



# 3A

**MINUTES AND RECORD**  
**of the**  
**EXECUTIVE COUNCIL**  
**HELD AT UNITE HOUSE, HOLBORN, LONDON WC1**  
**ON 9<sup>TH</sup>, 10<sup>TH</sup>, 11<sup>TH</sup> & 12<sup>TH</sup> DECEMBER 2013**

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**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, 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, Bros. I MONCKTON, J NEILL, Sis. K OSBORNE, S OWENS, B PLEASANTS, Bro. P RUSSELL, Sis. M RYAN, 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, Bros. H TURNER, P WELSH, D WHITNALL, D WILLIAMS, D WILSON, F WOOD, M WOOD, T WOODHOUSE

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

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

**FIRST DAY, 9<sup>TH</sup> DECEMBER 2013**

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The Chair referred to the death of Nelson Mandela and in celebration of his life, the Council stood in their places and applauded.

**Minute  
No.883**

## 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>
K Agyemang-Prempeh	Tues & Thurs am	TU Business
Sean Beatty	Mon & Weds am	TU Business
Sara Bennett	Mon & Thurs	Childcare
Chris Cadman	Tues & Thurs	TU Business
John Cooper	Thursday	TU Business
Moira Elliott	All sessions	Illness
Mark Lyon	Tues & Thurs	TU Business
Lizanne Malone	Mon & Weds am	TU Business
Pat McCourt	Weds pm & Thurs	TU Business
Therese Moloney	Thursday	TU Business
Jimmy Neill	Thursday	TU Business
Brenda Pleasants	Thursday	Illness
Peter Russell	Thursday	TU Business
Sue Sharp	All sessions	Illness
June Shepherd	All sessions	Family illness
Jane Stewart	Thursday	TU Business
John Storey	Monday	Family business
Mohammed Taj	Tues, Weds & Thurs	TU Business
Jayne Taylor	Monday am	Family business
Agnes Tolmie	Weds & Thurs	Holiday
Marie Vannet	All sessions	Family illness
Sharon Wallace	All sessions	Illness
Phil Wiseman	All sessions	Illness

Having full appreciation of the circumstances as reported, the Council

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

## 2. ANNOUNCEMENTS

**Minute  
No.884**

### 2.1 Obituary

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

<b><u>Name</u></b>	<b><u>Designation</u></b>	<b><u>Date</u></b>
Bro. J Beck	Retired Regional Secretary London Region NGA	20.11.13

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.885

#### 3.1 Receipt of Minutes

The Minutes of the Meeting of the Executive Council held on 16<sup>th</sup>, 17<sup>th</sup>, 18<sup>th</sup> & 19<sup>th</sup> September 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.886

##### 3.1.1.1 Min.811 General Secretary's Report

A member of the Council referred to Unite Officers as Councillors and enquired if they are being asked to stand down immediately or at the end of their current term. In response, the General Secretary advised that there were 6 Officers involved and that four had been asked to resign with immediate effect unless there were reasons to be considered for not doing so.

At the close of consideration, the Council

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

Minute  
No.887

##### 3.1.1.2 Min.815 Policy Conference Timetable

A member of the Council referred to the agreed deadline for receipt of motions to the Policy Conference and highlighted that a number of RISCs would not meet in time and it may be necessary to invite RISCs to hold an extra meeting to meet the deadline. In response, the Chief of Staff advised that discussions will take place with the Regional Secretaries and RISCs will be given the opportunity to reconvene before the deadline.

At the close of consideration, the Council

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

Minute  
No.888

##### 3.1.1.3 Min.826 Community Membership

A member of the Council raised concerns regarding community activism and enquired if this is being monitored. In response, the General Secretary confirmed that it is monitored and any problems will be dealt with and brought to the attention of the Council.

At the close of consideration, the Council

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

Minute  
No.889

##### 3.1.1.4 Min.837 Executive Council Constituencies 2014-17 Electoral Period

A member of the Council raised concern about 25,000 paying members not allocated to any industrial sector ("unknowns") with the election coming up. In response, the Chief of Staff advised that these are members who pay cash or direct debit but information on employer or sector is unknown. It is a different issue when members are in the wrong sector. The membership department is working on different ways of identifying the unknowns and the reallocation of sectors is being undertaken but this will not allow the membership data for the Executive Council elections next year to be varied.

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 16<sup>th</sup>, 17<sup>th</sup>, 18<sup>th</sup> & 19<sup>th</sup> September 2013 be adopted."

#### **4. FINANCE & GENERAL PURPOSES COMMITTEE**

**Minute  
No.890**

##### **4.1 Receipt of Minutes**

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

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

##### **4.1.1 Matters Arising out of the Minutes**

**Minute  
No.891**

##### **4.1.1.1 Min.847 General Secretary's Update**

A member of the Council requested further information with regard to the meetings with Department Heads in Central Office. In response, the General Secretary advised that the meetings were in relation to the review that is taking place throughout the Union in relation to staffing and servicing.

At the close of consideration, the Council

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

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

**Minute  
No.892**

##### **4.2 Receipt of Minutes**

The Minutes of the Finance & General Purposes Committee held on 21<sup>st</sup> November 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 21<sup>st</sup> November 2013 be noted."

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

**Minute  
No.893**

##### **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 highlighted public meetings and events he had attended including the presentation of a cheque for the Mary Seacole memorial statue appeal, the European Diversity Awards ceremony, NHS march in Manchester, Jimmy Reid memorial lecture, the anti-fascism march in Liverpool and the first CLASS conference.

Reference was made to the meeting with a number of Labour Peers, the Labour Campaign Group, the Labour Party Conference and the TUC Conference.

The General Secretary briefly reported on his meeting with the French Ambassador at the French Embassy who is looking forward to developing links with Unite.

The General Secretary stressed how many internal meetings including inter-departmental reviews which take place constantly to make sure finances are being

properly used and resources being properly directed. In the Finance Sector, a review was conducted and the Finance Sector will now be serviced in exactly the same way as every other sector in the Union.

The General Secretary reported on the meeting in the North West Region in relation to the situation in the Construction Sector. The Officers will now meet with key individuals to make proposals to reconstitute the RISC but if this does not resolve the situation, the new RISC will be implemented in accordance with Rule.

The General Secretary highlighted the number of media appearances and over the conference period, Unite was mentioned 800 times which is a reflection of the role Unite is playing at the forefront of the movement.

Questions and comments from members of the Council were responded to and a discussion ensued regarding the Research Department and departmental reviews.

The General Secretary reported on the 2.4% pay increase offer made to all employees of the Union and sought the endorsement of the Council. It was agreed to return to this later in the meeting when the discussion on pensions took place.

Included in the report that had been circulated to the Council was a BAEM Initiative for recruitment and selection and a proposal on Officer assessment. The Chief of Staff advised that these were ideas for consideration and any input from the Council would be fed in and proposals brought back to the Council for endorsement at a later meeting. The General Secretary supplemented the report and asked that this section of the report be withdrawn and documents will be brought back to the Council in a more considered fashion.

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

The General Secretary updated the Council on the situation at Grangemouth and Ineos and supplemented by EC member, Mark Lyon.

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

*North West Construction Inquiry Report* - The resolution was submitted by the North West Regional Committee and called on the Union to make available the report on the recently concluded inquiry into the NW Construction Sector to all NW construction branches. In response, the Council, with the exception of Des Graham, John Sheridan, Ian Allinson and Tony Woodhouse, rejected the resolution.

