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MINUTES AND RECORD
of the
EXECUTIVE COUNCIL
HELD AT COUNTY HALL, LONDON SE1
ON 20TH, 21ST & 22ND JANUARY 2010

PRESENT:

MEMBERS: Bros. I ALLINSON, R BAZELEY, S BEATTY, R BENJAMIN, D BOWYER, P BREWSTER, D BROCKETT, T CASHMAN, W COLEMAN, J COOPER, P COYNE, S DAVISON, Sis. A DAYKIN, Bro. D DELACY, Sis. R DOBLE, J ELLIOTT, Bros. J FITZPATRICK, A FRASER, Sis. G GEORGE, Bros. M GIBBONS, S HIBBERT, Sis. S HUTCHINSON, Bro. G JACKSON, Sis. S JOPSON, Bro. J KENDALL, Sis. J LEWIS, Bros. D LOVELIDGE, M LYON, Sis. L MALONE, Bros. D MATHIESON, M MAYER, I McDONALD, Sis. J McDOWALL, Bros. T McDOWELL, S McGHIE, Sis. J McLEOD, Bros. A MERCER, I MONCKTON, J MURPHY, M MURPHY, P OLIVER, Sis. B PLEASANTS, Bro. D RITCHIE, Sis. P ROBSON, Bro. P RUSSELL, Sis. M RYAN, S SHARP, Bros. N SHEEHAN, J SHERIDAN, M SHERRIFF, D SMEETON, B SPIERS, Sis. J STEWART, Bros. M STEWART, J STOREY, Sis. P STUART, Bros. M TAJ, PL TAYLOR, M THOMPSON, Sis. A TOLMIE, Bro. H TURNER, Sis. M VANNET, Bros. D WILLIAMS, F WOOD, M WOOD, T WOODHOUSE

EX OFFICIO: Bro. D SIMPSON (Joint General Secretary)
Bro. T WOODLEY (Joint General Secretary)
Bro. L BAYLISS (AGS Finance & Operations)
Sis. J BREMNER (Assistant General Secretary)
Bro. T BURKE (Assistant General Secretary)
Sis. G CARTMAIL (Assistant General Secretary)
Bro. D COLLINS
Bro. J DROMEY (Deputy General Secretary)
Sis. G HIRSCH (Director of Legal Services)
Sis. D HOLLAND (Assistant General Secretary)
Bro. J KELLY (Assistant General Secretary)

Bro. C MATHESON (PA to Joint General Secretaries)
 Bro. L McCLUSKEY (Assistant General Secretary)
 Bro. A MURRAY (Director of Policy & Communications)
 Bro. E SABISKY (Director of Finance & Operations)
 Bro. P TALBOT (Assistant General Secretary)

IN THE CHAIR: Bro. T WOODHOUSE

FIRST DAY, 20TH JANUARY 2010

**Minute
No.594**

1. APOLOGIES AND LEAVE OF ABSENCE

Formal permission was requested to be absent from the sessions referred to for the reasons stated:

Name	Sessions	Circumstances
Ian Allinson	Thursday & Friday	TU Business
Paula Burr	All sessions	TU Business
David Brady	All sessions	TU Business
Louise Cousins	All sessions	TU Business
Elizabeth Donnelly	All sessions	TU Business
Dave Dutton	All sessions	TU Business
Alastair Fraser	Friday	TU Business
Brian Holmes	All sessions	Holiday
Sharon Hutchinson	Wednesday	TU Business
Glenn Jackson	Friday	TU Business
Andy Johnston	All sessions	TU Business
Jane Lewis	Thursday	TU Business
Martin Mayer	Wednesday	TU Business
Jackie McLeod	Wednesday	TU Business
Jimmy Neill	All sessions	TU Business
Dave Nestor	All sessions	TU Business
Chris Perrett	All sessions	Illness
Mark Plumb	All sessions	TU Business
Sue Sharp	Friday	TU Business
Peter Simpson	All sessions	TU Business
David Smeeton	Friday	TU Business
John Storey	Friday	TU Business
Pat Stuart	Wednesday & Friday pm.	TU Business
Jayne Taylor	All sessions	Holiday
Monica Taylor	All sessions	TU Business
Peter Taylor	Thursday & Friday	TU Business
Marie Vannet	Wednesday & Thursday	TU Business

Having full appreciation of the circumstances, as reported, the Council

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

2. ANNOUNCEMENTS

**Minute
No.595**

2.1 Obituaries

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

<u>Name</u>	<u>Designation</u>	<u>Date</u>
Bro. G Reed	Retired Officer T&G Section	4.11.09
Bro. B Cox	Retired Officer T&G Section	27.12.09
Sis. R Birbeck	Retired Officer T&G Section	11.11.09

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.596**

3.1 Receipt of Minutes

The Minutes of the Meeting of the Executive Council held on 16th, 17th & 18th November 2009 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.597**

3.1.1.1 Min.532 Joint General Secretaries Report

A member of the Council referred to the Memorandum of Understanding that had been signed by the CSEU and asked if Hugh Scullion, General Secretary, had been invited to attend the Council meeting. The Council were advised that Hugh Scullion had been invited but was seeking guidance from his own Executive. The member of the Council demanded that the General Secretary attend the meeting and, in response, Joint General Secretary, Tony Woodley advised that it is inappropriate to summon a General Secretary of another organisation to attend the EC meeting. The matter, if necessary, should be raised through the constitutional committees and brought back to the Council. The Chairman of the Council said that industrial issues should be raised through the appropriate Industrial Sector.

