North West Regional Committee and following comments from the General Secretary, the resolution was withdrawn.

Sector Name to Reflect Diversity - The resolution was submitted by the Construction NISC and had been left on the table at the previous meeting of the Council. It called

for the Sector to be renamed Building, Constructions & Allied Trades and following consideration, 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. CONSTITUTION & ADMINISTRATION continued/....

**Minute
No.828**

8.9 Amendments to National Industrial Sector Conference Standing Orders continued/....

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

Young Members to attend as observers at the National Industrial Sector Conferences 2013 - The resolution was submitted by the East Midlands Regional Committee and called on the Union to put guidance in place to allow each sector to bring young members as observers to the National Industrial Sector Conferences. In response, the Chief of Staff advised that the most practical way would be to invite the young members from the Young Members' Committees to attend the appropriate Sector Conference for their own Sector as observers, not delegates. The Council agreed.

At the close of consideration, the Council

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

9. FINANCE

**Minute
No.829**

9.1 Finance Report

The preliminary financial results for Unite overall in the second 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 second quarter and first half of 2013 are satisfactory. The first half year results are behind last year but this is entirely due to the fact that the sale of Woodberry occurred in the first half of 2012.

Total Income amounted to £80.8 million in the first half of 2013, up £3.3 million versus the same period a year ago. Contribution Income increased as the increase in membership subscriptions implemented 1st September 2012 more than offset by the loss of paying membership. In addition, Legal Income was up substantially, although the impact of the Jackson inspired legislation will reduce Unite's Legal Income over time.

Total Recurring Expenditure totalled £67.7 million in the first half of 2013 which was £1.0 million less than last year. This improvement was due to lower Employment Costs (excluding Organising), lower IT costs and lower Employer Dispute Costs partially offset by 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 £13.1 million in the first half of 2013 – an improvement of £4.3 million versus the first half of 2012.

Investment Income amounted to £0.8 million in the first half of 2013, up slightly versus last year. Non Recurring Items (excluding Pension Deficit Reduction payments) amounted to a net expenditure of £3.8 million in the first half of 2013 comprised principally of severance costs (£2.4 million) and the write-off of VAT on property refurbishment (£1.2 million). Non Recurring Items are significantly adverse versus

last year as a consequence of the fact that the sale of Woodberry took place last year and no comparable sale has taken place so far in 2013.

Pension Deficit Recovery contributions totalled £6.0 million in the first half of 2013 (50% of the £12.1 million scheduled for the year) – an increase of £0.9 million compared with the same time last year.

Taking everything into account, Unite posted an overall surplus of £4.1 million for the first half of 2013 – a result which was £3.5 million worse than last year.

Unite's liquid assets totalling £88.7 million as at 30th June 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 £5.6 million) due to the jump in the global stock markets and cash was up by £0.5 million.

From a balance of £27.3 million at the beginning of the year, the balance of the Dispute Fund has risen to £28.9 million as at 30th June 2013. This reflects inflows of £1,831,063 (the 2.5% diversion from Branch Administration) offset by Dispute Benefit payments totalling £197,224. 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.

Subsequent to 30th June, the sale of three properties has been completed – Prestwich (£750,000), Needham Market (£215,000) and Accrington (£95,000) and the purchase of two properties – Slough (£975,000) to become the new South East Regional Office and Edinburgh (£837,000).

The agreement reached with employee representatives regarding the future of Eastbourne (as approved by the Council in June) was ratified by employees via a ballot (vote 59 in favour to 1 opposed) and has now been implemented.

Separately, in order to attract more external bookings, it has been decided to change the name of the Eastbourne operation from "The Eastbourne Centre" to "The Eastbourne Seafront Hotel and Conference Centre". The General Manager of the Eastbourne Centre elected to retire and a new General Manager has been appointed.

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

The General Secretary referred to the new wage structure implemented in the Republic of Ireland and the Director of Finance & Operations reported that discussions regarding the pension scheme is still on-going.

The Director of Finance & Operations gave a brief update on the Unite pension scheme and the pension merger discussions.

Following comments from members of the Council in relation to a 2-tier contribution system, a detailed discussion ensued.

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

East Midlands Women's Committee – The resolution was submitted by the East Midlands Regional Committee and call on the Union to propose a tiered structure for Unite membership fees. In response, the Council agreed to leave the resolution on the table.

