



Unite General Secretary Election

Candidates' Messages

This mailing does NOT include your voting paper.

Information about what to do if you do not receive your ballot paper for this election by 8th November 2010 is contained in a notice on the back page of this booklet.

Further details about the election are available on the Union's website.

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Les Bayliss

Unite General Secretary Election

Fellow Members

In two weeks time you will be receiving ballot papers along with an election address in which I will be setting out my request for your support in the election for General Secretary.

All candidates have been given this opportunity by the Executive Council.

Who am I?

Like you I am a member, with over 40 years experience representing our members at all levels in the Union, culminating with my present role as Assistant General Secretary. My current duties and responsibilities include handling the finances of the union, liaising with retired members, and strategic oversight of the Construction and Building Services Sector.

My Views

That Unite is not just the biggest union but also the best union. I see our sector structure as essential for providing a relevant voice to all our members, in an organisation as large and diverse as ours.

I believe that the officers that serve us should not only be well trained and motivated but should be drawn from areas relevant to the members they will be serving. Put simply, construction workers need dedicated officers that understand the construction industry, and finance workers need officers familiar with their sector, and so on throughout the Union.

It is also important that members within each sector have a voice in the selection process of officers, perhaps through the sector committees that are themselves elected.

Union Services

With all its massive resources, Unite should be in a position to provide speedy accurate and professional support to members whenever and wherever it is needed. As General Secretary I will establish a support centre available to give members advice 24 hours a day, 7 days a week, be it about problems in the workplace or legal matters arising from work. This will ensure the speedy deployment of officers where needed.

Communications

It should not be beyond our ability to provide

- a free diary
- a regular journal dealing with sector specific issues
- targeted email bulletins
- information, advice and support
- and last but not least a Unite membership card.

Support

We all pay our contributions and rightly expect a service in return. We need to know we have the professional support of research, legal and representative help.

Solidarity and Equality

I expect all members, irrespective of race, colour, religion, or sexual orientation, to have equal opportunity and be treated equally. Together we are strong. We all face the same difficulties and together we gain from unity and solidarity.

Politics

Dealing with politics is unavoidable when representing members' interests. I believe we are better off with a Labour Government, but we need one that delivers for working people.

Please feel free to look up further information or contact me via my web site at:

www.les4gs.org

Les Bayliss



Gail Cartmail

Unite General Secretary Election

I am standing as a candidate in the election for general secretary of Unite supported by branches/chapels and workplaces which have had the courage to back the **only truly independent candidate in this contest**.

As general secretary I will:

- Fight for members' jobs
- Create an alliance to fight spending cuts
- Campaign for a genuinely progressive Labour government
- Provide a different style of leadership, which puts equality at its heart

My campaign Together To Win is based on the belief that Unite members want a general secretary who will concentrate on fighting for their jobs and improving their terms and conditions.

So leading a campaign to defend our members' jobs in both the private and public sectors would be my number one industrial priority. Official statistics warn of 1.3 million jobs being lost as a direct result of this government's planned spending cuts. All our workplaces are at risk.

It's a shocking fact, but sacking UK workers is cheaper compared to many other EU states. We need to change this and demand a level playing field. That means winning the political case, not an easy task but one to which I am passionately committed.

But saving jobs isn't enough. Unite must be in the leadership of the campaign to win over support for a different way of running the economy.

In manufacturing that means supporting industrial policies that deliver sustainable employment and fair wages and conditions. In finance, it means an end to the bonus culture and obscene rewards for some at the expense of members' jobs.

As general secretary I would put the resources of Unite behind an alliance to fight spending cuts and tackle the deficit by investing in growth and imposing tighter controls on financial institutions.

An alliance that brings the public with us so that they join us in taking action against cuts to community-based care, youth services, the NHS and a plethora of local government services that are currently under threat.

Despite the enormous task of fighting spending cuts, I would at the same time ensure that the union continues the normal business of pursuing negotiations with employers in the public and private sectors at all levels, including government.

As a trade union official who started out as a shop steward, I know the importance of workplace organisation and will do all in my power to ensure stewards and reps get the support they deserve.