At the close of consideration, the Council

RESOLVED: "That the report be accepted."

4. FINANCE & GENERAL PURPOSES COMMITTEE

**Minute
No.598**

4.1 Receipt of Minutes

The Minutes of the Meeting of the Finance & General Purposes Committee held on 16th December 2009 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.599****4.1.1.1 Min.574 Strategy for Growth**

A member of the Council referred to the dedicated Construction Officers and pointed out that with Officers retiring, there are only a few Officers who understand the industry and this is creating a void. Joint General Secretary, Tony Woodley reported that, whilst the principle of dedicated Officers is supported, further issues have arisen that require further discussion.

At the close of consideration, the Council

RESOLVED: "That the report be accepted."

**Minute
No.600****4.1.1.2 Min.586 Hands Off Venezuela Campaign**

A member of the Council referred to the previous decision to note the correspondence from Hands Off Venezuela Campaign and asked that it be taken back to the Finance & General Purposes Committee for further consideration.

At the close of consideration, the Council

RESOLVED: "That the report be accepted."

5. REPORTS OF THE JOINT GENERAL SECRETARIES

The Joint General Secretaries circulated a written report detailing major activities in the Union in the previous two months. In considering this report, the Council determined the following.

**Minute
No.601****5.1 Strategy for Growth – 100% Campaign**

Joint General Secretary, Tony Woodley reported that at the end of January, the RCOs who have been appointed, together with the Regional Secretaries will be attending a training session to reinvigorate the 100% Campaign.

At the close of consideration, the Council

RESOLVED: "That the report be accepted."

**Minute
No.602****5.2 Strategy for Growth – Organising**

Joint General Secretary, Tony Woodley reported that it is necessary to finalise with Sectors and Regions as well as the National Organising Department acceptable targets, some of which will be a continuation of last year. Priorities will be in certain Sectors, within Regions, linked in to 100% campaigns and to use Officers and Organisers working together to achieve growth and stop the decline. This cannot be done in any organisation unless it is targeted, managed and monitored.

Deputy General Secretary, Jack Dromey updated the Council on the outcome of the situation at 2 Sisters. The 59 workers who had been sacked for nine weeks following unconstitutional action triggered by an incident of racial abuse were reinstated as a consequence of the pressure brought to bear by the Union.

Good progress is being made in the Finance Sector with 2,000 new members and 60 new reps. A presentation will be made to the March meeting of the Executive Council on the progress being made.

With reference to 2010 targets, more emphasis is being put not just on strategic sectors but Regional organising campaigns and assisted 100% campaigns. A presentation on proposed targets will be made to the March meeting of the Council.

A member of the Council requested information at the next Council meeting of how many new members are still members. In response, Joint General Secretary, Tony Woodley reported that there is a need to manage and monitor new members and where there is organisation and strength and trying to fight back, figures identify that members are more likely to stay rather than if they are left alone.

At the close of consideration, the Council

RESOLVED: "That the report be accepted."

**Minute
No.603**

5.3 Report of Political Director

A separate written report on Political activities had been circulated to the Council and amplified verbally by the Political Director.

Joint General Secretary, Derek Simpson reported that we are going into a crucial period leading up to the General Election. Core Labour votes need to be encouraged with an appeal to the middle ground and a mix of these is needed to get a returned Labour Government.

Many of our members do not link their job, wages and conditions to who is in power in government and we need to show them there is a direct link to employment itself.

Charlie Whelan reported that the figures show unemployment has actually gone down which is largely due to the Joint General Secretaries arguing with Government to bring in schemes that do the exact opposite of what the Tories want to do. There is a real dividing line between what Labour has been doing and intends to do and what the Tories see as their main policy which is tax cuts for the richest people in society.

Labour won the by-election in Glasgow North East in November and the part played by Unite cannot be underestimated. For the first time, the virtual phone bank on the Unite website was used which enabled members to ring other members within the constituency. The members were pleased to hear from their union. Phone banking is clearly a tool to be used in the future.

With reference to Parliamentary selections, a new procedure has been put in place by the Labour Party NEC that will be used for Parliamentary selections timetabled from 1st January 2010. Shortlisting for constituencies coming up now will be put to Regions and Regional Political Selections Sub-Committees for them to decide who to support. There will be more selections coming up and it is important that the Union reacts quickly and the Region takes a decision to support one of the candidates.

Joint General Secretary, Tony Woodley reported that, under the auspices of TULO, both Joint General Secretaries will be attending a meeting of a small group of General Secretaries to help draw up Labour's manifesto. A document outlining trade union priorities has already been presented and further discussions will take place.

There is still work to do, especially surrounding the agreement on Temporary and Agency Workers where changes have been made but not to the

implementation date which still remains the end of 2011 although the legislation will come into force this week. There are also outstanding issues regarding pleural plaques to be addressed.

Joint General Secretary, Derek Simpson referred to the ECJ decisions on Lavelle, Ruffert and Viking and the concerns that have been raised on a wider problem relating to Mode 4. This is now being written into every agreement that the European Union is making on trade conditions around the world and work needs to be done on this as it is worse than the Lavelle, Ruffert & Viking decisions.