*Poachers turned Gamekeepers* – The resolution was submitted by the North West Regional Committee and called on the Union to set up a sub-committee to discuss recent and past Officers taking up positions with public and private companies. In response, the Council noted the resolution in light of comments from the Director of Legal Services that he would look into what could be done.

At the close of consideration, the Council

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

## **7. INDUSTRIAL / EQUALITIES REPORTS**

**Minute  
No.894**

### **7.4 Equalities Report**

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

The National Equalities Committees have agreed to jointly promote the Unite Equality Strategy's two key priorities: "Moving Forward on Equalities – No Cutting Back" and "Union Equality Reps – Unite Campaign for Statutory Rights".

Following discussions with National Officers on Equalities, activity has strengthened in a number of areas and is being built on at all levels.

Positive measures are being taken to increase the number and proportion of BAEM Officers. The materials used for Black History Month contributed greatly to increasing knowledge about black history and the contributions made.

The Union had played an important role in Disability History Month with the theme of the struggle for independent living.

The Assistant General Secretary referred to the report on Homophobic Hate Crime and highlighting and raising awareness on LGBT hate crime remains a priority campaign issue and it is important that regions are involved in local action.

There has been a steep change in young members activity and allowing young members to be observers at the Sector Conferences was important. A meeting took place with the Director of Campaigns & Communications to seek clear guidance on developing a national young members network and facebook page for young members.

The Assistant General Secretary highlighted the regional activities of Unite's Retired Members.

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

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

*Increasing Diversity* – The resolution was submitted by the National BAEM Committee and called on the Union to ensure sufficient resources and robust mechanisms are in place. The resolution was put to the vote of the Council:

**For**

Des Graham  
Mohammed Taj

**Against**

Kingsley Abrams  
Lindsey Adams  
Kwasi Agyemang-Prempeh  
Richard Allday  
Ian Allinson  
Tracey Ashworth  
Sean Beatty  
Chris Bond  
David Bowyer  
Davy Brockett  
Chris Cadman  
John Cooper  
Jenny Douglas  
Jennifer Elliot  
Phil Entwistle  
Mick Forbes  
Andy Green  
Brian Holmes  
Glenn Jackson  
John James  
Jim Kendall  
Mark Lyon  
Lizanne Malone  
Dave Mathieson

**Abstain**

Steve Hibbert  
Mick Johnson  
James Mitchell  
Jane Stewart  
Mark Wood

Martin Mayer  
 Pat McCourt  
 Helen McFarlane  
 Sean McGovern  
 Steve Miller  
 Tam Mitchell  
 Therese Moloney  
 Ivan Monckton  
 Jimmy Neill  
 Kate Osborne  
 Sharon Owens  
 Brenda Pleasants  
 Peter Russell  
 Maggie Ryan  
 John Sheridan  
 Joyce Still  
 Pat Stuart  
 Mark Thomas  
 Meurig Thomas  
 Agnes Tolmie  
 Howard Turner  
 Paul Welsh  
 Dave Whitnall  
 Dave Williams  
 Dennis Wilson  
 Frank Wood

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The resolution was lost.

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.895

### 9.2 BAEM Representation on the Executive Council

The Chief of Staff reported that since the September meeting, a variety of options had been considered with the aim of ensuring that the next Executive Council is constituted in a way that guarantees minimum proportionality for the BAEM membership of the union, as required by Rule. The reduction in the number of seats on the Council, and in particular the number of multi-member constituencies, has made this complicated.

On the basis of the monitoring figures available, the number of seats required to ensure minimum proportionality for BAEM members is six. One of these seats is of course the national BAEM seat itself. Five further are therefore required to be designated. Two can be so designated on the basis of the constituencies agreed at the September EC, under the provisions of rule 14.2.1 – one of the four seats in the London/Eastern region, and one of the two seats in the Passenger Services national industrial sector.

The Council agreed to the creation of an additional three seats, over and above those mandated by Rule 14.2.1 and that these seats be allocated to the regions and sectors which have the highest proportion of BAEM membership at present, excluding London/Eastern region (24.1% BAEM) and the Passenger Services sector (20.0% BAEM), which it is proposed have a designated BAEM seat in any case.

These three additional seats would therefore be allocated as follows:

Civil Air Transport sector	(20.2% BAEM)
West Midlands region	(14.8% BAEM)
Food Drink Tobacco sector	(11.4% BAEM)

The Executive Council was invited to endorse this proposal, and to that limited extent amend for this election only the provisions of Rule 14.2.1.

The Executive Officers recommend that the provisions relating to constituencies for the Executive Council, and the ensuring of minimum proportionality on the EC for women and BAEM members, are considered in detail in advance of the 2015 Rules Conference.

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

**For**

Kingsley Abrams  
Lindsey Adams  
Kwasi Agyemang Prempeh  
Richard Allday  
Ian Allinson  
Tracey Ashworth  
Sean Beatty  
Chris Bond  
David Bowyer  
Davy Brockett  
Chris Cadman  
John Cooper  
Jenny Douglas  
Jennifer Elliot  
Phil Entwistle  
Mick Forbes  
Des Graham  
Andy Green  
Brian Holmes  
Glenn Jackson  
John James  
Mick Johnson  
Jim Kendall  
Mark Lyon  
Lizanne Malone  
Dave Mathieson  
Martin Mayer  
Pat McCourt  
Helen McFarlane  
Sean McGovern  
Steve Miller  
James Mitchell  
Therese Moloney  
Ivan Monckton  
Kate Osborne  
Sharon Owens  
Brenda Pleasants  
Peter Russell  
Maggie Ryan  
John Sheridan  
Jane Stewart  
Joyce Still

**Against**

Steve Hibbert  
Tam Mitchell  
Jimmy Neill  
Mark Thomas  
Meurig Thomas



Pat Stuart  
 Mohammed Taj  
 Agnes Tolmie  
 Howard Turner  
 Paul Welsh  
 Dave Whitnall  
 Dave Williams  
 Dennis Wilson  
 Frank Wood  
 Mark Wood  
 Tony Woodhouse

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At the close of consideration, the Council

**RESOLVED:** "That the proposal be adopted in line with the preamble to this Minute."

## 6. STRATEGY FOR GROWTH

Minute  
 No.896

### 6.1 Organising & Leverage Report

Executive Officer, Tony Woodley updated the Council on the progress of the Miami 5 campaign and referred to the Commission of Enquiry which is due to take place in London in March next year.

The Executive Officer gave a brief report regarding Toyota and negotiations in relation to a new agreement.

A written report on the work of the department had been circulated to the Council and was verbally supplemented by the Executive Officer, Sharon Graham.

Since its re-launch, 100% Unite has now delivered over 100,000 new members into the Union. This is a significant milestone and once again proves that 100% Unite is producing substantial membership gains. The role and commitment to the strategy from the Regional Secretaries, RCOs and Officers has been key to delivering this very significant membership.

The 100% Unite Strategy must now be modified to take into account the inevitable exit of the vast majority of Organisers on the ground. Effective management will now be more important than ever and there can be no relaxation of constructive monitoring within the strategy.

Meetings have taken place with the Regional Secretaries and RCOs to build the platform to enable 100% Unite to move onto its next stages of development. This will see 100% Unite adopt a target approach in 2014 in order to deal with some of the failing campaigns.

The Executive Officer suggested that the NHS might be suitable for a leverage campaign but the General Secretary indicated that this would require further consideration.

The Department continues to give strategic assistance in relation to the DP World leverage campaign and the campaign is being led day to day by the London & Eastern Region and Docks lay members.

