



Unite Executive Council Report July 2020

- GS welcomed the new Executive
- First order of business to elect a Chair – Tony Woodhouse re-elected. Chair thanked the committee. Read the apologies. Announced the death of EC member Sean McGovern – a minutes applause was carried out
- Standing Orders – a discussion was held around proportionality of the top table. It was agreed to amend the SO to read “The EC shall also elect 2 Vice Chairs. At least one of the Chair and 2 Vice Chairs must be a woman and at least one of the Chair and Vice Chairs must be BAEM”

GS REPORT

Activities of the General Secretary for the period since the Executive Council meeting of March 2020 As recorded to: 25 June

Public Meetings and General Events

- Attended Book Launch and Signing “Why you should be a trade unionist” by Len McCluskey
- Attended British Kebab Awards

Political, International and Inter-Trade Union Matters

- Telephone call with Chris Clark, TSSA, re: “Labour Together”
- Phone call with Michael Gove, Chancellor of the Duchy of Lancaster, plus Gabby Rimkeviciute,
- James Silcox and Steffan Jones, Cabinet Office
- Zoom Contact Group Meeting with Sir Keir Starmer, Leader of the Opposition
- TUC arranged conference call with the Chancellor
- Participated in a Prime Minister hosted conference call with senior business leaders and
- representatives on the evening of Sunday 10 May following his filmed broadcast to the UK
- Phone call with Sir Keir Starmer, Leader of the Opposition.
- Attended TUC GC via skype
- Attended TUC EC meetings via skype
- Attended TUC large affiliate meetings via skype
- Phone call with Lucy Powell, MP



- Phone call with Dan Carden, MP
- Phone call with Laura Pidcock
- Phone call with AGS Tony Burke regarding international matters
- **Administrative and Organisational Issues**
- Quarterly Management Meeting in Esher
- Met with Sharon Graham, EO
- Hosted a number of conference calls with the Senior Management Team
- Hosted a number of conference calls with the Regional Secretaries
- Phone call with Mike Eatwell, RO and Ian Methven, RO re: Rule 27
- Met with CoS Andrew Murray and AGS Howard Beckett regarding finance.
- Met with DoEP Amy Jackson regarding political matters
- Phone call with DoE Jim Mowatt
- Met with AGS Howard Beckett on a number of occasions regarding legal and various matters
- Met with AGS Steve Turner on a number of occasions regarding manufacturing and various matters

Constitutional Committees and Industrial Matters

- Pre-meeting with Ritchie James, RS, and Ryan Armstrong, RO, re: Mitie, Sellafield
- Met with Tim Roache, GS of GMB, Ritchie James, RS and Ryan Armstrong, RO, re: Mitie, Sellafield
- Conference call with BA reps and management
- Meeting with BA CEO Alex Cruz
- Attended F&GPC meeting via audio conference 16 April
- Attended F&GPC meeting via zoom 21 May
- Phone call with Martin Gwynn, CEO GIST
- Introductory meeting via Teams with new Sainsbury's CEO, Simon Roberts
- Skype meeting with David Connell, Human Resources Director, PSA Group

Media/Interviews

- Interviewed for C5 documentary – "History of the Mersey and The Docks"
- Interview with John Arlidge – Sunday Times Magazine
- Filmed video segments for forthcoming Durham Miners' Gala and Tolpuddle Festival events
- Filmed video segment for Education Department's new virtual learning programme

Meetings

- Met with Alex Nunns, Journalist
- Met with Owen Jones, Journalist



- Suspension of branch funds was debated at length. It was agreed that the GS would bring further info and projections to the Sept EC meeting to enable an informed decision to be made. This may include backpay. There is no intention of leaving branches short of money. The Regional Secretaries will be reminded that they are to assist branches who come to them in need of help.
- Unite Continuity Payment was debated. It was agreed that this would take place “where appropriate”, and down to the sector reps. The GS agreed to report back in September

STRATEGY FOR GROWTH – ORGANISING & LEVERAGE REPORT

- Over 53k new members since 6/3/20
- Redundancies will start to hit the union’s membership, we must focus on organizing & growth
- 36% of employers will be escalating their automation plans as a result of Covid19