Members of the Council referred to the BNP and the variety of ways for members and activists to involve themselves in anti fascist campaigning.

A brief discussion took place on Warwick II in relation to the privatisation of the NHS.

At the close of consideration, the Council

RESOLVED: "That the Political Report be accepted."

**Minute
No.604**

5.4 International Report

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

There is growing momentum between the European Metal Workers Federation and Chemical, Energy & Mineworkers towards a single organisation. At the Executive meeting of the Metal Workers in December, there were comprehensive discussions and within 18 months to two years, the single organisation could come into being and be a major organisation at international level.

A small delegation attended the EMF Collective Bargaining Conference in Madrid where one of the main areas of discussion was precarious employment and getting unions to combat the growing trends towards precarious employment.

The meeting of the UNI World Executive took place in November and is heading towards the Congress in Nagasaki at the end of the year. The key points were global companies and organising and special attention was given to a new organisation department focused on linking campaigns within global companies.

Within the Graphical Sector, there is restructuring and major job losses going on. A meeting has taken place with 12-13 major companies within the sector, all of which are multi-national companies. Dialogue took place to find ways and means of dealing with the crisis affecting the sector.

Two members of the Executive Council represented the Union on the Justice for Colombia delegation in November where they took part in an extremely emotional and inspirational week of activities in Colombia.

The delegation were guests at the opening of the FENSUAGRO Congress, with whom Unite had signed a partnership agreement in April 2009. The Congress sent thanks to Unite for their support.

During the delegation, one of the key issues was the EU/Colombia Free Trade Agreement and how fundamental this is to Aribes' re-election campaign. Before Christmas, Unite had funded a Colombian delegation to

Brussels where a series of meetings with MPs of all groups had taken place. The new Commissioner for Trade has indicated that there has been a shift. The previous Commissioner had said the agreement would be completed by May but the new Commission will not countenance the agreement until there has been further discussion.

A significant conference on Palestine had taken place before Christmas which focused on the implementation of the motion passed at the TUC. There is a forthcoming delegation to Palestine and the PSC have requested that senior Officers and members of the Executive Council take part.

A situation has developed arising from the Airbus EWC in November. The French trade union Force Ouvriere were requested not to nominate the existing chair to continue in that position as there had been a loss of confidence in his ability. A Unite member was put up for election and duly won but the reaction of the former chair has been to commence legal action against the EWC on the grounds of discrimination. The Court has accepted the case and the liabilities are up to €1 million if he is successful in that process. IG Metall have written to FO to clarify their position and the response is currently being translated.

The Council were informed that the TUC Executive has taken the decision to hold a fund-raising event for the victims of the recent earthquake in Haiti. It will be an evening event and all proceeds will go to help world organisations in support of the victims.

Joint General Secretary, Tony Woodley updated the Council on the Miami 5 and reported on his very emotional visit to meet Gerardo Hernandez who is currently serving a double life sentence in a Californian state penitentiary. During December, the sentences of Ramon Labanino and Fernando Gonzalez were reduced to 30 years and 17 years 9 months respectively. The efforts are continuing with assistance from colleagues in the USW and SEIU in America.

Following a request from the Transport Sector, discussions have taken place regarding the ITF Congress due to take place in Mexico later this year. The Joint General Secretaries are recommending that 4 Executive Council members, one of whom should be a woman, 2 National Officers, one of whom should be Graham Stevenson as Vice President of the ITF and possibly a Joint General Secretary should attend.

Joint General Secretary, Derek Simpson recommended to the Council that the Union send a donation of £50,000 to the Haiti earthquake fund.

At the close of consideration, the Council

RESOLVED: "That the International Report be endorsed."

**Minute
No.605**

5.5 Workers Uniting

Richard O'Brien verbally supplemented the written report on the recent work undertaken by Workers Uniting.

With reference to the Vale Inco dispute, the striking miners who attended the Sector Conferences in Brighton were overwhelmed by the reception and welcome they received from the delegates. A letter had been sent to branches and workplace groups asking for donations to support the strikers, especially in the run up to Christmas and, so far, Unite has donated £75,000. A cheque for \$100,000 was presented to the strikers and their families by Leo Gerard and Unite received a standing ovation for their support. The strike

has now passed the 6 month anniversary with no sign of compromise on the side of the company.

The main focus of recent work is expanding contacts between workplace reps in the companies where Unite and the USW share membership. A good start has been made in Pilkington, Crown and the National Grid.

The campaign regarding Health Care is on-going and the press release about the joint campaign with the USW has been re-issued and has received some attention.

With reference to education, the date for the first part of the Workers Uniting leadership course has been agreed for early July 2010 and this will be advertised in the Reporter and on the website.

The DVD has now been produced for the Bangladesh shipbreakers campaign and is available on the website and will be distributed through the Regions. With the USW, a political lobbying campaign has been launched and with the ILO, putting pressure on the international community. An event is being arranged for our reps to contribute in order that we can get to a position to employ activists on the ground.

In December, three Unite representatives attended the USW Civil Rights Conference in Pittsburgh. A reciprocal delegation will attend the Equalities Conferences in Eastbourne in February.