Research on the 'power' sectors is now underway as the return to sector organising is being planned. Several of the nine infrastructure areas are currently being researched, including the electricity and wider power generation industries.

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

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

*Appointment of Organisers, Organisers in Training, Team Leaders and Senior Organisers* – The resolution was submitted by the South West Regional Committee and called on the Union to adopt an open and transparent process of job criteria, shortlisting, interviewing and appointment of Organisers. The resolution was withdrawn in light of discussions with the National Organising Department.

At the close of consideration, the Council

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

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**SECOND DAY, 10<sup>TH</sup> DECEMBER 2013**

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

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## **7. INDUSTRIAL / EQUALITIES REPORTS**

**Minute  
No.897**

### **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 Finance Sector, Higher Education, Blacklisting, Remploy and the NHS.

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

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

*Defend our NHS* – The resolution was submitted by the Health NISC and called on the Union to explore ways of making this a fight for Unite as a whole. In response, the resolution was supported in principle bearing in mind the on-going union-wide campaign to save the NHS.

*EDM 1160* – The resolution was submitted by the North West Regional Committee and called on the Union to urge other unions to seek support of their MPs to sign up to EDM 1160. In response, the resolution was supported by the Council.

*UK's Energy Resources* – The resolution was submitted by the London & Eastern Regional Committee and called on the Union to campaign vigorously for a policy of bringing various strands of UK's energy industry back into public hands. In response, the resolution was supported by 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.898**

### **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 Petroleum Driver Passport, DP World, TNT Post and Agricultural Workers.

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

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

*Northern Ireland – Translink Privatisation* – The resolution was submitted by the Passenger NISC and called on the Union to lend weight to this important campaign. In response, the resolution was supported by the Council.

*Social Media* – The resolution was submitted by the CAT NISC and called on the Union for dedicated allocation of resources support to instigate the development of such media. In response, the resolution was noted while awaiting a report from the National Officer by the Council.

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.899**

#### **9.1 Policy Conference 2014 – Distribution of Conference Delegates**

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

At the close of consideration, the Council

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

### **8. DEPARTMENTAL REPORTS**

**Minute  
No.900**

#### **8.1 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:

- Falkirk/Grangemouth
- Collins Review
- Parliamentary Selections
- Europe
- Anti-Fascism
- Parliamentary Update
- Communications with members
- Work with Councils/Councillors
- Labour Party Conference

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

The General Secretary referred to the Collins Report and advised that it was his intention to call a special meeting of the Executive Council in early February, after the

NEC have met, in order to consider the document that is going to the special Labour Party Conference.

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

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

*Labour Party Proposals* – The resolution was submitted by the Scotland Regional Committee and called on the Union to respond to the Labour Party consultation exercise on the basis outlined. Following comments from the General Secretary, the Scotland delegates were asked to consider withdrawing the resolution.

*Trades Union Political Representation: Lord Collins' Report & Labour Party Conference* - The resolution was submitted by the North West Regional Committee and called on the Union to welcome any measures which increase the involvement of individual trade unionists in the Labour Party.

*Unite and Trade Union Link* - The resolution was submitted by the Passenger NISC and called on the Union to robustly defend the Labour Party/Trade Union link.

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**THIRD DAY, 11<sup>TH</sup> DECEMBER 2013**

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

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

**8.1 Political Report continued/.....**

A document detailing the Union's response to the Collins' Review was circulated and after amendment and additions to ensure that it covered all the matters under review, was adopted by the Council.

Following comments from the Council members from Scotland, it was agreed that the resolution would be noted.

After further consideration, the Council agreed that the 3 resolutions be noted.

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

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

*North West Fire Services* – The resolution was submitted by the North West Regional Committee and called on the Union to give support to all firefighters. In response, the resolution was supported by the Council.

*TUPE* – The resolution was submitted by the North West Regional Committee and called on the Union to use all necessary resources to mount an effective lobby in Europe calling for amendments to the Acquired Rights Directive. In response, the resolution was supported by the Council.

*Changes to TUPE Regulations* – The resolution was submitted by the Local Authorities NISC and called on the Union to actively campaign to oppose these changes. In response, the resolution was supported by the Council.

*Unite Anti Cuts Policy* – The resolution was submitted by the North West Regional Committee and called on the Union to convene a meeting of Unite Councillors and impress upon them Unite's policy on anti-austerity measures. In response, the resolution was noted by the Council in light of the Political Director's report regarding developments in communications with members who are also Councillors.

At the close of consideration, the Council

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

**Minute  
No.901**

## **8.2 International Report**

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

Economically, the EU is still in a difficult situation with only Germany with any growth at all which is 0.3%. There is a new coalition government in Germany and part of the deal is the introduction of a minimum wage for the first time ever. It is to be set at €8.50 in 2015 and a lower age of retirement at 63 years for those with 45 years of contribution and moves to introduce a transaction tax.

As previously reported, there remain tensions between Northern and Southern European unions, particularly within the structures of IndustriALL. Events over the last few months have seen some positive developments and the debates held at the recent IndustriALL Europe Executive were of a much more constructive nature. There has been a growing realisation, particularly from Nordic and German colleagues, that they need to engage in a much more constructive fashion with colleagues from countries who have been hit hardest by the crisis.

At the UNI World Executive meeting in Dublin, the main item of business was an update and debate on preparations for the fourth UNI World Congress to be held in December 2014. The theme for the congress is "Including You" and debates will be structured in three areas – union growth, inclusive economies and the new world of work.

The Charter of Principles to Confront Corporate Bad Behaviour was presented to the recent ITF Executive Board and will now go forward to the ITF congress to be formally adopted.

Unite will be represented by AGS Gail Cartmail on an ITUC delegation to Qatar investigating labour rights abuses on the building sites for the 2020 World Cup. Recent press stories have exposed a number of horrific abuses.

With reference to Workers Uniting, the main issue is the EU/US Free Trade agreement which is currently being negotiated between Europe and the US. This could have a significant impact on workers on both sides of the Atlantic. Unite and other European unions are rightly concerned that a free trade agreement between the two biggest economic areas in the world, one which has relatively regulated social, environmental and employment regulations, compared with the other that has an extremely de-regulated labour market, could put pressure on the European social model.

The purpose of the meeting with the US unions was to try and establish a set of common demands that unions in both the US and Europe will insist on the need to be included in any Free Trade Agreement.

With reference to multinational companies, an agreement for a UK Works Council in Sita UK has now been signed. This has been a difficult and arduous battle which has ended with a particularly good agreement. As per the new agreement, the management will meet with the representatives at least four times a year, with two of the meetings being an overnight stay, which will include a trade union only meeting the day before. All the costs of the meetings, travel and time-off will be borne by the company.

The International Director highlighted situations that had arisen in Safran and BMW.

The Union are supporting the International Commission of Inquiry into the case of the Miami 5 which is to be held in London on 7<sup>th</sup> & 8<sup>th</sup> March 2014. Workers Uniting have also been approached for support and Unite has made a donation towards the costs of the International Commission.

Unite has been active in the ongoing campaign to try and secure the release of Huber Ballesteros who was imprisoned in August accused of rebellion. Unite actively publicised the JFC organised petition and also wrote a joint letter with USW to the Colombian Attorney General's office and the office of International Affairs. Unite was also well represented at the rally outside the Colombian Embassy on 26<sup>th</sup> November when the petition was formally handed over.

The second Unite delegation to Palestine has now returned with positive reports and a written report will be prepared for the next meeting of the Council.