Review decision to increase apprentice contribution rates – The resolution was submitted by the Irish Executive Committee and called on the Union to review the decision and introduce a tiered system. In response, the Council agreed to leave the resolution on the table.

No to Nescafe Machines and Coffee in Unite premises – The resolution was submitted by the CYW&NfP NISC and called on the Union to call on Nestle to ensure that its policy and practice at every level conform to the International Code of Marketing of breast milk substitutes, refuse to stock/sell Nescafe/Nestle products within all Unite premises, to endorse and publicise the Nestle boycott. In response, concerns were expressed about seeking to boycott companies where we have agreements/members. AGS Diana Holland agreed to take the issue on board with the FDT NISC with a view to raising the question of abiding by the International Code of Marketing of Breast Milk Substitutes with Nestle and she would advise the CYW&NfP Sector. In light of these comments, the Council agreed to note the resolution.

At the close of consideration, the Council

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

THIRD DAY, 18TH SEPTEMBER 2013

IN THE CHAIR: Bro. T WOODHOUSE

7. DEPARTMENTAL REPORTS continued/....

**Minute
No.830**

7.1 Political Report continued/...

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

Falkirk Selection Suspensions – The resolution was submitted by the Scottish Regional Committee and called on the Union to draft a model resolution for CLPs to use to properly debate this issue and consider the most appropriate means of advancing the case of Unite and its activists in relation to the Falkirk selection issue at the 2013 Labour Party Conference.

The EC member from Falkirk updated the Council in relation to the on-going situation regarding Stevie Deans.

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

The General Secretary advised that the motion had been overtaken by circumstances and expressed the view that the Union should move forward, focusing on our strategy and objectives and try and unite the Labour Party in preparation for an election that is important to our members.

In light of the General Secretary's comments, the Council agreed to note 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.831

7.2 International Report

The Council welcomed Ben Davies, International Director for the USW, who gave a brief overview of the union's activities including their recent conference in Los Angeles.

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

The key area of attention internationally has been the on-going conflict in Syria and the threat of military action from the US, as well as the toppling of the Egyptian government by the military. The immediate danger of UK involvement seems to have receded somewhat but the region as a whole remains extremely volatile. It is important to note that a second leader of the secular left party has also been assassinated in Tunisia.

In Europe, the political situation also remains extremely fragile despite the fact that growth appears to have picked up slightly such that the area is no longer officially in recession. Parliamentary elections are due to take place in Germany with the polls all pointing to Angela Merkel remaining Chancellor after the election. In the US, growth showed a strong 2.5% surge, underlining yet again the difference between the austerity versus stimulus debate.

With reference to IndustriALL, at the European level, serious tensions continue to exist between affiliates of the new organisation. The fault line continues to be the differing realities within which affiliates are operating and the stance that the organisation is putting forward to deal with the current crisis.

At the meeting of the IndustriALL Europe Executive during June, a major discussion occurred in relation to the joint statement made between IndustriALL-Europe and the European employers' organisation CEMEET. Many affiliates were deeply angered about the contents and the manner in which it was progressed. Although the document was allowed to go through, it was agreed that no further statements would be made or drawn up without full consultation and involvement of the affiliates.

At the ITF executive board meeting in May, the board thanked EC member, Martin Mayer for his work in raising the issues of the Argentinian naval ship being held in Ghana, the ship was eventually released after a successful international maritime legal process. Planning for the ITF congress in Sofia is underway and the ITF are ensuring that all decisions made in 2010 are implemented and reported back to the conference.

With reference to Workers Uniting, discussions with the USW are currently taking place in order to focus the key activities following the political conference in May. Potential campaigns for Workers Uniting include the Robin Hood Tax, Defend Health Care, Raise the Minimum Wage, and expanding European Works Councils and Corporate Transparency.

Unite hosted a training course between activists of the higher education sector in USW and Unite at Esher in August. The course covered the many joint issues in the sector that the activists are dealing with including the move by universities to more online courses.

As previously reported, SITA UK were attempting to restrict trade union participation in the negotiating procedure of an I&C agreement, by limiting the number of trade union members who could stand for election. As a result of a frank and open meeting with the company, a statement was agreed. The most significant aspect is the commitment by UK management to fully implement clause 1.2 of their global agreement which requires the management to facilitate the process whereby trade

unions gain access to all employees of SITA UK for the purposes of recruitment and organising.