With reference to the BNP, Nick Griffin has been invited to speak at a White Supremacist conference in Washington. The hotel where the conference is due to take place has connections with the USW who will be putting pressure on the hotel to cancel the conference.

At the close of consideration, the Council

RESOLVED: "That the report be accepted."

**Minute
No.606**

5.6 Industrial Reports

The Council received a summary of key developments across the following Industrial Sectors:

Vehicle Building & Automotive
 Motor Components
 IT & Communications
 Aerospace & Shipbuilding
 Chemicals, Pharmaceuticals, Process & Textiles
 Food, Drink & Tobacco
 GPM
 Rural & Agricultural
 Passenger Transport
 Road Transport Commercial, Logistics & Retail Distribution
 CAT
 Docks, Rail, Ferries & Waterways
 Public Services
 Local Authorities
 Community, Youth & Not for Profit
 Construction

At the close of consideration, the Council

RESOLVED: "To accept the reports."

Minute
No.607

**8. CORRESPONDENCE INCLUDING RESOLUTIONS FROM
REGIONAL & NATIONAL COMMITTEES**

A document was circulated detailing all the resolutions received. Each item was individually considered by the Council and the responses verbally amplified.

Fujitsu Dispute – The resolution was submitted by the IT & Communications NISC and called on the Union to support the campaign. In response, total support for the members with the Union exploring leverage on public sector contracts. The resolution was supported.

Ericsson Ansty Closure – The resolution was submitted by the IT & Communications NISC and called on the Union to support the campaign to save highly skilled jobs. In response, the Union will take the necessary steps including raising it with BIS and support resisting transfer of work. The Union cannot commit to going to the European Court of Justice but will seek legal advice on mounting a legal challenge. The resolution was noted.

Retain & Retrain Employees – The resolution was submitted by the IT & Communications NISC. In response, this is a long-standing policy of both former sections of the Union and the resolution was noted.

Pensions – The resolution was submitted by the IT & Communications NISC and called on the Union to step up campaigning on pensions. In response, proposals will be brought back to the March meeting of the Executive Council. The resolution was supported.

TUPE – The resolution was submitted by the IT & Communications NISC and called on the Union to strengthen work around TUPE transfers. In response, the Union will look to see how to build up protection on transfer and seek to further strengthen that in negotiation. The resolution was supported.

At the close of consideration, the Council

RESOLVED: “To accept the reports in line with the preamble to this Minute.”

SECOND DAY, 21ST JANUARY 2010

IN THE CHAIR: Bro. T WOODHOUSE

5. REPORT OF THE JOINT GENERAL SECRETARIES cont'd/....

Minute
No.608

5.7 Education Report

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

The senior management team meet weekly in harness with AGS Les Bayliss. A tranche of very positive meetings with the TUC have taken place and the

department continues to develop bespoke courses across the whole Union including Not for Profit Sector, MOD and Finance Sector.

New developments include a course that has been written for 'Campaigning' and a new course to replace Employment Law will be called 'Bargaining and the Law' and will be piloted in early March. On full-time officials education, work continues as does the personnel development programme.

The education programme works on various levels from initial membership, youth activity in Central London to supporting experienced reps at Ruskin and elsewhere. The political education seminar at Durham is being replicated to coincide with the Durham Miners' Gala and are forging ahead in the regions with the political education seminars. First class foundations have been laid for the future of education in Unite.

A member of the Council referred to a situation in the North West Region regarding tutors and requested a detailed update. In response, the Director of Education advised the Council that the matter was currently sub-judice and, once the legal constraints have been lifted, a full report will be given to the Executive Council. He further stressed that there had been no adverse impact on the delivery of the education service in the North West or elsewhere.

A member of the Council referred to the statistical information in relation to courses and the ratios of tutors and students. In response, the Council were advised that ratios differ considerably and great lengths are taken not to cancel courses. A more detailed statistical report will be given to the Council with figures from last year which will enable a comparison to be made.

A member of the Council referred to the REDO vacancies which had been endorsed by the Executive Council. In response, the Council were advised that discussions are taking place with HR with the assumption that the REDOs should be appointed before the next meeting of the Council.

A member of the Council referred to Lifelong Learning and the status of project workers especially in relation to the VR programme. In response, the Council were advised that this was under discussion at the Education Sub-Committee as there were a number of complex issues that needed some sensitivity in being dealt with.

A member of the Council referred to the number of tutors in training and the amount that carry on to be lay tutors. A discussion ensued and the Council were advised that all statistics relating to tutors and tutors in training would be brought back to the Council together with a tutor pack for their information.

At the close of consideration, the Council

RESOLVED: "That the Education Report be accepted."

**Minute
No.609**

5.8 Branch Mergers and Changes

The Council were advised of the following Branch mergers and changes within the Amicus Section:

South West Region

Close Cornwall CPHVA (6014M) and transfer members into South West Health Service Branch (0360M).

Close Salisbury Branch (6145M) and transfer members into south West Health Service Branch (0360M).

North East Yorkshire & The Humber

Close Scarborough Branch (0207M) and transfer members into Scarborough 1 Branch (0810).

At the close of consideration, the Council

RESOLVED: "That the report be accepted."