WORK VOICE PAY

- Template for “financial disclosure” produced to assist with potential job losses due to the pandemic
- Covid19 checklist template produced to assist shop stewards and officers especially for those essential workers who have remained at work throughout the crisis.
- WVP now has 376 collective agreements covering 6192 workplaces
- The ability to drawdown pay claim information for RoI companies was introduced from the first week of March 2020

GROWTH

- F&L Lockdown joiners – 2482 (7th)
- Leavers By Age Range

AGE RANGE	NUMBER OF LEAVERS	%
24 & under	4026	6.10
25-39	20841	31.60
40-55	20101	30.48
Over 55	19043	28.87
Unknown	1944	2.95



TOTAL	65955	100.00%
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- **Equalities Paying Membership as at 29.5.20**

F&L Members 62875

Female 37044

BAEM 6070

BAEM Female 3396

LGBT 1578

Disabled 1661

Young 5802

- **DIRECT DEBIT LEAVERS - UP TO 25.5.20**

F&L at 10,985 (8.59%) is 2nd behind Services Industry with the following in the top 13

Barclays - 2612

RBS - 2045

HSBC - 913

Lloyds BG- 820

MANUFACTURING REPORT – AGS STEVE TURNER

- OECD predicts the UK will be the hardest hit amongst developed nations and fears of a 10% (and growing) unemployment rate by Christmas
- Concentrating efforts on leading the discussion on the future of the economy post Covid19
- The Aerospace & Shipbuilding sector rose to the ventilator and PPE challenge, with officers and shop stewards working with various companies such as BAE, Rolls Royce, Airbus, Babcock to produce or procure

SERVICES– AGS GAIL CARTMAIL

- The F&L sector has, on the whole, continued to work during the crisis. Many people working from home with H&S issues on working environments
- Bank branches continue to be the cornerstone of financial services across the UK, recognized by the government as an essential service.



- Contact centres & processing /back offices are all part of the front line of our economy
- HSBC had , by the second week of lockdown, shifted almost its entire call centre operation to home-working
- End of April the National Officers had briefed the new Shadow Financial Secretary to the Treasury, Dan Carden, on the key issues impacting staff within the sector.

TRANSPORT & FOOD – AGS DIANA HOLLAND

- Workers in this sector have for the first time in living memory been recognized as key workers.
- Civil Air Transport has been first and hardest hit by the impact of Covid19
- Unite's bus drivers and bus worker membership has been at the forefront of campaigning over safety and travel, for both bus workers and passengers, during lockdown and as more people have been returning to work
- The ONS report 11.5.20 on Covid19 related deaths by occupations, showed that alongside care workers, it was taxi drivers, bus workers, lorry & van drivers, and chefs who were more likely to have been impacted.

EQUALITIES REPORT

EQUALITY NOW AND COVID19

- As we join in the anger and grief at the murder of George Floyd and in support of Black Lives Matter, the message from Unite BAEM members is clear - we need action.
- Risk assessment must include the additional risk to Black & Asian ethnic minority workers from Covid19, and we need government action now.
- The second week in June is National Carers Week -#MakingCaringVisible - time to ensure unpaid caring responsibilities, which have grown so much in recent weeks, are recognised, including through workplace policies.
- This year is the 50th anniversary of the Equal Pay Act - as pressure is on everyone's pay, equality pay gaps must not be allowed to grow, and Unite women are determined to ensure pregnant women get their rights to safety, pay and job protection.
- Mental health pressures, lack of inclusion of Disability reasonable adjustments, of LGBT+ people, of the reality of Domestic violence and abuse, all need Unite action, and our Unite Disabled members and Unite LGBT+ members are involved and calling for support.

UNITE NEXT STEPS COVID 19 EQUALITY CHECKLIST



- Working with our Unite Equalities team, we are calling for Equality Impact Assessments to be conducted alongside Health and Safety Risk Assessments – to check all is safe, that there is no discrimination and changes are fair and transparent.
- I developed first the Unite Equalities Covid19 Checklist for Action, and this was then developed into the Unite Equalities NEXT STEPS Covid19 Checklist for Action, short practical guides to support Unite reps and officers with the following key messages :
 - Everyone must stay safe – take action to include everyone
 - Ensure no unfair pay cuts or unfair selection for redundancy
 - Value childcare and caring and protect the safety, jobs and incomes of all parents and carers
 - Guard against Covid19 measures intensifying discrimination
 - Tackle the isolation, division and intense pressure faced by people working, shielding, caring, self-isolating or unwell at home
 - <https://unitetheunion.org/media/3106/unite-next-steps-covid19-equalities-checklist2.pdf>There is also a complementary Equality Checklist for Ireland
- The checklist is supported by additional information being developed in relation to women, BAEM, disabled and LGBT+ members