The situation in Colombia has deteriorated sharply with huge repression and unrest due to the increasingly difficult economic situation now that the Free Trade Agreements are beginning to have a serious impact. Hubertus Ballesteros, a leader of the FENSUAGRO union and of the 'Marcha Patriótica' was arrested and charged with rebellion. Hubertus was due to be an official guest of the TUC and address Congress this year, a campaign for his release has been started.

Unite supported initiatives at the TUC and Labour Party in regard to Palestine. The forthcoming delegation to Palestine has been moved to November and will consist of representatives from those regions that were unable to take part in the previous delegation, together with 2 participants from the Executive Council and representatives of the Women's and Youth Committees.

Preparations are underway for a delegation to South Africa in which Action for South Africa will be involved.

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

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

Palestine Stop G4S – The resolution was submitted by the North West Regional Committee and called on the Union to endorse and support the Stop G4S UK Campaign. In response, the Council supported the resolution with the proviso that we check with the GMB that the boycott does not threaten their position with the company.

At the close of consideration, the Council

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

**Minute
No.832**

7.2.1 Minutes of the EC International Sub-Committee Meeting

The Minutes of the EC International Sub-Committee held on 13th May 2013 had previously been circulated to the Council.

At the close of consideration, the Council

RESOLVED: "That the Minutes be noted."

6. INDUSTRIAL / EQUALITIES REPORTS continued/.....

**Minute
No.833**

6.2 Industrial Report – Services Sector continued/.....

NHS

A short video was shown to the Council on the NHS and privatisation.

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

The Assistant General Secretary referred to the national demonstration for the NHS in Manchester on 29th September, the Francis Report, staffing ratios, the ambulance service and the repeal of the Health & Social Care Act.

Council members from the NHS updated the Council on activities and issues in their workplaces.

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

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

Save Our NHS Campaign – The resolution was submitted by the North West Regional Committee and called on the Union to offer full support for the campaign being run on a national basis. In response, the Council supported the resolution.

4:1 Campaign for minimum staffing ratios in the NHS – The resolution was submitted by the Health Sector NISC and called on the Union to support and publicise the 4:1 campaign, make a donation and circulate motion to other organisations. 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.834**

6.4 Equalities Report

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

There has been an onslaught of anti-immigration initiatives from the ConDem Government which affect everyone in the community, but particularly ethnic minorities and this is seriously damaging community cohesion. In the last few weeks there have been a number of government consultations proposing to deny access to services to ‘illegal immigrants’, which could mean that workers, our members, may have to act as ‘immigration officers’ to check service users’ eligibility. We have also seen the ‘hate vans’ telling people to leave the country, as well as a series of stops and searches in areas with large BAEM communities aimed at detaining illegal immigrants, with suggestions of racial profiling. The very positive press release from the General Secretary on the ‘vans of hate’ was very welcome, together with the AGS signing a public joint letter.

Following the National Equality Reps Conference, Unite action for union equality representatives has continued to be positive with regional conferences being held throughout the regions.

At the recent meeting of all National Officers with the Assistant General Secretaries, there was a session on equalities and 3 key priorities for each area of equalities were introduced by the two National Equalities Officers. This has led to a number of specific industrial developments which are making a difference for our members and will be built on over the coming period.

The Union is working with the Abortion Rights Campaign, the Society of Sexual Health Advisors and Brook to organise a campaign around the cuts to health budgets and its impact on contraceptive advice services.

It has been agreed that action would be taken with the Construction Sector to try to address the under-representation of BAEM workers in this sector. A meeting has been arranged with an organisation, JTL, who are the leading training providers in the building services engineering sector.

Discussions have taken place on the need to increase the diversity of officers, organisers and staff within the union.

With reference to the Action for Rail Campaign, Unite presented oral evidence to the Transport Select Committee in relation to accessible transport. Cuts to the number of people working on trains and stations has a big impact on disabled people.

It is important to continue to drive forward the membership of the Labour Party Disabled Members Group and we are campaigning to recruit all regional disabled members' committee members to the group. The National Disabled Members Committee have considered the Labour Party policy document 'Making Rights a Reality for Disabled People' and put forward a detailed response.