Minute No.610

5.9 Establishment of Constitutional Committees

A detailed report on the makeup of Regional Industrial Sector Committees, Area Activist Committees and Regional Equalities Committees had been circulated to the Council.

Deputy General Secretary, Jack Dromey reported that the purpose of the monitoring exercise had been to see the outcome at the end of 2009 with a view to seeing what work needed to be done to complete the exercise. The scale of this undertaking had been remarkable and the monitoring exercise shows gaps that still need to be filled. In December, 90% of committees had been established but there were about 20 Regional Industrial Sector Conferences that had not taken place because of low level or no attendance at the conferences and Regional Secretaries had been asked to reconvene those conferences. There is only one outstanding.

The Executive Council had agreed at its November meeting a mechanism for by-elections and that any gaps should be filled using the by-election process. The importance of continuing that exercise to fill the gaps will be impressed upon the Regional Secretaries.

One National Committee has yet to meet, APMS and it was agreed in November that we should try and fill the gaps in APMS in order that the National Committee could be constituted. That exercise has been undertaken but has been unsuccessful. The authority of the Council was sought to look at the next stages as to how to proceed in APMS and a report will be brought back to the Council.

At the close of consideration, the Council

RESOLVED: "That the report be accepted."

Minute No.611

5.10 Equalities

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

Equalities and family policies are becoming a big electoral dividing line. The Equality Bill has been through the House of Commons and is now in the House of Lords in the Committee stage. It is still on track to be introduced before the end of this Parliament. The inclusion of a 'socio-economic duty' to promote equality on the basis of class, of 'dual discrimination' being recognised and positive action, are areas of the Bill that the Conservatives want to oppose.

With reference to family friendly policies, the Conservative's proposal to introduce tax breaks for married couples has introduced a strong dividing line

on family policy. There is a clear Labour message that the priority must be children and that a woman whose marriage has ended because of domestic violence for example, should not receive less, neither should the children effectively be stigmatised.

The Regional Equalities Committees have now held their first meetings and the second full National Committee has taken place. The Equalities Conferences are scheduled to take place from 26-28 February 2010 in Eastbourne.

The Regional Women's Organisers are now in post in nine out of the ten Regions. Structures and monitoring is important and the RWOs are looking at where there are gaps and encouraging those to be filled.

The Organising and Bargaining agenda will include all of the priorities set from the Equalities Conference and National Committee last year. Support has been given to the Finance Sector campaign regarding the issue of unpaid overtime and what it means for equalities. There are particular disadvantages faced by those with caring responsibilities or disabilities.

On campaigns that have been set, the campaign around trafficking is being advanced and it is planned to hold a fringe meeting at the Women's TUC and a Unite event on International Women's Day. The closing of the Metropolitan Police Anti-Trafficking Unit will have an impact and trafficking is part of the Government's anti-violence campaign that was launched last year. The campaign continues with migrant domestic workers.

With reference to disabilities, two issues have arisen. Discussing with taxi membership to ensure accessible taxis requirements in the DDA are included in the Equality Bill without undermining existing discussions taking place. A parliamentary lobby is being planned to advance concerns of bus manufacturers at potential undermining of legal requirements by operators seeking to push back the deadlines. The aim is to advance both industrial priorities and disability in both cases.

There is a campaign for LGBT equality and pressure from religious organisations who are saying it is fair to discriminate against gay and lesbian workers. There is a petition on the Downing Street website. We cannot allow discriminatory practices based on sexual orientation to be acceptable due to the holding of particular religious beliefs.

Scope is intending to rerun its campaign to check access to polling stations and Unite have been asked to support the campaign.

At the close of consideration, the Council

RESOLVED: "That the report be accepted."

**Minute
No.612**

**5.11 Union Modernisation Fund Union Equality Representatives
Project**

A detailed report was given to the Council on the Union Modernisation Fund Union Equality Representatives Project by Siobhan Endean, National Officer.

The project has been running for two years and will close at the end of February 2010. It is important that the Equality Reps were equipped with support to deliver effective representation for a diverse workforce.

Equality Reps are a key part with 400 Equality Reps across different sectors within the Union and this has led to more members coming to unions as they

recognise we can assist them at work with the issues they face. The project was not just about new Equality Reps but that the Union was equipped with a framework of support. Equality cannot be delivered in isolation. There is a need to work together to deliver equality in the workplace. The Education Department developed a 5-day Equality Rep Training Course which enabled people to participate and accreditation has been awarded through the open college network. The course has been accredited at level 2, which provides consistency with all other Unite courses.

There will be 100 reps attending the Public Sector Equality Reps courses across the country and more specialised education courses are needed. All reps need to be dealing with equality issues and all reps should be able to specialise in equality issues and the complexities that come with that agenda.

The final project landmark takes place on 9th February and will be pressing the case for statutory rights for Equality Reps in the Equality Bill.

At the close of consideration, the Council

RESOLVED: "That the report be accepted."

**Minute
No.613**

5.12 Draft Standing Orders – National Equalities Conferences

A document had been circulated to the Council and was verbally supplemented by AGS Diana Holland.

The Standing Orders Committee will be comprised of EC members, 3 per former section.

At the close of consideration, the Council

RESOLVED: "That the report be accepted and the following nominations be made for the Standing Orders Committee:

Amicus Section: Elizabeth Donnelly, Jane Lewis, Robert Benjamin

T&G Section: Allyson Daykin, Jennifer Elliott, John Fitzpatrick."