The political situation is becoming increasingly tense in south Africa with strong rumours of a potential split within COSATU and the proposed Unite delegation to South Africa and Swaziland has been postponed. Currently, the COSATU General Secretary is suspended and NUMSA, one of the largest affiliates is holding a special congress in December to examine its relationship with both COSATU and the ANC in advance of next year's general election.

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

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

*Nelson Mandela* – The resolution called for the union's journals to carry a leading article highlighting the facts around the anti-apartheid struggle, including the role played by all the constituent former unions. In response, the Council supported the resolution.

A resolution relating to Gibraltar was circulated to the Council for their information.

EC member, Tam Mitchell verbally supplemented the written report that had been circulated on the delegation to Greece.

The General Secretary referred to a letter received from the General Secretary of UNI, highlighting the work undertaken by EC member, Kwasi Agyemang Prempeh in Ghana.

At the close of consideration, the Council

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

**Minute  
No.902**

### **8.2.1 Minutes of the EC International Sub-Committee Meeting**

The Minutes of the EC International Sub-Committee held on 27<sup>th</sup> August 2013 had previously been circulated to the Council.

At the close of consideration, the Council

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

## 7. INDUSTRIAL / EQUALITIES REPORTS

Minute  
No.903

### 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, the Automotive Industry, the helicopter crash in Scotland, Royal Mail, Hewlett Packard and shipbuilding in Portsmouth.

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

The resolution on Ineos, Grangemouth submitted by the NEY&H Regional Committee was withdrawn.

At the close of consideration, the Council

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

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

Minute  
No.904

### 9.4 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:

National Officer

- RTCLRD Matt Draper
- Passenger Services Robert Morton
- Health Sector Barrie Brown

Gibraltar

- Regional Officer Gillian Birkett

North West

- Regional Officer Kenny Rowe

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

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

*Stand-Down Officer Position* – The resolution was submitted by the Metals inc. Foundry NISC and called on the Union that any lay delegate undertaking stand-down role be automatically included in any shortlist. In response, the Council agreed to remit the resolution to the Executive Officers to allow them to take up the issues but to leave the procedures for shortlisting as they are for the time being.

*Support for female applicants for RIO posts* – The resolution was submitted by the West Midlands Regional Committee and called on the Union to support the necessary change that will allow women activists to become more active. In response, the Council agreed to remit the resolution to the Executive Officers in light of the assessment currently being undertaken.

At the close of consideration, the Council

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

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

**Minute  
No.905**

### **8.3 Education Report**

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

The Director of Education introduced his report and drew attention to the work the department has been doing in connection with the Political Department, in support of the community membership scheme and in the international and anti-racist fields. He also highlighted the sector residential schools that have been organised.

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

The General Secretary drew the attention of the Council to a profession audit being undertaken of all expenditure and income relating to the Education Department and advised that a Finance Manager was to be transferred to work in the department.

At the close of consideration, the Council

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

**Minute  
No.906**

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

The Minutes of the EC Education Sub-Committee held on 31<sup>st</sup> October 2013 had previously been circulated to the Council.

At the close of consideration, the Council

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

## **10. FINANCE**

**Minute  
No.907**

### **10.1 Finance Report**

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

The financial results in the first three quarters of 2013 are satisfactory and in line with the outlook for the year as a whole. The Union is currently in the "calm" between two financial storms. We have weathered the storm of the last pension valuation and cut non front line costs to a level where the £12.1 million annual pension deficit reduction contributions can be met out of operating income. We have yet to see the impact of the second storm – the loss of legal income –which is about to hit. In the first nine months of 2013, Legal Income has been at an "all time" high amounting to over £8.6 million. This income will largely disappear over the next few years as a consequence of the already implemented so-called Jackson legislation. As Unite would be in deficit without this income, the need to keep spending on non front line costs in check as well as the necessity of finding further savings is clear.

Total Income amounted to £122.6 million in the first nine months of 2013, up £3.6 million versus the same period a year ago. Within this total, all categories of Income – Contribution Income, Driver Care Income, Legal Income and Affinity Income – were up versus the prior year.



Total Recurring Expenditure totalled £104.4 million in the first nine months of 2013 which was £3.3 million less than last year. Employment Costs excluding Organising fell by £2.8 million in the first nine months versus the same period a year ago and IT Costs showed a £1.2 million decline. On the negative side, the costs of the GS and replacement Executive Council member elections increased costs versus 2012.

As a consequence, Unite recorded a surplus before Investment Income and Non-Recurring items of £18.2 million in the first nine months of 2013 – an improvement of £6.9 million versus the first nine months of 2012.

Investment Income amounted to £1.6 million in the first nine months of 2013, down £0.2 million versus a year ago. Non Recurring Items (excluding Pension Deficit Reduction payments) amounted to a net £6.1 million in the first nine months of 2013. This was comprised of severance costs of £3.8 million and the write-off of VAT on property purchase/refurbishment of £1.8 million. The net £6.1 million cost of Non-Recurring Items was £8.9 million worse than last year. The difference is principally due to the fact that 2012 included a one-off gain of £5.5 million on the sale of Woodberry and a few smaller property assets while 2013 included a cost of £1.0 million for severances/compromise agreements at Eastbourne.

Pension deficit recovery contributions totalled £9.1 million in the first nine months of 2013 (75% of the £12.1 million scheduled for the year) – an increase of £1.5 million compared with the same time last year.

Unite posted an overall surplus of £4.6 million for the first nine months of 2013 – a result which was £3.7 million worse than last year – the deterioration more than accounted for by the gain on the sale of Woodberry 2012.

Unite's liquid assets totalling £85.0 million as at 30<sup>th</sup> September 2013, down £3.7 million from the end of June but up £2.4 million from year end 2012. The reason for the decrease in the quarter being the high spending on fixed assets, principally property; specifically, the refurbishment of Moreland Street and the purchases of Slough and Edinburgh.

From a balance of £27.3 million at the beginning of the year, the balance of the Dispute Fund has risen to £29.8 million as at 30<sup>th</sup> September 2013. This reflects inflows of £2,734,747 (the 2.5% diversion from Branch Administration) offset by Dispute Benefit payments totalling £199,696. Note there has been no deduction of expenses/costs reflecting the EC's previous endorsement of the General Secretary's recommendations to this effect.

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

The Director of Finance & Operations outlined a proposed technical rules amendment for which the Council's agreement was sought.

The Executive Officers have asked our tax advisors, Crowe Clark Whitehill, to review Unite's tax arrangements, in particular on how we are organised compared with other major unions (specifically, Unison and GMB). Following that review, they have recommended that Unite implement a technical rule change to completely align our position with that of Unison and GMB in order to provide better protection.

Specifically, it is recommended Rule 4.4 which currently reads:

“4.4 The Executive Council shall determine the scope and level of benefits.

to be modified to read:

“4.4 The Executive Council shall determine the scope and level of benefits.

- 4.4.1 Such benefits may include such things as: DriverCare, funeral, incapacity, personal accident (death, loss of limb/eye, permanent disability), maternity/adoption, paternity, convalescence, professional liability insurance, etc.
- 4.4.2 Maximum sum assured. The Union shall not have the power to assure for any member/individual provident benefits amounting to more than £4,000 by way of a gross sum or £825 by way of an annuity.”