UNITE NATIONAL EQUALITIES CONFERENCES 2020 “Time for Equality”

Preparations had been continuing for these Conferences, which were due to take place in Bournemouth March/April, until public health advice made it clear that they needed to be postponed. We have made arrangements to protect the conferences for next year, as well as union finances as far as possible. All delegates written to and we provided an opportunity for them to contact us about any concerns they may have

POLITICAL REPORT – AMY JACKSON

- Over the last few months, the world has been faced with two immense challenges: the Covid-19 crisis, and more recently the Black Lives Matter movement. The coronavirus pandemic, and its mismanagement, has created a crisis in the UK. We have suffered the highest death rate of any European country, and are standing on the brink of a severe recession. At the time of writing, the UK economy has shrunk by 20.4%. This will have severe repercussions for our members, with jobs, job security, pay and terms and



conditions under serious threat. Unlike the economic crash of 2008 when the Conservatives, with their allies in the media, were able to blame the Labour government and impose an ideological choice of austerity, we are determined that blame for the catastrophic failure to protect its citizens in dealing with Coronavirus will lie where it belongs with this government. It cannot be business as usual. It is the job of Government, and Opposition, to do whatever it takes to protect those jobs, and we will continue to put as much pressure on them as possible on them to fight for our members as the recession hits.

- **Black Lives Matter**

The brutal murder of George Floyd on a pavement in Minneapolis triggered marches and solidarity around the world. His dying words 'I can't breathe' became the cry of tens of thousands of protesters across the UK and US, holding banners with the demand, 'Black Lives Matter'. The labour movement must be clear in its opposition to racism at all levels, and we have a responsibility to root it out wherever it occurs. It is a source of shame that on the Labour benches in Parliament we have David Lammy and Clive Lewis as the only two men of African and Caribbean heritage. While Unite and the Labour Party have made great strides in increasing the number of BAEM MPs, there is much more to do. We must increase our number of black Parliamentary candidates, and we will actively pursue this aim through our Future Candidates Programme. 2 On Saturday 13th June Unite is hosting an online event with Show Racism the Red Card on 'Fighting Racism in 2020' which explores exactly that. In the wake of the huge protests in the USA, UK and across the world in the aftermath of the brutal murder of George Floyd, it is right that the Union alongside this anti-racism education campaign explores our anti-racism direction and priorities. While we welcome the recently announced race equality strategy which aims to boost diversity in Labour, we will be watching its progress closely, and continuing to hold the leadership to account on this hugely important issue. The political team will continue to do all we can to support our members in fighting racism.

- **Welcoming Keir Starmer and Angela Rayner**

Since the last Executive Council in March, the Labour Party has a new Leader and Deputy Leader. Congratulations to Keir Starmer and Angela Rayner. We will continue to work closely with them to ensure Unite's membership is strongly represented within the Labour Party, and to fight for Labour wins in both local and national elections.

- We have also had a very productive roundtable on the impact on the mental health of our members with Shadow Minister for Mental Health, Rosena



Allin-Khan MP, as well as committing our participation to the vital review of the impact of COVID-19 on BAME communities, which we wholeheartedly welcome.

- Furthermore, we cemented our opposition to any return to austerity which Labour supports.

AGS HOWARD BECKETT

Affiliated Services Report

- Retired Members Plus – increase of 560 to 66,536. Generates subscription income of £1,902,930 pa
- Retired Free members total 135,607
- Unite Home Insurance – total sales to end of April stood at 781 with an average premium of £241.26.
- Unite the Union Lottery – around 3000 members playing each week. Generated £22691 in the first quarter. This money supports the Unite Benevolent Fund
- Unite Benevolent Fund (1.1.20-30.4.20)– 213 applications received with 122 approved, total of £46.345 awarded

Membership Report

- Some new rates introduced to help those members who have seen their pay drop since lockdown. There are 31,008 members on the furlough rates and 16,883 on the other reduced rates
- PayPal – we now have 9160 members signed up using this facility
- Retention of Members – 60,342 new members, while we lost 64,328 paying members. A net loss of 3986 members
- Low Pay Rate – 16,012 members.