There will be a demonstration in Parliament Square on 28th September about ATOS and the call for it to be abolished.

A Unite Trans Training event was held in Holborn in June and it has been agreed that we will hold specific training for all tutors in the future. The Unite Trans Equality briefing has also been updated and will include quotes from the training event.

Amnesty International has issued a report highlighting the dangerous levels of homophobic attacks in the sub-Saharan Africa and calling for this to end.

The National Young Members Committee had a parliamentary visit with Lisa Nandy MP and a tour of the House of Commons. With all the issues facing young workers today, they felt it important for their political voice to be heard.

The Unite Retired Members held a successful summer school and first constitutional conference which worked very well.

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

The General Secretary referred to the intention to do something different with the appointment of Officers and outlined his thoughts on an assessment module and system. This will be brought back to the Council for approval at a later date.

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

Campaign Against Female Genital Mutilation (FGM) – The resolution was submitted by the West Midlands Regional Committee and called on the Union to support the three demands of the BAF. 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.835**

6.3 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 DP World London Gateway, GB Oils, Stobarts, Rural Organising, Transport Matters, AWB, and the KNDL Dispute.

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

The Council's attention was drawn to the dispute at Hovis in Wigan and a donation of £10,000 to the Bakers' Union was agreed.

At the close of consideration, the Council

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

8. CONSTITUTION & ADMINISTRATION continued/....**Minute
No.836****8.12 Guidance for the use of Accredited Support Representatives
(Lay Companions)**

A draft document outlining proposals for compiling regional lists of ACRs as well as support and training to be provided had been circulated to the Council. The Chief of Staff recommended that the Council take the document away and any changes be notified to AGS Steve Turner in order that the document may be brought back to the December meeting of the Council.

At the close of consideration, the Council

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

**Minute
No.837****8.4 Executive Council Constituencies 2014-17 Electoral Period**

A document detailing the Executive Council Constituencies for the 2014-17 electoral period had previously been circulated to the Council and was verbally supplemented by Chief of Staff, Andrew Murray.

Rule 14 specifies how the Executive Council shall be constituted. It shall have representatives from the Union’s regions, each region having two representatives, regions with 150,000 members or more, three, and regions having over 200,000 members a fourth. It shall have representatives from the national industrial sectors, with each sector having one representative, sectors with over 50,000 members a second, and over 100,000 a third. It also has four national equality representatives.

The rulebook also mandates that the make-up of each constitutional committee and conference ensures minimum proportionality for the representation of women and BAEM members. For the Executive Council, the EC itself has determined that this shall be by the designated seats system, although that method is not a rulebook requirement. This means that a percentage of seats on the EC corresponding to the percentage of women and BAEM members in the union must be reserved for women or BAEM members. At present, the percentage of women members in Unite is 27%, and of BAEM 9.5% (relating to the declared ethnicity of those monitored).

The new Executive Council, based on the formulations above, will have 59 members. There will, therefore, be a requirement for 16 seats to be designated for women members, and six for BAEM members. The proposals below identify the seats designated for women members. Because of the contraction of the size of the Executive Council, and in particular the reduction in the number of multi-member constituencies (a single seat constituency must be left open to all candidates), it is difficult to present a robust and sensible procedure for allocating designated seats for BAEM members. It is proposed that the Executive Officers bring forward a proposal on resolving this problem to the December Executive Council meeting – it should be understood that whatever solution is adopted, this will and must ensure minimum proportionality for BAEM members on the 2014-17 Executive Council. That is a rulebook requirement.

All calculations relate to the full paying membership of the union – that is, it excludes retired (paying and non-paying) and community members, as per the provision of Rule 3.

It should be noted that Unite presently has around 25,000 paying members not allocated to any industrial sector – the “unknowns”. These cannot be allocated a vote in the sector constituencies, but they will have the right to participate in the regional and equality constituencies.

