

AMICUS NEC

Marlborough Hotel, London

4TH/5TH FEBRUARY 2004

Present:

Derek Simpson, General Secretary
Arthur Adshead, Sharon Allen, Ian Allinson, Billy Ayre,
Derek Barlow, Ray Bazeley [4th February only], Mo Bonest,
Judy Box, Allan Cameron, Brian Cole, Steve Davison,
Dave Dutton, Alastair Fraser, Pauline Frazer, Gill George,
Eddie Grimes, Simon Hemmings, Jerry Hicks, Vi Huddart,
Graham Hunt, Dave Hutchinson, Bobby Irvine, David Jones,
John King, Jane Lewis, Alan Mercer, Stuart McGhie,
Mick McLoughlin, Mick Millichamp, Tam Mitchell, Janet Moir,
Dave Nestor, John Oliver, Brian Pemberton, Rod Pickford,
Brian Rice, Sue Sharp, Bill Spiers, Mickey Stewart, Dean Taylor,
Peter Taylor, Ian Templeman, Meurig Thomas, Dave Trafford,
Howard Turner, Malcolm Vass, Colin Walker, Gordon Whitman

In attendance:

Chris Tranter [Observer], Walter Wilson [Observer],
Lucy Anderson [Deputy General Security] – Designate],
Les Bayliss [Assistant General Secretary],
Danny Carrigan [Assistant General Secretary],
Doug Collins [Assistant General Secretary],
Paul Talbot [Assistant General Secretary], Richard O'Brien,
John Lloyd, Georgina Hirsch, Michael Cardell, John Gibbins,
Chris Matheson, Siobhan Endean

4th February

The General Secretary gave an overview of the current state of the union and reported on challenges and opportunities facing Amicus, including: the proposed mergers with Unifi and GPMU [whose members has just voted 3 to 1 join Amicus rather than the TGWU], the financial profile of Amicus, progress towards departmental integration, the GMB's application to an industrial tribunal over the transfer of departments to Hayes Court, harmonisation of staff and officials terms and conditions, consultative proposals to rectify deficits in the Union's internal pension funds, a voluntary redundancy package to eliminate duplication, the purchase of a Mandela statue, and the report of the Election Commissioner, Professor William Brown, which stated that all 48 results should stand, the administrative problems in the election which largely

arose from a lack of integration of membership data and current legal action taken by, and defended by, the Union.

The General Secretary stated that he would report back on these issues as appropriate and that induction sessions for National Executive Council members would be organised.

5th February

1/04 Apologies

Ray Bazeley [due to a family bereavement]

In addition, Roger Lyons had been invited to the meeting but was unable to attend due to being on TUC Presidential business in Colombia.

2/04 Election of Chair

It was AGREED that Steve Davison be Chair.

3/04 Obituaries

The NEC stood as a mark of respect for deceased former colleagues - Arthur Blakeborough, Hugh MacGrillen, Peter Meharg, Lord Hugh Jenkins of Putney and Lord Hugh Scanlon of Davyhulme, former AEU and AEEU President.

4/04 NEC Standing Orders

Amendments were moved to the tabled Standing Orders which resulted in the following votes:

Para 2 [Observers] was rejected by 24 votes to 18

Para 3 [Attendees] addition in section of the words "or the NEC" after 'General Secretary' on line 2 was LOST and a complete rewording was LOST by 23 votes to 22

Para 4 [Chair] insertion of the position of two vice chairs was carried unanimously

Para 6 [Order of Business] it was AGREED unanimously to add an item to the usual agenda to provide for a GPFC report

Para 6.2 – It was AGREED to delete this paragraph

New Para 6.2 – It was AGREED to add a new paragraph:

6.2 “Resolutions from Regional Councils, Branches and National Sector Committees for consideration by the NEC shall be taken under correspondence if received by the General Secretary at least 10 days before the NEC meetings.”.

Para. 10.4 It was AGREED that NEC meetings would commence at 9.30 am

With the above amendments the Standing Orders were AGREED.