And to amend Rule 29.2 which currently reads:

“29.2 After discharging all debts and liabilities the remaining assets of the Union, if any, shall be distributed equally between the members at the date of dissolution unless the members when voting for dissolution shall have resolved to the contrary.

be modified to read:

29.2 After discharging all debts and liabilities the remaining assets of the Union, if any, shall be distributed equally between the members at the date of dissolution on the basis of their complete years of membership, each year comprising one share, unless the members when voting for dissolution shall have resolved to the contrary.”

It is important to note that this proposed rule changes does not mean that the Union cannot pay benefits in excess of the sums stipulated in Clause 4.4.2 above, just that the Union cannot use any higher amounts paid as provident benefits to offset any capital gain which would otherwise be subject to tax.

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

At the close of consideration, the Council unanimously agreed to the technical rules amendment.

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**FOURTH DAY, 12<sup>TH</sup> DECEMBER 2013**

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

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

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

The Director of Finance & Operations reported that having harmonised future service pension benefits for all Unite employees effective 1<sup>st</sup> January 2013, the next step in the process has been to effect the merger of the two main UK schemes. This would result in annual expense savings – actuarial, accounting, legal – estimated at nearly £500,000. Importantly, it would also eliminate one of the last remaining T&G versus Amicus differences amongst Unite’s employees – all would be exactly the same.

To effect the merger, however, as a consequence of the former T&G scheme being better funded, it was necessary to offer a few minor enhancements to T&G scheme members (to offset the risk that Unite would become insolvent and the merged scheme couldn’t provide benefits up to the level which the members would have got

had the schemes not merged). The Trustees of both schemes voted in principle to approve the merger.

The main terms of the merger proposal being:

1. Full merger upon completion of legal documentation (estimated effective date 1<sup>st</sup> March 2014).
2. Seven employer trustees and seven member-nominated trustees.
3. Unite appoints the Chair (but no casting vote).
4. A motion does not pass if all employer Trustees or all member-nominated Trustees in attendance vote against.
5. Three months service credit granted to all active T&G scheme members with 2+ years of pensionable service.
6. Rule modified in T&G scheme whereby pensioners currently get no increase in respect of their pre-1997 service in years when there is no general pay increase awarded to officers and staff to, in future, provide an increase of 100% of the CPI up to a maximum of 2.5% in those circumstances. This would not increase the liabilities of the scheme (or the deficit as currently calculated) as the actuary makes no assumption for this occurring (despite the fact that it has occurred in two of the last five years). It is also at the same level as accruing for active members accruing since 1<sup>st</sup> January 2013.
7. Unite's contributions to scheme reduced by the savings achieved.

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

On returning to the earlier discussion regarding the 2.4% pay increase to Unite employees, the Council agreed to the increase.

The Chair referred to the discussions that had taken place in relation to 2-tier contributions and reported that the current procedure would appear to be the best way forward. However, should any sector wish to put plans together, these would be put to the Council.

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

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

*Union Fleet Vehicles* – The resolution was submitted by the West Midlands Regional Committee and called on the Union to review the Union's policy on the choice of fleet vehicles. In response, the Council agreed to remit the resolution to the Executive Officers in light of the report of the Director of Finance & Operations.

At the close of consideration, the Council

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

## **11. LEGAL**

**Minute  
No.908**

### **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 Legal Director updated the Council on the following areas:

- Audits of Unite panel legal firms

- Personal Injury and IT update
- Employment Tribunal fees
- Unite blacklisting report
- Asbestos report
- Legal training
- Update on legislation including Mesothelioma Bill
- Financial position of the department
- Legal cases of significance
- PI, Employment & Tribunal case statistics
- CAC Applications
- Industrial disputes and repudiations

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 Representation at County Court* – The resolution was submitted by the NEY&H Regional Committee and called on the Union to seek clarification on the type and amount of help a member can expect from Union solicitors in County Court/Small Claims Court. In response, the Council supported the resolution and agreed it be referred to the Legal Director.

*Member get Member Scheme* – 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 and to allow payment by check-off as well as direct debit. In response, the Council agreed to note the resolution.

*Membership Recruitment* - The resolution was submitted by the South West Regional Committee and called on the Union to remove the restriction that member must pay full contributions. In response, the Council supported the resolution.

*Austerity and Discrimination* - The resolution was submitted by the North West Regional Committee and called on the Union to urgently seek legal advice with a view to mounting a legal challenge at the European Court of Human Rights. In response, 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.909**

## **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 Council were updated on the following areas:

- Retired Members Plus
- Credit Union Service
- Member gets Member Scheme
- Motor Insurance Scheme
- Building Insurance
- Lottery
- 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.910**

### **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 reported that a significant amount of work has been done to identify the region that all the workplaces belong to. This has been done by analysing the members in each workplace and defining the region, branch and sector based on the members. This has then been refined by the regional staff.

Once those workplaces not yet identified to a region have been updated, procedures can then be implemented and system restrictions to stop members being moved between workplaces and regions without the proper authority of the regions. This will also allow the Union to allocate the branch and sector based on where the member works without this decision needing to be made by the member themselves or a member of staff updating the records.

A report was also provided on membership system developments including: My Unite – member log in; Join Online; Branch Portal; Employer project and 100% campaign.

Detailed membership statistics including breakdowns by region and sector showed a slight rise in membership in each quarter since September to a total of 1,432,123 at the end of November 2013.

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

At the close of consideration, the Council

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

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

**Minute  
No.911**

### **9.5 Executive Council Elections 2014 – Ballot Rules and Guidelines**

The Ballot Rules and Guidelines for the conduct of the statutory elections had been circulated to the Council and was verbally supplemented by Chief of Staff, Andrew Murray.

The Council’s attention was drawn to the total for Regional Seats which should be 24 with the CAT Sector having 1 designated seat for women and 1 designated seat for BAEM.

Point 2.1.7(a) is a change from previous procedure and now says that “branches may expend their own branch funds in support of a candidate nominated by them.”

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

At the close of consideration, the Council, with the exception of Ian Allinson:

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

## **5. GENERAL SECRETARY’S REPORT continued/.....**

**Minute**

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

**No.912**

The General Secretary gave a brief update on informal talks that had taken place with PCS and sort the sanction of the Executive Council for these informal discussions to continue with a further report being made to the March meeting of the Council.

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

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

*Badge of Merit* – The resolution was submitted by the NEY&H Regional Committee and called on the Union to withdraw the present Badge of Merit and new designs be approved by each Region. In response, the Council agreed that the resolution be remitted to the Executive Officers with a view to a new design being investigated but, in the meantime, stocks of the current badge to be used up.

*Action on Officers to improve attendance at Area Activist Meetings* – The resolution was submitted by the North West Regional Committee and called on the Union to instruct all Officers to deliver a minimum of 4 new activists a year to their local AA Conference. In response, the Council agreed to note the resolution in view of the ongoing analysis of the current position with regard to these committees.

The agreement of the Council was sought for the renaming of Moreland Street to be known as “Ron Todd House”.

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

At the close of consideration, the Council

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

## **12. ANY OTHER BUSINESS**

### **Minute No.913**

#### **12.1 Complaint**

A member of the Council enquired if the complaint regarding the General Secretary Election had been closed. In response, the Chief of Staff advised that correspondence had been received from the Certification Officer and a response is being prepared and the Council will be kept informed.

At the close of consideration, the Council

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

### **Minute No.914**

#### **Documentation**

The Executive Council noted that all documents specified within the Minutes had been circulated to all members of the Council and were filed on the records of the Council.

The Chair thanked the Council for their support and wished everyone a Merry Christmas and a Happy New Year.