Regions

East Midlands	2 seats (1 woman)
London & Eastern	4 seats (1 woman)
NEY&H	2 seats (1 woman)
Ireland	2 seats (1 woman)
North West	3 seats (1 woman)
Scotland	2 seats (1 woman)
South East	2 seats (1 woman)
South West	2 seats (1 woman)
Wales	2 seats (1 woman)
West Midlands	2 seats (1 woman)

Equalities

Women	1 seat (1 woman)
BAEM	1 seat
LGBT	1 seat
Disabled	1 seat

Sectors

FDT	2 seats (1 woman)
RAAW	1 seat
Motor Industry	2 seats
CPPT	2 seats
GEMS	2 seats
Energy/Utilities	1 seat
Metals	1 seat
Aerospace/Shipbuilding	2 seats
RTCLRD	2 seats
Docks/Rails	1 seat
Passenger	2 seats
CAT	2 seats (1 woman)
Finance/Legal	2 seats (1 woman)
CYN4P	1 seat
Construction	1 seat
GPM/IT	2 seats
Local Authorities	2 seats (1 woman)
Health	2 seats (1 woman)
MoD/Govt Depts	1 seat
Education	1 seat
TOTAL	59 seats (16 women)

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

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

Retired Members Plus & Community Voting Rights - The resolution was submitted by the East Midlands Regional Committee and had been left on the table from the March EC meeting. The resolution was put to the vote of the Council for it to be left to the Rules Conference:

For

Kingsley Abrams
Lindsey Adams
Kwasi Agyemang-Prempeh
Richard Allday
Ian Allinson

Against

Mick Forbes
Steve Hibbert
Tam Mitchell
Peter Russell
Sue Sharp

Tracey Ashworth
 David Bowyer
 Davy Brockett
 John Cooper
 Jenny Douglas
 Phil Entwistle
 Des Graham
 Brian Holmes
 Sharon Hutchinson
 Glenn Jackson
 John James
 Mick Johnson
 Jim Kendall
 Dave Mathieson
 Martin Mayer
 Pat McCourt
 Helen McFarlane
 Sean McGovern
 James Mitchell
 Therese Moloney
 Ivan Monckton
 Kate Osborne
 Sharon Owens
 Brenda Pleasants
 Maggie Ryan
 John Sheridan
 Joyce Still
 John Storey
 Pat Stuart
 Mohammed Taj
 Agnes Tolmie
 Paul Welsh
 Dave Whitnall
 Dave Williams
 Frank Wood
 Mark Wood
 Tony Woodhouse

Mark Thomas
 Howard Turner

42

7

At the close of consideration, the Council

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

**Minute
 No.838**

8.4.1 Timetable for EC Election 2014-17

The timetable for the EC Election 2014-17 had previously been circulated to the Council and was verbally supplemented by the Chief of Staff, Andrew Murray.

The Council were asked to endorse the following recommendations in accordance with Rule:

1. The Electoral Reform Services be appointed as Independent Scrutineer.
2. The General Secretary be appointed Returning Officer
3. Professor Keith Ewing be appointed at Election Commissioner.

The new Executive Council will hold office from 1st May 2014 to 30th April 2017 and the following timetable is proposed to ensure that the new Council can take office on 1st May.

Despatch of Nomination Forms	w/c 6 January
Nominations Period	13 January – 11 February
Last date for Receipt of Nominations	18 February
Last date for Acceptance & Receipt of Election Address	25 February
Voting Papers Despatched	26 – 28 March
Last date for Voting Papers to be returned to Independent Scrutineer	23 April (n.b. Good Friday is 18 April, Easter Monday 21 April)
Count	24 & 25 April

The Council were advised that a rule change was required to amend Rule 16.7 and 16.10. This change is as a result of the branch re-organisation and brings the clauses into line with the rule on nominations for General Secretary (Rule 16.12).

Rule 16.7 add at end: “(where there is no workplace branch).”

Rule 16.10 delete: “within the particular constituency concerned and replace it with: “(where there is no workplace branch)”.

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

EC Elections – The resolution was submitted by the Irish Regional Committee and called on the Union that in future electoral periods any EC vacant seats after the mid-point, the EC adopt the principle of filling vacant seats by co-opting. In response, following comments from the General Secretary, the Council rejected the resolution and agreed there would be no more elections in this electoral period and the Rules Conference is the correct forum for dealing with this issue.

Postal Ballots – The resolution was submitted by the MoD/Government Depts NISC and called on the Union to reverse the decision to hold postal ballots for 2 vacant seats (LGBT & London & Eastern). In response, the resolution fell as it had been overtaken by events.