FINANCE REPORT

- Income up to £2.5m – due to subs increase in January
- Surplus before investment income and non-recurring items of £6.3m in Q1 - £0.2m less than last year
- Unite dispute fund has in excess of £37m
- Property –



Derby, Bradford, Aberdeen on hold at present pending further discussion.

Dagenham – completion due Oct 20

Sheffield – Ready for handover end July 20

Birmingham – completion timetabled for 19th July 20

Belfast – High St office at planning stage

Lincoln – new office at planning stage

Heathrow – tender to replace existing air con has been completed. Now at planning stage

- £100m in cash assets – 8 x Unison

CENTRAL OFFICE & ADMIN

- With the sad passing of Sean McGovern Unite recognises it needs to fill the EC seat ASAP, however to do so as a by election would cost the union in excess of £700k. Agreed to go to National Disability Committee and fill the seat for the meantime, then the EC agreed the union need to sort out the disabled and LGBTQ+ franchises going forward so that elections are done by the people who self-identify as falling within those strands.
- Thanks given to central office staff for coping with pandemic, special thanks to IT dept for sorting out all the WFH equipment, and to Admin for organizing the EC meeting by Zoom – not an easy task!
- **6th Policy Conference** – managed to postpone rather than cancel this event , therefore saving a considerable sum of money with respect to venue and hotel accommodation charges. New dates of Sunday 28th March 2021 to Thursday 1st April, still at ACC in Liverpool.

Delegates

Those delegates who were elected to attend the Conference as originally scheduled will remain as delegates for the rearranged Conference. We will write to delegates advising of the new arrangements. Should any delegate be unable to attend the rearranged Conference, regions will be asked to ensure that the nominating body nominate a replacement delegate, on a like for like basis that is, for example, a woman delegate to be replaced with a woman delegate. The deadline for submitting any replacement delegates will be 18th

Motions and Amendments

A number of Branches and Committees had submitted Motions that had been ruled by SOC as being “in order”. These “in order” Motions had been published as the Preliminary Agenda which had just been circulated to Branches and Committees with an invitation to submit Amendments when the lock down started and the Policy Conference process was put in abeyance.



Branches and Committees that had submitted “in order” motions will now be offered a choice:

- a) to withdraw the Motion in its entirety and submit a completely new Motion;
- b) to amend the text of the Motion but that it substantially remains the same; or
- c) to leave its Motion on the order paper as it stands.

Other Branches and Committees, including those whose original Motion may have been ruled as “out of order” by SOC, will be given the opportunity to submit a Motion in line with our usual practice.

Branches and Committees will be invited to submit Motions as per points a) and b) above, and in the preceding paragraph, from week commencing Monday 3rd August; the closing date for receipt of Motions shall be 12:00 noon on Thursday 5 November 2020.

Branches and Committees will be invited to submit Amendments from week commencing Monday 7 December; the closing date for receipt of Amendments shall be 12:00 noon on Thursday 4 February 2021

EQUALITY CONFERENCES

Postponed from 31st March- 2nd April 2020 to 25th- 27th May 2021, still at BIC Bournemouth

RATIFICATION OF OFFICERS

Officers ratified as below

RO	L&E	Shereen Higginson
RO	L&E	Samantha Marshall
RO	L&E	Richard O’Brien

EMPLOYEE NUMBERS

As of 28th May 2020 –

Officer	399
Organiser	128
Staff	647
Sub Total	1174
ULF (externally funded)	39



Submitted by Fiona Tatem & Jacob Goddard
EC members for F&L

Rule Book

Amendment to Rule 27

The EC voted to change Rule 27

The new text of Rule 27 Clause 27.1.1 now reads as follows:

27.1 A member may be charged with:

27.1.1 Acting in a way contrary to the rules or any duty or obligation imposed on a member by or pursuant to these rules whether in his/her capacity as a member, a holder of lay office or a lay representative of the union or otherwise bringing the union into disrepute.