**The Meeting of the Council  
thereupon terminated**

**Activities of the General Secretary for the period since the Executive Meeting of  
September 2013**

**Public Meetings and General Events**

- Presented cheque to Elizabeth Anionwu CBE FRCN in aid of Mary Seacole Memorial Statue Appeal.
- Speaker at Thompsons annual members' meeting, Diskus, Unite House.
- Presented Unite sponsored award for 'community organisation of the year' at European Diversity Awards ceremony.
- Speaker at 'Save Our NHS' march and rally in Manchester.
- Delivered the Jimmy Reid Memorial Lecture, Old Parish Church, Govan.
- Speaker at Unite organised march against fascism, Liverpool.
- Speaker at North West anti-cuts conference, Poulton Victoria Social Club, Wallasey Bridge Rd.
- Attended the launch of Tony Benn's Diary '*A Blaze of Autumn Sunshine*' in Speaker's House, Parliament.
- Speaker at CLASS Conference on 'A political economy for today'.
- Officially launched Unite's Online ESOL course.
- Speaker at the House of Lords to Labour and Unite Peers.
- Speaker at the Socialist Campaign Group of Labour MPs.
- Speaker at London Young Labour AGM.

**Labour Party Conference, Political, International & Inter-Trade Union Matters**

- TULO AGM, Labour Party Conference.
- Speaker at Daily Mirror / Unite Fringe meeting 'Real Britain', Labour Party Conference.
- Attended Labourlist Rally, Labour Party Conference.
- Speaker at reception for Unite-supported Parliamentary candidates, Labour Party Conference.
- Dinner with Unite delegates and staff, Labour Party Conference.
- TUC General Council, Congress House.
- ITF dinner with Cuban Transport Workers Union delegation with Alicia Castro.
- Meeting with French Ambassador, His Excellency Ambassador Bernard Emie.
- Attended the launch of the new Trade Union Group of MPs in Parliament.
- Meeting with Philip Jennings, General Secretary, Uniglobal.
- Meeting with Ed Miliband, Leader of the Labour Party.
- Meetings with Iain McNicol, General Secretary of the Labour Party.
- Meetings with senior PCS officers and Mark Serwotka, General Secretary.

**Administrative & Organisation Issues**

- Presented Willie Coleman with the Gold Badge Award, John Smith House, Glasgow.
- Various meetings on internal departmental reviews.
- Meeting with Members of Unite National Young Members' Committee.
- Various meetings on political strategy.
- Various meetings on Unite property with Ed Sabisky, Tony Woodley and Mike Ryder.
- Unite national staff pay talks, Esher Place.
- General meeting with Regional Secretaries, Esher Place.
- General meeting with National Officers, Esher Place.

**Internal Unite Meetings, Constitutional Committees & Industrial Matters**

- Meeting with Andrew Owens, Chief Executive, Greenergy International Limited.
- Various internal and other meetings on situation at Grangemouth.
- Attended and spoke at Unite Industrial Sectors' Conferences, Brighton.
- Meeting with Finance Sector Company Reps.
- Meeting with North West construction representatives regarding North West RISC Construction Committee.
- Various meetings with Assistant General Secretaries.
- Strategy meeting with Unite Organisers.

**Principal Media Appearances**

- Over the conference period Unite was mentioned over 800 times in print and online media. The General Secretary accounted for over 250 of these mentions.
- At Labour Party Conference the GS was interviewed for the Daily Politics, Sunday AM, Sky News and BBC News 24 and John Pienaar's Sunday politics show on 5 Live.
- The General Secretary's speech to Labour conference featured prominently in news bulletins and in print and online media.
- The Jimmy Reid lecture was covered widely in the Scottish media with in-depth interviews on Scotland Tonight and Newsnight Scotland.
- At Unite's anti-fascism demo in Liverpool the GS was interviewed by key regional media including Granada Reports and the Liverpool Echo.



- Interview, *Roger Phillips Show*, Radio Merseyside, 25<sup>th</sup> October 2013.
- Broadcast interview with Gary Gibbon, Channel 4 News, 30<sup>th</sup> October 2013.
- Daily Record interview with Political Editor, David Clegg, 1<sup>st</sup> November 2013.
- Financial Times Interview '*Union Boss defends Grangemouth dispute action*' October 31<sup>st</sup> 2013.
- Radio appearance on LBC, *Ken Livingstone & David Mellor show* 2<sup>nd</sup> November 2013.
- Lead interview with Andrew Neil on *The Sunday Politics* 3<sup>rd</sup> November 2013.
- Article *The Guardian* 'Grangemouth shows the inequality of the fight that unions face now' 29<sup>th</sup> October 2013.
- Article *Morning Star* 'Solidarity is our strength' 11<sup>th</sup> November 2013.

## REPORTS FROM CENTRAL OFFICE DEPARTMENTS

### ADMINISTRATION AND CONSTITUTIONAL ISSUES

#### National Industrial Sector Conferences

The National Industrial Sector Conferences were held in Brighton from 11 to 14 November this year. The conferences by and large ran smoothly with co-operation across Central Office Department and with regions ensuring that the over 1,000 delegates attending over the 4 days had a positive experience. 20 unique agendas covering motions received from branches, collective bargaining reports, National Officer Reports and Reports from the 2011 conferences were published and printed copies distributed to delegates. There was a successful Latin America fringe each evening of the event. Two lunch time fringe meetings hosted jointly by ShareAction and UNITE and Trade Union Group of Campaign against Climate Change were not so well attended. The reports of the conference should be available early in the new year.

#### Executive Council Elections

Arrangements are in hand to write to branches and workplace representatives inviting them to submit nominations. The Council is required to make a decision regarding the

#### Policy Conference 2014

We have written to branches and constitutional committees asking them to submit motions for inclusion on the agenda for the conference, the deadline for submission is 14<sup>th</sup> February 2014. A separate paper regarding the number and breakdown of delegates for the conference will be circulated for consideration.

#### Executive Council Hotel Accommodation 2014

Arrangements for hotel accommodation for Executive Council meetings, contracting and booking, are being taken back in-house for 2014. We will continue to utilise the Hotel Russell, Russell Square for EC meetings.

This means that from January 2014 EC members will have to inform Linda Addy that they will attend an EC meeting and state the nights on which they require accommodation. If individual members do not notify their requirements in good time, it should not be assumed that accommodation will be available.

The 6 week cancellation period will remain in place. This means that any rooms cancelled within 6 weeks of any meeting will be charged to the Union. However, as now we will endeavour to mitigate this situation by using any rooms like this for other union bookings.

### CAMPAIGNS AND COMMUNICATIONS

Falkirk and the INEOS dispute have obviously been the priority for the department's time and resources as Lynton Crosby's influence on the Tory party and its supporters takes hold. The Sunday Times and the Daily Mail/Mail on Sunday have formed an axis of fear and smear. For three weeks running, the Sunday Times led with Unite stories in relation to Falkirk, having been passed emails taken by some malevolent source from Stephen Deans' laptop. Relations with the ST are extremely strained, as a result of their failure to carry one word of Unite's statements clarifying matters, heightening our concerns that certain journalists on that paper are acting out of anti-union motives. Similarly the Daily Mail and its Sunday sister are waging war on Unite, determined to smear the general secretary as a means of weakening our union and also discrediting Ed Miliband.

Our new print venture has been functioning since early October and is already delivering dividends. In six weeks, over 350 different print jobs have been completed, the vast majority designed in-house. Savings are being made by handling more work in-house and on purchasing of basic materials. Demand for print and design was very high in the run up to the sector conferences with reports on transport and manufacturing strategy key projects that were delivered in-house.