The Chair announced to the Council that a memorial event for Graham Goddard would be held on Monday 1st February 2010 at Congress House commencing at 1.00 p.m. Joint General Secretary, Derek Simpson advised that it was a celebration of the contribution Graham had made and everyone was most welcome to be there.

7. LEGAL

**Minute
No.614**

7.1 Legal Report

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

With reference to the case of Ladele v London Borough of Islington, where a registrar of births, marriages and deaths had refused to carry out civil partnerships on the grounds that they were contrary to her Christian beliefs, the Court of Appeal has taken the view that saying you are prejudiced against lesbian and gay people because of your religion is not a good enough reason

not to do your job. The EAT has followed the decision in a similar case of *McFarlane v Relate*.

The Court of Appeal has held that harassment under the Protection from Harassment Act 1997 needs to be sufficiently serious as to constitute criminal liability. It went on to suggest that the employment tribunal would be a more fitting place to obtain an appropriate remedy for most cases of this nature. The case made it clear that it would have to be severely clear harassment to go to court.

With regard to *BA v Unite*, as this had already been discussed at length, the Legal Director gave a brief report on the court hearing in December and the difficulties that had been encountered. As a consequence of the Court's decision, there is now another element in the industrial action ballot process where reasonable efforts have to be made to find out if people will not be employed by the company when the ballot is called.

Over Christmas, the Union received challenges in two bus company cases. The key outcome is to be clear that if a ballot covers both strike action, and action short of a strike, both types of action should be called within the 28 days, (or longer period if explicitly agreed with the employer). We should assume that the 28 day limit counts for each aspect of the ballot as if it was a ballot in itself. This was established by a T&G case some years ago.

Following the Metrobus decision, the Union were concerned that employers would go back to ballots with the same problems during the last six years. A challenge has been received from First Capital East concerning a ballot in 2008 which will have to be settled. Lessons can be learned from this and the Union can go on to have successful strike ballots in the future.

A company called Castle Associates charge for providing representation in the workplace but, to save themselves money, have been recruiting trade union reps who can use their trade union credentials to gain access to companies even if the people are not trade union members. This is undermining the Union as well as bringing the law into disrepute and liable to challenge. It is recommended that the Executive make a decision that any Unite official or lay rep who uses their trade union credentials for non-union work is bringing injury to the union and thus in breach of the member discipline rule. Similarly, training through the Union as a health & safety rep and receiving union information and resources and then setting up private consultancy to advise companies on health & safety and HR issues.

With reference to Unite solicitors panels, representatives must follow the union allocations. The panels of solicitors are chosen and monitored and currently, the Union receives an income from referral fees and insurance premiums and the firms undertake work for free on employment issues. The free work is undertaken because of the profit on personal injury work. It should not be encouraged that union reps refer their members to firms of solicitors who do not give money back to the Union. It is proposed that the Council formally confirm that reps should pass cases on according to the Union's proper procedures and firms allocated by Branches and Regions.

The Sir Rupert Jackson report was issued last Friday and believe the recommendations are not quite as bad as feared. However, our income and the profitability of PI work will both be severely hit. Fewer personal injury cases are being picked up and, politically, it will be necessary to narrow definition of referral fees so that it only looks at cash.

There is a possible delay on pleural plaques with the Government. There will be an Employers Liability Insurance Bureau whereby if the employer was not

covered, there would be a government fund that other insurers pay into. This would be a good thing for members and is important as insurance companies have been arguing trigger reduction that they should not have to pay out on claims if the employer is not insured. This has been successful in the High Court and Court of Appeal but is going to the Supreme Court. If it is lost, it would be devastating for around 20% of our members who have mesothelioma. An Employers Liability Insurance Bureau would be a valuable thing, not just for pleural plaques, but especially with asbestos related cases.

After adopting the name "Unite", the Union have had challenges saying it is breach of their trade mark. A detailed report was circulated to the Council for their information.

With reference to the Unite Trustee Company, the Council's endorsement was sought for two resolutions on the appointment of trustees.

Appointment of Trustees

"The Executive Council, in accordance with Section 13 of the Trade Union and Labour Relations (Consolidation) Act 1992 and in accordance with Rule 20.4.2 of the Union's rules, resolves:

1. To appoint Unite the Union Trustee Company Limited (company number 6477198) and Unite the Union Second Trustee Company Limited (company number 969191) ("the Trustee Companies") as the trustees of the Union to hold all property of the Union; and
2. That all former trustees of property vested in trust for the Union are hereby discharged.
3. That the General Secretary (or, while there are Joint General Secretaries, then both of them acting jointly) be delegated to pass resolutions on behalf of the Executive Council appointing the Trustee Companies as trustees of the Union's leasehold property where the leases contain a prohibition on assignment without the landlord's consent."