5/04 Election of General Purposes and Finance Committee

It was AGREED that the GPFC should be the Chair (Steve Davison), Sharon Allen, Judy Box, Allan Cameron, Alastair Fraser, Vi Huddart, Jerry Hicks, Jane Lewis, Peter Taylor, Howard Turner, Gordon Whitman with one position vacant

6/04 Vice Chairs

It was AGREED that Allan Cameron and Alastair Fraser would be vice chairs and Standing Order 7.1 be amended to reflect their election.

7/04 Election of two Trustees

Four nominees received the following votes:

Alan Mercer	21 votes	
Stuart McGhie	19 votes	
Pauline Fraser	22 votes	elected
Dave Hutchinson	23 votes	elected

8/04 Consideration of representation on the Executive Council from Black and Ethnic Minorities

None of the NEC considered that they were from a black or ethnic minority background. It was, therefore, AGREED to invite the Chair and Vice Chair of the Black & Ethnic Minority National Equality Committee to attend the NEC as observers, once those positions have been elected.

9/04 Disputes and Repudiations

It was AGREED to repudiate unauthorised industrial action at:

22.01.04	Hoover – Candy Group, Merthyr Tydfil
23.01.04	Metzeler Automotives Systems, Bardon Hill, Coalville
30.01.04	Bombardier Transportation UK Ltd., Hornbury, Wakefield

Payment of dispute benefit to members at William Cook was AGREED.

10/04 Finance Report

The General Secretary presented the Finance Report and Voluntary Redundancy Programme which were AGREED with report backs on any short-term regional or sectoral difficulties.

11/04 Distribution of NEC Minutes

The General Secretary recommended and it was AGREED that approved NEC minutes be circulated to Regional Councils and Branches. A synopsis would be published on the website in advance of the approval of the minutes.

12/04 Branch Officers Honoraria

The General Secretary presented a report that was AGREED in principle with a further consideration by the GPFC of the arrangements and proposed payment of £500 honorarium.

The report stated:

- *The honorarium be set at a maximum of £500 per branch (£350 for branch secretary; £150 for branch treasurer or £500 if both posts are held by the same person). For branches with a membership under 500 at the commencement of the year, honoraria for that year should be paid pro-rata to that membership figure.*
- *The existing AEEU arrangement would lapse at 31 Dec 2003, but existing (former AEEU) lay officers would be paid double for the last quarter of 2003 (i.e. an additional quarter)*

13/04 Branch Funds

The General Secretary presented a report outlining that rule restricted branches to spending 3% of annual contributions. Therefore, any surplus over this sum held by branches should revert to the Union.

It was AGREED that the matter be referred to the GPFC for further consideration.

14/04 Contribution Rates for 2004

The tabled report was AGREED. The report stated:

Following the adoption of the new rulebook, harmonised contribution rates were set for Amicus for 2004. These rates reflected the categories of membership defined in the new rulebook for which separate rates could be set. In summary these rates were:

Category of membership	Contribution Rate
<i>Full time (age 21 or over - 20 hrs or more per week)</i>	<i>£2.12 per week / £9.20 per month</i>
<i>Part time (age 21 or over - less than 20 hrs per week)</i>	<i>£1.17 per week / £5.10 per month</i>
<i>Young (under 21)</i>	<i>£1.17 per week / £5.10 per month</i>
<i>Training</i>	<i>- First year £0.50 per week / £2.16 per month - For duration of training period £1.17 per week / £5.10 per month</i>
<i>Student</i>	<i>£10.00 per year</i>
<i>Retired</i>	<i>£10.00 per year</i>
<i>Honorary</i>	<i>Free</i>

Since the contribution rates were set by the Joint Executive Committee at the end of 2003, a number of difficulties have been identified. These relate to the following:

Retired Members

The NEC is asked to endorse the recommendation that the existing contribution arrangements applying to the former MSF and AEEU sections in respect of retired members continues for the present.

Members Earning Less than £195 per week

At the end of 2003, there were over 21,000 former MSF Section members on a reduced subscription by virtue of earning less than £195 per week. To increase this to the full rate of £9.20 per month would potentially result in a substantial loss of membership and a barrier to future recruitment. As a result of numerous representations from across the union the NEC is asked to endorse the recommendation that the previous contribution of £4.81 per month for those on less than £195 per week remains in force for the present.