Under my leadership, Unite will promote the 'union advantage' that proves organised workers are better paid and trained, safer and less vulnerable.

In the longer term I will campaign for the return of a genuinely progressive Labour government that restores faith in politics.

A government that serves the majority, a government that promotes a living wage and one that delivers trade union freedom.

A government that delivers accountable and publicly funded public services, investment in our manufacturing and transport sectors and protection for workers at least equivalent to competing EU states.

Equality should be at the heart of our union, and as general secretary I would stand on a solid foundation of speaking out for equality.

This is not always easy but as the only progressive and independent candidate, I can provide a different style of leadership for a complete change of approach. I would take decisions in the interests of all members not just a few and I would act in accordance with our values, not just talk about them.

Whatever your politics, I will ensure our union represents your best interests at work and in society so that Unite is a union you can be proud of.



Jerry Hicks

Unite General Secretary Election

This is the most important election for generations

1.5 million members will decide who is the first General Secretary of Unite, the biggest and potentially the most powerful union in the UK and Ireland.

It will prove to be a defining moment for everyone. It comes at a time when we face savage cuts to services, jobs, pay and pensions, as the Con-Dem government and employers attempt to make us pay for their crisis.

Unite's leadership failed to hold Labour in government to account, squandering £10s millions and wasting 13 years. Seeing us dragged into the High Court on balloting technicalities, witnessing our members being suspended and sacked by BA are the consequences of the failure to repeal anti-union laws. Though union policy, it was never a priority. That failure has left us vulnerable and angry as we now face the Con-Dem onslaught.

The other candidates, all appointed Assistant General Secretaries in a 'job for life' must share collective responsibility for the mismanagement of Unite. They've become 'part of the problem', not the solution.

Crucial questions:

- ❖ Are we best placed to resist cuts to jobs, pay and conditions?
- ❖ Do we feel that we control our Union?
- ❖ Do the members decide which officials represent them?
- ❖ Have the mergers made us feel stronger?

I believe the answers are NO

We should be stronger, feel safer, and we can, with fundamental change:

Transforming a top down union, run like a business, to a bottom up one where members decide, the union provides. Bridging the massive divide between the leadership and the members by returning the union to where it belongs – with the members.

- ◆ Election of all union officials.
- ◆ Giving workplaces, branches, combines, sectors and regions, independence and authority over decision making and organisation.
- ◆ Becoming a fighting union, not just campaigning, for public ownership and against privatisation, for pensions, services.
- ◆ Scrap Trident saving £75 billion. Spend £25 billion on schools, hospitals, houses, providing 100,000 jobs, the first 3,200 to blacklisted workers. £25 billion on green energies creating a million jobs, £25 billion on pensions. Bring the troops home from Afghanistan saving lives and £billions.
- ◆ Exceptional times will require extraordinary responses and confronting anti-union laws, whether UK or EU, and backing unofficial action when necessary.
- ◆ Making the Equality and Diversity structures a model for genuine involvement.
- ◆ Ensuring retired members, a prized asset, have equal rights in the union.

The need for a more powerful union enabling us to protect our livelihoods is absolute, and judgement is crucial,

- ❖ The union shouldn't have thrown £10s millions at Labour in return for so little.
- ❖ We should have supported the occupation at Vestas on the Isle of Wight.
- ❖ Len McCluskey, Gail Cartmail and Les Bayliss support appointing officials, denying members the choice. I don't.
- ❖ They would take six figure salaries and benefits. I would take an average wage.
- ❖ I wouldn't carry on giving £millions to Labour, we should only support Labour MPs and councillors who support our policies.

During 30 years at Rolls Royce I was elected to senior rep and elected to National Executive Council with the highest vote in my sector. In 2003 when offered a job in the union I declined, on principle. I support elections not appointments. In 2005 I was unlawfully sacked by Rolls Royce for trade union activities.

More of the same won't do. We need a General Secretary that's not part of the establishment. I am the only candidate that's not a union official. Last year I confounded critics coming second in the election for Joint General Secretary, let's go one better. **Please vote to make a difference.**

Visit www.jerryhicks4gs.com email: jerryhicks4gs2010@yahoo.co.uk



Len McCluskey

Unite General Secretary Election

In a couple of weeks from now, you will be asked to vote for the first General Secretary of Unite.