In terms of our social media, we continue to develop our impact and reach. Unite now far outstrips the other unions as the most influential union on Twitter. Our followers grow steadily month by month; we're on course to pass 25,000 followers by the end of December. However, there is a serious demographic deficit: half of our followers are based in London, with 5 per cent based in Liverpool and 7 per cent in Manchester and 19 per cent spread around the rest of the UK. Early in 2014, C&C will embark on a project to locate and recruit Unite members to our key social media outlets, Twitter and Facebook.

The Unite app has also been launched, although it was a low key launch as we are still developing its functionality. However, even though it is early days we are delighted with the feedback from members. Our hope is that the app in this first phase will aid speedy and easy recruitment; the easy join is proving popular with more than 50 per cent who click on the page completing and joining. In phase 2, which is in progress, we aim to offer news streaming and easy participation in campaigning.

Joining via the main website continues to be a popular option for new members. Around 40 per cent come to the union via the web, but this grew to 46 per cent in November.

Around half of union members now receive the magazine either through the post or digitally. Circulation of the print mag has increased by 61,000 in the past year with the complexion of the readership changing too, away from activists and towards ordinary members. Since January 2013, six in ten new members sign up to receive the mag. We continue to develop the magazine's coverage of cost of living issues for our members, and spotlight their fightbacks in the workplace or the community. Plans are also in development for the Landworker, to extend its reach into the rural community and strengthen it as a voice for all those living and working there.

The latest Unite research into the cost of living crisis for our members was released during sector conference week. Members in need report that they must borrow £660 per month to meet living costs between pay packets; problems are particularly acute for members working in the health sector.

Following on from this, we helped launch the credit union. Concerns about the scale of the interest possibly overwhelming the CU partners meant our launch was more low key than originally envisaged but the intention is to push the story again in the new year.

For the eight weeks until November 25th, regional and online media have been key. During this period Unite was mentioned 3,437 times online and in print including national, regional and local media. This is nearly 1,000 more mentions than the other main unions combined (2,416). The most Unite mentions during this period were in regional and local press (1,373), followed by internet (560) and nationals (445); events at Grangemouth and Falkirk dominated.

Unite reached nearly double the amount of other unions combined achieving a reach of 1,595,061,947 compared to 883,464,941 for other unions. This equates to 53 opportunities for adults of working age to see Unite compared to 29 opportunities to read about all the

other main unions including the TUC.

C&C has also kept up its work to boost the profile of the union's events. Unite turned out a strong presence at the NHS march through Manchester, and stole the show with the zombie flash mob of young dancers, which made it into the Mirror, the BBC and across social media.

We also worked hard to contribute to the anti-fascist demo in Liverpool on October 12th, helping to turn out members from across the UK for the event. For both events, tributes must be paid to the community team who helped bring new friends to each and added to Unite's presence.

In the area of the NHS there is particular synergy: community helps us reach out far beyond our member base, and this is really improving our campaign profile. We are working with community now to link up for the Christmas campaign, which we are running jointly with the Trussell Trust and the Daily Mirror, to promote support for food banks and to press for a national inquiry into increased food bank use, which has more than tripled this year. A short film to promote the campaign to Unite members will be released in early December.

We are also working to support the march to defend Portsmouth shipbuilding jobs, which takes place in the city on December 14th.

For the day of support for blacklisted workers, November 20th, C&C produced a short film capturing some of the experiences of our members (this can be seen at the Unite YouTube site). We also promoted events around the country to mark the day, pressing again our calls for jobs as well as compensation for those affected.

In Scotland, the government is moving towards excluding blacklisters from lucrative public sector contracts, a move we welcome. Staying in Scotland, C&C is providing all support needed to colleagues in that nation on the day of the publication of the white paper on independence and in the nine months between now and the referendum as Unite presses for the answers members need in order to cast their vote with confidence.

In 2014 too, we plan to use our on-going monitoring of NHS contracts to raise the profile of the deepening privatisation of the NHS using social and traditional media. Of particular concern are ambulance services, which are falling into the hands of private individuals as well as travel companies like Arriva – and standards are failing patients, with staff under tremendous pressures as well as seeing their terms attacked. We must also step up efforts to support workers in local government, already struggling with three years of wage cuts and now looking at widespread job losses as the private sector takes another chunk out of public provision.

## RESEARCH

The Research Department continues to perform a range of activities supporting campaigns, negotiations and policy work.

We played a key role in last month's National Industrial Sector Conferences, particularly in respect of the Executive Committee's requirement for them to provide a focus around collective bargaining strategies. Collective bargaining reports were produced for each sector and presentations prepared for each conference.

Support was provided for the union in the run up to and during the annual conferences of the TUC and Labour party including drafting of motions and preparation of and assistance with speech notes.

In addition to this and the work cited below, recent activity has included supporting the union's work on zero hours contracts (e.g. submissions to Scottish Affairs Select Committee and ONS, parliamentary questions), producing Unite's written submission and giving oral evidence to the Low Pay Commission's consultation on the National Minimum Wage, preparing revised 'Arguing for the Alternative' briefings, supporting campaigning work against the Bedroom Tax, and producing the regular Bargaining Brief.

### **Transport**

The Research Department produced '*Transport Matters: A Unite Strategy for Transport*' which was successfully launched at the Transport National Industrial Sector Conferences.

In passenger transport we have assisted in responding to the Tyne and Wear ITA/NEXUS Quality Contract consultation, provided model vehicle tracking systems agreements, and liaised with the Teamsters on a shareholder resolution against National Express' anti-trade union practices. Support has been given to the London Bus campaign including facilitating meetings with ETF to explore how the collective bus framework operates on the continent.

Collective framework information was also provided to ETF in respect of Road Transport Commercial, Logistics & Retail Distribution for its collective agreements survey. In addition, we are pursuing with the DfT clarification on how the relaxation of UK cabotage restrictions for car transporters will be monitored and recorded. Briefings have been produced on Gyros Group and Roadways Container Logistics for meetings and leverage.

A booklet 'Port Development in the UK 2013' has been produced and speeches prepared for the 90<sup>th</sup> Anniversary of the Braunston Boat Strike. Work continues on mapping density in and around ports and oil refineries. A pay claim has been drafted for Network Rail, a presentation prepared for a meeting with apprentices in the rail industry and we continue to be heavily involved in the Action for Rail campaign.

In Civil Air Transport we have attended and reported on the Alliances and Joint Ventures conference and Fair Tax on Flying meetings. Assistance has been given in the preparation of a number of pay claims (e.g. Monarch, British Airways Engineering, Thomas Cook).

### **Manufacturing**

A number of key Unite strategy documents for manufacturing which were written in the department were launched at the Unite National Industrial Sector Conferences. These included a new manufacturing strategy document, '*Made in Britain*', as well as sector specific strategy documents for aerospace, space, defence, and shipbuilding.

A number of pay claims have been prepared (e.g. Ford, Bentley, BMW Swindon, Rolls Royce, Peugeot in automotive, and Kimberley-Clark in GPMITC). Assistance has been given to the campaign concerning BMW and agency workers. Briefings were prepared on the automotive industry in the UK, US and Europe for an automotive officers meeting, and for an industry roundtable discussion on the future of graphical, paper and media industries. Research support has been provided to the Royal Mail anti-privatisation campaign.

### **Public services**

We continue to make the case for comprehensive and universal public services.

In health, we have responded to other evidence and dealt with questions from the NHS Pay Review Body. We have also drawn out key concerns in respect of health privatisation associated with the EU-US free trade agreement.