3. Potential Recruits

There are some 3,000 former AEEU members in workplaces targeted for recruitment who are paying a reduced rate of £1.50 per week / £6.50 per month with a maximum duration of 3 years for any member, although in practice the period is often shorter to assist a recruitment and recognition campaign. It is recommended that the £1.50 rate be continued and that the NEC grant a general discretion to the GS to apply such a rate in limited similar circumstances in future, with the proviso that all such arrangements will be reported to the GP&FC.

Under the rules the NEC has the power to set reduced rates of contribution for an individual member or group of members for a maximum period of three years subject to their endorsement at the 2006 rules conference, failing which they automatically lapse in January 2007.

15/04 Transfer of Engagements by Unifi

It was AGREED that the GPFC consider the documentation.

16/04 Regional Councils

The General Secretary presented a paper on the size and composition of Regional Councils. After discussion this was AGREED but that the matter be kept under review.

The position of the Craft Sector was discussed.

The paper stated:

Regional Councils

Introduction

This paper looks at the decisions that need to be taken by the NEC and the planning that will be necessary in order that Regional Councils can begin to function, and also to enable the various Regional Sector Conferences, Regional Branch Conferences and Regional Women's Conferences to take place as soon as possible.

Rule 21 of the new Amicus rulebook states that the NEC "shall decide the size of each Regional Council", and what proportion of the members of the Regional Council should be workplace representatives Rule 21(3).

What needs to take place before the Regional Council can meet?

Delegates to the Regional Council are elected by

- *Regional Industrial Sector Conferences – Rule 12*
- *Regional Women's Conference – Rule 17*
- *Regional Equalities Forums – Rule 16*
- *Regional Branch Conference – Rule 20*

The Regional Retired Members Forum elects an observer – Rule 18.

This means that up to 28 different regional meetings in each region are required before the Regional Councils can begin meeting. It is therefore suggested that

Regional Councils could not feasibly begin meeting until May 2004 at the earliest, to allow for these 28 regional meetings to take place.

Composition of the Regional Council

An Amicus Regional Council should be a prestigious body and the most important committee in the region. It should be structured so that decisions can be made in the most effective and efficient way. The Regional Council should have a great deal of influence in the region. It should be a body that those members who are elected to it will attend and take part in its meetings.

It is proposed that each Regional Council consists of the following members:

- *3 members elected by the regional women's conference*
- *1 member elected by each of the regional equality forums (i.e. 4 members in total)*
- *1 member elected by each of the regional sector conferences (i.e. 21 members in total)*
- *4 members elected by the regional branch conference*
- *1 observer elected by the regional retired members forum*

This would give a Regional Council of 32 members and 1 observer. In addition the Regional Secretary and a number of FTOs from the region will be in attendance.

Election of members from the Regional Sector Conferences

To make the process clearly understood, it is proposed that the Regional Sector Conferences elect one delegate each to the Regional Council. Although there may be an argument that bigger sectors should have more delegates, this would lead to a different formula for each region and would involve grouping smaller sectors together.

If it is agreed that each Regional Sector Conference elects one delegate to the Regional Council, this will also avoid arguments about the number of members in a sector and how many delegates that sector might be entitled to.

Ireland

The Irish Executive Council takes the place of the Regional Council or Regional Management Committee. The members of the Irish Executive Council are elected by the Irish Conference.

It should be noted, therefore, that the Irish Conference needs to have taken place before the Irish Executive Council can start to meet, and so it is possible that this will not happen at the same time as the Regional Councils as two rounds of meetings must take place. It is unlikely therefore that it will be possible for this to happen at the same time as the 11 Regional Councils.

17/04 Groups and Associations

The General Secretary presented a paper. It was AGREED by 31 votes to 6 to request the General Secretary to institute a review of the byelaws of each group or association within the Union; prepare proposals on how those byelaws should be amended; consult with the group or association on these proposals and submit a report to the NEC on the proposals, the outcome of

the consultation and any suggestions for changes in the proposals in the light of that consultation.