Trustee Company Arrangements

"The Executive Council, having appointed as trustees of the Union's property Unite the Union Trustee Company Limited (company number 6477198) ("Trustee Company 1") and Unite the Union Second Trustee Company Limited (company number 969191) ("Trustee Company 2") (together "the Trustee Companies") resolve that:

1. The members and directors of Trustee Company 2 shall be the same individuals as the members and directors of Trustee Company 1 and every appointment/removal under the Rules of a director/member of Trustee Company 1 shall also be an appointment/removal of that person as a director/member of Trustee Company 2.
2. The company secretary of Trustee Company 1 from time to time shall be the company secretary of Trustee Company 2.
3. Under the Union's Rules, the General Secretary is responsible for administering the affairs of the Union in accordance with the directions of the Executive Council and he may delegate to any employee of the Union such of his powers as he may consider appropriate.

4. The Trustee Companies are hereby instructed to carry out and implement all instructions given to them by the General Secretary (which, while there are Joint General Secretaries, means either of them for the purpose of this instruction) or any person authorised by him in writing to give instructions to the Trustee Companies.”

Joint General Secretary, Tony Woodley referred to the Jackson review and highlighted the significance of the recommendations to the Union and their solicitors. The Union have been looking at how to maintain the spread of lawyers but at the same time make it possible for lawyers themselves to continue to run a profitable business whilst, irrespective of the Jackson review, still providing the Union with many of the free legal services i.e. tribunal work which is done for free because of profits from PI cases. It is necessary to make sure that the limited work we have, or is available, is spread amongst the lawyers who are totally trade union lawyers only. In light of this, it is recommended that the Union cease using law firms for member cases who also advise commercial employers on employment or HR issues.

A member of the Council referred to urgent legal advice on a TUPE situation and requested that a common legal advice process be brought back to the next meeting of the Council. In response, the Legal Director advised that a new legal advice system will shortly come into effect for the Amicus Section and, if successful, will be rolled out to the whole Union. The new system will give one number for members to ring with lawyers having to get back, at least for an initial discussion, within one hour. This system will encourage Officers to engage with the lawyer, thus offering a better service.

At the close of consideration, the Council

RESOLVED: “That the Legal Report be noted and the two Resolutions on the Trustee Companies be adopted.”

The Chair announced that this would be Georgina Hirsch’s last report to the Executive Council and thanked her for the work she has done for the Union and the members. Joint General Secretary, Derek Simpson paid tribute to Georgina and wished her well on behalf of the Joint General Secretaries.

5. REPORT OF THE JOINT GENERAL SECRETARIES cont’d/....

**Minute
No.615**

5.13 Unite Membership

Joint General Secretary, Derek Simpson reported that as many as 300,000 people currently held as members on the Union’s records are in the category of those 26 weeks or more in arrears. In some cases, there has been no record of any contribution paid for a much longer period. Some of these members may, however, believe that they are still in the union and have a legitimate reason for non-payment of contributions.

In addition, there is a smaller number of members registered as retired members in both former sections for whom the union does not hold addresses.

The Executive Council has the authority to write to all members more than 26 weeks in arrears excluding them from membership. In doing so, however, the EC would wish to make it easy for such of those individuals as wish to renew their membership to do so.

The Union will, therefore, write to all those presently listed as 26 weeks or more in arrears in the following terms. Their attention should be drawn to the fact that they are more than 26 weeks in arrears on their contributions and

that in accordance with Rule 4.1 they may be excluded from membership, that Unite would wish them to retrain their membership, but if they do not indicate a desire to do so, they will be removed from the membership list at a date six weeks from the date of the correspondence. A copy of the relevant rule will be included in the letter.

The letter will advise them of the benefits of retaining membership of the union. A reply-paid envelope and membership form will be included to facilitate a response, and there will also be an online option to indicate a desire to rejoin/retain membership. A telephone option will be investigated. Arrears of contributions will not be sought.

For the future, members falling into arrears should be sent two letters, to be automatically generated at a set number of weeks in arrears, advising them that they need to resume payment of contributions or contact the union in the event of inability to do so, if they wish to avoid losing Unite membership. Upon exceeding 26 weeks arrears, they should receive a final letter as described above.

The Union will also remove from the membership lists all those retired members in both former sections for whom the union does not hold an address.

A brief discussion ensued and Dominic Hook updated the Council on measures taken to trace members and update the membership data.

At the close of consideration, the Council

RESOLVED: "That the report be adopted."

**Minute
No.616**

5.14 Policy Conference

Joint General Secretary, Derek Simpson reported that decisions will need to be taken at the next meeting of the Executive Council to determine proposals for the structure of the next Executive Council which will need to be approved at the Rules Conference.

With regard to the Policy Conference, constitutional committees will now be tasked to notify delegates of the Policy Conference on a ratio of membership 1:2,000. The committees will be meeting in this period in order for the delegates to be elected to attend the Policy Conference.

Under Rule, constitutional committees, branches and the Executive Council can submit motions for consideration at the Policy Conference. The Joint General Secretary advised that an alternative suggestion to be considered is a structured approach whereby branches submit motions to Regional Industrial Sector Committees, where the motion can be discussed and debated and a motion could then be sent by the Regional Industrial Sector Committee to the Policy Conference. On the industrial side, Regional Industrial Sector Committees could submit motions to the National Industrial Sector Committee for sending to the Policy Conference. In this way, as sector policy it can go forward with the strength of the Sector to the Policy Conference. These suggestions are a more practical way to get motions to the Policy Conference.