You will need to feel confident that the person you choose has the ability, experience and commitment to work for YOU.

I know that hundreds of thousands of our members are worried about job security, pay and pensions, and in recent months I have met with thousands of your shop stewards and representatives to listen to those concerns while sharing our vision for the future.

I know you want

- ✓ A union that delivers for you
- ✓ A union that is there for you when you need it
- ✓ A union that is not afraid to stand up against bad employers and speak up against injustice
- ✓ A union that defends jobs, improves pay and protects pensions
- ✓ A union where you matter and your voice is heard

We need a united union more than ever. We are all proud of our heritage; TGWU, AEEU, Unifi, GPMU and MSF, but it is now time for us to go forward as UNITE.

I will embrace all of the talents that we have to ensure we succeed.

I have been humbled by the breadth of support that I have received from every industrial sector and region across the union. Support from over 830 Branches and Workplaces, representing over 400,000 members, only comes when people have reason to know and trust you. I am proud to have earned that trust. **I will not let you down.**

With a recession biting and employers attacking our union to weaken us, **THERE IS NO SUBSTITUTE FOR EXPERIENCE.** I have a proven track record for supporting and winning for members - 40 years as a shop steward, officer and now as Assistant General Secretary. I have led campaigns: saving workplaces and thousands of jobs while securing better pay and conditions for workers.

My experience covers the Public and Private sectors, Skilled and Semi-Skilled as well as Blue and White collar workers, and I intend to use this experience to deliver for the whole union.

Unite has the potential to be a great union but change is needed if we are to make you proud.

Too often support members get is simply not good enough.

Members when they contact the union are entitled to expect a rapid response, not be pushed from pillar to post. It's no excuse to say resources are limited whilst vast sums of money are spent on extravagances at the top of the union.

I will stop this and make sure all resources are channelled to help members.

I will re-launch Unite:

- ✓ Uniting our members and the public against devastating public spending cuts, imposed by the Con-Dem government and threatening jobs and services for millions
- ✓ Campaigning for economic policies that supports jobs in manufacturing, finance, transport and construction
- ✓ Creating a 24/7 "one stop shop for members"
- ✓ Committed to equality, combating racism, prejudice and advancing the role of women
- ✓ Using the skills and experience of retired members seeing them as a valuable resource
- ✓ Committed to organising. I will build on our achievements whilst learning from our mistakes
- ✓ We need value for money from in the political arena. No more blank cheques for New Labour

I am not bothered by the personal attacks from the right wing media or their 'dirty tricks'. It tells me I must be doing the right thing for workers.

I pledge to commit all of my energies to support you and my guiding principle will be:

MEMBERS FIRST – not Ministers or Managers.

Visit unite4len.com



The notice overleaf is for display on branch, chapel and workplace notice boards. A PDF copy of the notice can be downloaded from the Union's website.

www.unitetheunion.com

ATTENTION ALL UNITE MEMBERS

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GENERAL SECRETARY ELECTION

In accordance with the Rules of **Unite the Union** the Executive Council has called an election for the first General Secretary of the whole union.

Voting in the election

Anyone who was a member of **Unite the Union** on 9th August 2010 is eligible to vote. This includes retired members.

A fully postal ballot will be held during late October and November. Ballot papers must be returned to The Independent Scrutineer to arrive no later than Friday, 19th November 2010.

Electoral Reform Services have been appointed Independent Scrutineer in accordance with the Trade Union and Labour Relations (Consolidation) Act 1992 by the Unite Executive Council, see their contact details below.

Ballot Enquiry Service

Members who have not received a ballot paper by Monday 8th November 2010 should contact the ballot enquiry service on 0800 783 3856 (0818 333 155 from the Republic of Ireland).

The Independent Scrutineer can be contacted as follows:

Independent Scrutineer
Electoral Reform Services Limited
The Election Centre
33 Clarendon Road
London
N8 0NW

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