At the close of consideration, the Council

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

**Minute
No.839**

9.8 Unite Constitutional Conferences & Elections

A document detailing problems that occur within the current constitutional cycle of elections and conferences had been circulated to the Council and was verbally supplemented by the Chief of Staff.

The document brought the problems to the attention of the Council but in addressing the problems, rule changes would be required which should be left to the next Rules Conference. It was recommended that the Executive Officers would give the matter further consideration.

At the close of consideration, the Council

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

FOURTH DAY, 19TH SEPTEMBER 2013

IN THE CHAIR: Bro. T WOODHOUSE

Minute
No.840

10. LEGAL

10.1 Legal Report

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

The auditing of panel solicitors continues and a considerable amount of money has been saved as a result of the audit process. On-going reviews are taking place to identify suitable cases for audit when requests are received for defendant costs.

Regional audits to assess the standards of service provided by panel solicitors continue and a number of firms have been removed from the panel. A small selection of personal injury and employment files will be viewed and discussions will take place with the relevant heads of department to explain what is expected of panel law firms.

The Regional Legal & Affiliated Services Coordinators have responsibility for coordinating and facilitating training for Officers on legal matters which is delivered by our panel solicitors. Their reports on the training delivered highlight the difference a coordinated approach can take. An induction course is being arranged for Officers and those Officers with no employment tribunal experience will attend first.

The Legal Director gave a brief update on the "Lobbying Bill" and agency workers and the Swedish derogation.

The Legal Director referred to the North Sea helicopter crash where some of the victims included members of Unite. The families of the members of Unite were all represented through Unite Legal Services.

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

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

Legal Aid – The resolution was submitted by the CYW&NfP NISC and called on the Union to campaign vigorously on this issue. In response, the Council supported the resolution.

UCATT threatening legal action against a blacklisted member of Unite – The resolution was submitted by the Construction NISC and called on the General Secretary to write to the GS of UCATT. In response, the Council noted the resolution in the light of the General Secretary's and Legal Director's comments.

At the close of consideration, the Council

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

Minute
No.841

10.2 Affiliated Services Report

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

The Retired Members Plus programme continues to perform well and a further 1,989 have joined since the last report bringing the total to 52,743. Outbound telemarketing continues to be used to accelerate the take up of Retired Members Plus.

Back to Work membership is proving to be an effective retention tool with 8,501 members in the programme. As the procedures become established, it is expected to capture an increasing number of members who would otherwise have left Unite. Over the past 4 months, a total of 14,692 members have lapsed but in the same period, 1,989 have joined Back to Work which has helped mitigate the loss.

The Member gets Member scheme continues to gain momentum and a total of 9,006 are now participating and 6,260 shopping cards have been sent out.

The Credit Union facilities will be launched by the end of the year and a programme of pre-launch activity has been embarked on which aims to generate interest in the new arrangements.

The new programme of affiliated and legal services has now been launched in the Republic of Ireland with an explanatory booklet and a link from the Unite website.

With reference to Unite Motor Insurance, the inclusion of a flyer to Unite members regarding renewal terms has generated a high level of calls with over 800 being received in August.

A brief update was given on Unite Home Insurance, Unite Protect and the Lottery.

Questions and comments from members of the Council were responded to and included a brief discussion on the benevolent fund.

At the close of consideration, the Council

RESOLVED: "That the report be accepted."

Minute
No.842

10.3 Membership Report

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

The report highlighted efforts being made to ensure that members are allocated by workplace and protocols being agreed with regions to ensure that accuracy of membership data is maintained. It also covered developments in the membership communications system such as the members' area of the website "My Unite"; new App for members, joining on-line; branch portal and branch websites. The mailing to all current, paying members, with a renewed membership card and details of subscriptions has been completed.

Statistical trends in membership were reported which showed membership at August 2013 of 1,428,972 which shows a change since June of 6,416.

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

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

Membership Recruitment - The resolution was submitted by the South West Regional Committee and called on the Union to change the scheme to include not just on-line

joiners but those using paper recruitment forms and to allow referred members to pay by check-off. In response, the Council agreed to leave the resolution on the table to allow more time to consider the changes proposed to the Member get Member recruitment scheme.

At the close of consideration, the Council

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

**Minute
No.843**

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**