The paper agreed by the NEC stated:

Rule 14 – Groups or Associations

Rule 14(2) provides that a group or association which prior to 1 January, 2004 had its own byelaws, regulations or rules – e.g. FPA, AMPS, CC '89, CMA, CPHVA – shall treat those byelaws, regulations or rules as its byelaws for the purposes of the new rules. The rule then goes on to give the NEC power to amend those byelaws to reflect the structures established under the new rules but only after consultation with the group or association concerned.

Accordingly, the General Secretary is requested to institute a review of the byelaws of each group or association within the Union; prepare proposals on how those byelaws should be amended; consult with the group or association on those proposals; and submit a report to the NEC on the proposals, the outcome of the consultation and any suggestions for changes in the proposals in the light of that consultation.

18/04 Delegation of NEC Powers

The General Secretary presented a report that dealt with the operation of the union between NEC meetings by way of delegated powers. Delegated powers could not be used in contravention of any NEC decision and decisions taken would be reported to the NEC who could, in turn, reverse the decision.

The report was referred to the GPFC for further consideration.

19/04 Correspondence

A tabled report was AGREED with the exception of Item 10 [from Nottingham Trent General], Item 11 [from War on Want], Item 12 [from Trade Union CND] (referred to the GPFC) and Item 14 [from Ted Knight] (referred to next NEC).

The tabled report stated:

Item No	From	Concerning	Requested Action	NEC decision
1.	John Quiqley RS Scotland	Stirling Branch	Merge Stirling & Falkirk Branch	Approve
2.	John Quiqley RS Scotland	Glasgow South Branch	Merge Glasgow South & Glasgow Central Branch	Approve
3.	Nev Jackson RS East Mids	William Cook Dispute	Payment of dispute benefit	Agree
4.	Kevin Coyne RS NW	TUC NW Respect Festival	Payment of support	Agree to make contribution
5.	Unite Against Fascism		Support statement of Aims & Affiliation	Agree to make contribution

6.	Liberation	Affiliation	Affiliate; circulate journal to branches	Agree to make contribution and circulate info to branches
7.	Roger Lyons	Letter from member regarding attacks on TUs in Iraq	None	Note
8.	P. Sweeting Secretary/Treasurer Watford 0966 Branch	Lay officer eligibility – Rule 6 (5)	Approval to maintain tenure of lay office	Approve, subject to assurance that no other qualified member is able to undertake role
9.	Croydon & District Branch	Motion	Disclose details of settlement with Roger Maskell	Refuse on the basis the package was dealt with by former AEEU Section NEC, and was agreed under confidentiality
10	Nottingham Trent Gen Branch	Motion: GATS	Support aims of WDM in halting GATS negotiations	Refer to GPFC
11	War on Want	Affiliation	Renew Affiliation	Refer to GPFC
12	Trade Union CND	Affiliation	Affiliate to TUCND	Refer to GPFC
13	Paul Birkett, Birmingham South Branch	Lay officer eligibility – Rule 6 (5)	Approval to maintain tenure of lay office: Ron Mills, Bob Dodd	Approve, subject to assurance that no other qualified member is able to undertake role
14	Ted Knight	Lay officer eligibility – Rule 6 (5)	Approval to take any lay office	Defer to next NEC
15	Sheffield Voluntary & General Branch	William Cook Dispute	Permission to make monthly £50 donation to strike fund	Refuse – contrary to Rule

16	Sheffield Voluntary & General Branch	Severance package for former employees	Disclose details of severance package for Bill Walsh and Margaret Wall	Refuse: This was dealt with by former MSF Section NEC, although it is being looked at.
17	London Insurance & Finance Branch	Branch expenditure – Rule 19(13)	Request clarification of rules preventing branches supporting dispute funds	Re-affirm Rules on the basis of legal position
18	Lord Attenborough	Mandela Statue	Donation requested to Mandela Statue fund	Agree to make donation
19	Nottingham Trent Gen Branch	Subscription rates	Review part time member subs rates	Note

20/04 Dates of future meetings

16th February GPFC
16th March NEC
11th May NEC

The General Secretary indicated that initially the NEC might need to meet more regularly than every two months.