In the Community, Youth Workers and Not for Profit sector, MPs and Councillors briefings have been prepared on housing and social care and work has been started on drafting sector standards. A formal complaint has been made to HM Revenue & Customs (HMRC) about the use of unpaid interns in the charities sector.

Research, including calculations on the loss of purchasing power, was provided to support the strike in Higher Education, and in Local Authorities briefings have been prepared on changes in pay over the past five years and on Transforming Rehabilitation for Criminal Justice Managers. A response is being drafted to the Local Government Innovation Taskforce.

Work continues in respect of equal pay in local government including meetings of the JE technical working group, a meeting with Icelandic employers and unions on local government JE, and work on single status and related issues.

### **Construction, Energy and Finance & Legal**

In construction the pay and conditions claim has been prepared for the Joint Industry Board for the Electrical Contracting Industry and the Scottish Joint Industry Board for the Electrical Contracting Industry (JIB and SJIB). The 'Play by the Rules' campaign leaflet has also been updated.

In Energy and Utilities we have met with the Chair of the Public Accounts Select Committee to discuss their recent inquiry into decommissioning activity at Sellafield and the content of our recent publication 'Sellafield at the Heart of a Low Carbon Energy Future'. A meeting has also been held with the National Union of Mineworkers to discuss issues concerning the closure of coal fired power stations and a joint publication on carbon capture and storage. A recruitment leaflet for apprentices in the utilities (water sector) has been produced, and support has been given in relation to job evaluation at National Grid.

An on-line pay questionnaire (which can be badged for individual organisations) has been prepared to enable comparisons across the finance and legal sector.

### **Food, Drink and Tobacco and Rural and Agricultural**

Work continues in respect of the abolition of the Agricultural Wages Board in England and Wales including the establishment of a Unite 'Wages Watch' to monitor any abuses of pay and employment conditions and the referral of the decision to scrap the AWB to the European Court of Human Rights (ECHR) in Strasbourg. We are pulling together relevant information for the Migration Advisory Committee review into migrants in low skill jobs.

Company information has been provided on Pork Farms, Premier and Diageo Baileys.

### **Company accounts and analysis**

The department continues to provide company accounts and FAME analysis across all sectors. In Quarter 3 2013 there were 154 requests for Annual Reports from Companies House and FAME analysis and so far in Quarter 4 2013 there have been 42 requests. Additional specific analysis has been provided in a significant number of these cases for the representatives and officers to take to negotiations - notably in the Automotive Industries sector (e.g. Rolls-Royce, Ford, BMW and Bentley Motors). Director searches have also featured prominently.

## Submissions

In addition to those identified elsewhere in this report, submissions to government departments, parliament and other agencies have included:

- BIS call for evidence on Whistleblowing Framework;
- EC Directive on the initial qualification and periodic training of drivers of certain road vehicles for the carriage of goods or passengers;
- Department of Health 'Caring for our Future' consultation;
- HM Treasury and BIS consultation on Banking Reform: draft secondary legislation;
- House of Lords EU Sub Committee on External Affairs Call for Evidence on Transatlantic Trade and Investment Partnership;
- Legal Action Group Low Commission on Access to Justice;
- BIS/DfE consultation on Funding Reform for Apprenticeships in England;
- King's Fund commission on the Future of Health and Social Care;
- House of Commons Transport Committee Follow Up Inquiry for Flight Time Limitations;
- NHS 'Working Longer' review.

So far this year the Research Department has produced some 70 Unite responses and submissions to consultations and inquiries covering a huge range of issues and sectors.

## Pensions

We continued to monitor the progress of the Pensions Bill, with a view to seeking amendments. In particular we have focussed on opposing the proposal to give private sector employers with DB schemes an override power to impose changes in their scheme to claw back the increased NI costs associated with the end of contracting-out.

In relation to public service pensions, a key focus of discussion has been the setting of member contribution rates in the CARE scheme which take effect in April 2015 and the basis on which scheme valuations will be conducted and the cost caps set.

In the private sector advice has been provided in relation to proposals by a wide range of companies to modify DB pension arrangements and to introduce changes in both DB and DC schemes to comply with auto-enrolment obligations.

## Health and Safety

The Health and Safety Unit within the department continues to deal with a wide range of inquiries as well as monitor political developments relating to health and safety and the Government's deregulatory agenda. The Unit has responded to a number of consultations recently including several by the Health and Safety Executive on:

- Proposals to speed up the settlement of mesothelioma claims in England and Wales;
- Proposal to Consolidate and Modernise Explosives Legislation;
- Draft revised Approved Code of Practice (ACOP) on Managing and Working with Asbestos;
- Proposals to consolidate and modernise legislative controls for Acetylene.

Meetings and courses with members have included Forestry Workers' National Organising Committee, Gibraltar health and safety seminar, Scotland Region NHS conference, as well as a number of NISCs, RISCs and sector health and safety committees.

Representation and attendance, including speaking, at other meetings and external events have included Process Safety Management Board (NASAPI/GOGENT), European Work Hazards Conference, IndustriALL EU Offshore Health and Safety, CPI (Paper and Board)

Health and Safety Conference, ROSPA National Health and Safety Committee, and TUC union health and safety specialists.

HSE supported meetings include Ceramics Pledge Board, TRISAG (rubber industry), Advisory Committee on toxic substances, Asbestos Liaison Group, Agriculture Industry Advisory Committee, Cleaning Industry Liaison Forum, Construction Industry Advisory Group, and bipartite and tripartite meetings to develop a new approved code of practice for docks health and safety.

Campaign work has included an updated shift work and night work guide, a health and safety political update leaflet, the regular e-mail update bulletin, and a body mapping workshop at the Hazards conference.

## HR AND DEVELOPMENT

### 2014 National Pay Negotiations

The General Secretary met with the Union's three Bargaining Units on 18<sup>th</sup> and 19<sup>th</sup> November at Esher to consider their joint pay claim for 2014. The claim sought agreement to:

*“an inflation proof increase in pay, supplementary payments and related allowances, with a minimum fall-back salary increase of £1,000; plus*

*an extension of the current childcare allowance, with provision of an agreed payment between the ages of five and eight.”*

Full consultations took place but the GS could not concede to the claim and offered a maximum increase of 2.4% on national and London allowance rates. At the point of the negotiations the RPI was 2.6%.

No increase was offered in respect of childcare or any other allowances.

The EC is asked to endorse the offer of 2.4% made to all employees of the Union.

### Recruitment and Selection - September to December

Since the June EC meeting there have been five selection exercises held to fill full-time officer vacancies – three at National Officer level and two at Regional Officer. Full details of these appointments and information regarding the application, shortlisting, interviewing and equality data associated with each of the five exercises is set out in the Ratification of Officer appointments document circulated separately.

### Recruitment and Selection - Current

There are currently seven vacancies subject to recruitment and selection exercises as follows:

RCO x 1	South East Region
RCO x 1	Scotland
RCO x 1	Ireland



RO x 2 South East Region  
RO x 2 Wales

Shortlisting and interviews will be held during December and January. Outcomes will be reported to the March EC meeting.

### **Apprenticeships Scheme**

The eight apprentices appointed under the National Apprenticeship Service (NAS) scheme have all now successfully completed their 12 months' probationary periods. They have a further 12 months development programme as part of the two-year process. The NAS' Employer Account Manager has reported that Unite's participation in the scheme is seen as having been very successful and an example of how the objectives of the scheme are being met.