Joint General Secretary, Tony Woodley supplemented the suggestions and highlighted that 8-9,000 branches, Regions, Sector Committees and the Executive Council are all entitled to send motions to the Policy Conference which, potentially, is massive. A structure is needed that allows the Union, not to filter out a democratic right, but that motions come through with the

support of the RISCs and Sectors. This suggestion allows all the constitutional committees and branches to bring forward a motion and have a democratic say in the Policy Conference.

A detailed discussion ensued and the Council were asked to vote in favour of every branch, constitutional committee and the Executive Council sending one motion to the Policy Conference:

For

Sean Beatty
 Davey Brockett
 Tom Cashman
 Willie Coleman
 John Cooper
 Pat Coyne
 Allyson Daykin
 Dave DeLacy
 Roberta Doble
 Jennifer Elliott
 John Fitzpatrick
 Gill George
 Mike Gibbons
 Steve Hibbert
 Sharon Hutchinson
 Sue Jopson
 Mark Lyon
 Lizanne Malone
 Dave Mathieson
 Martin Mayer
 Ian McDonald
 Jackie McDowall
 Trevor McDowell
 Jackie McLeod
 Ivan Monckton
 John Murphy
 Mick Murphy
 Pat Oliver
 Brenda Pleasants
 Dave Ritchie
 Paulene Robson
 Maggie Ryan
 Neil Sheehan
 John Sheridan
 Bill Spiers
 John Storey
 Pat Stuart
 Mohammed Taj
 Mark Thompson
 Marie Vannet
 Dave Williams
 Frank Wood
 Tony Woodhouse

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Against

Ray Bazeley
 Robert Benjamin
 David Bowyer
 Paul Brewster
 Steve Davison
 Alastair Fraser
 Glenn Jackson
 Jim Kendall
 Jane Lewis
 Dave Lovelidge
 Stuart McGhie
 Alan Mercer
 Peter Russell
 Sue Sharp
 Mick Sherriff
 David Smeeton
 Jane Stewart
 Mickey Stewart
 Agnes Tolmie
 Howard Turner
 Mark Wood

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A written report had been circulated to the Council detailing the planning of the Policy Conference and was verbally supplemented by John Gibbins. Guidance will be issued regarding motions for submission to the Policy Conference and only general policy motions should come out of that process.

At the close of consideration, the Council

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

7. LEGAL continued/.....

**Minute
No.617**

7.2 Disputes, Industrial Action Ballots and Repudiations Report

The Council were advised that under Rule 3.3, the Executive Council's power shall enable inter alia the authorisation of industrial action, approval of dispute benefit and repudiations for the whole Union (covering both Sections). In accordance with this, written reports detailing all relevant information were circulated to members of the Executive Council, copies having been filed on the records of the EC.

At the close of consideration, the Council

RESOLVED: “That the Disputes, Industrial Action Ballots and Repudiations Report be adopted.”

**Minute
No.618**

8. CORRESPONDENCE INCLUDING RESOLUTIONS FROM REGIONAL & NATIONAL COMMITTEES continued/.....

Finances – The resolution was submitted by the South West Regional Committee and called on the Union to ensure there are suitable finances in place to run all constitutional committees within the regions. In response, the resolution was noted by the Council.

USDAW – The resolution was submitted by the Food, Drink & Tobacco NISC and called on the Union that, if appropriate guarantees are not received, a formal complaint to be made to the TUC. In response, in light of the Joint General Secretary's explanation that discussions are taking place with a further meeting involving representatives and USDAW, the resolution was noted by the Council.

Free Card – The resolution was submitted by the Midlands Regional Committee and called on the Union for the reintroduction of the Free Card for all qualifying members. In response, the Council were advised that discussions are on-going regarding retired members and a report will be presented to the March meeting of the Council. The resolution was, therefore, noted by the Council.

Disability Access – The resolution was submitted by the Scottish Regional Committee and called for all future events to meet guidelines for access to all members. In response, a motion had been endorsed in November and brought to the attention of all Regional Secretaries who will continue to monitor on an on-going basis. The resolution was supported by the Council.

Psoriasis – The resolution was submitted by the Scottish Regional Committee and called on the Union to support the work carried out by the Scottish Region highlighting psoriasis and psoriatic arthritis. In response, the resolution will be referred to the H&S Unit for action and the resolution was supported by the Council.

LGBT – The resolution was submitted by the Scottish Regional Committee and called on the Union to challenge unacceptable behaviour in the workplace and union towards LGBT members. In response, as the resolution is in line with Union policy, the resolution was supported by the Council.

Colombia – The resolution was submitted by the Scottish Regional Committee and called on the Union to create and support cross company links with Colombian activists. In response, this would be a very good next step supporting cross company links and the resolution was supported by the Council.

Further Dilution of State Pension – The resolution was submitted by the Scottish Regional Committee and called on the Union to campaign politically against any further dilution of the state pension scheme. In response, this is in line with the Union's policy from both previous Sections and both unions have historically campaigned on this issue. The resolution was supported by the Council.

Retail Sector - The resolution was submitted by the Scottish Regional Committee and called on the Union to look more closely at the retail sector as an area of growth for organising and recruitment. In response, there is already a priority in the retail logistics supply chain but supermarkets will not be a priority for us as USDAW already has agreements. The resolution was noted by the Council.

North West Passenger RISC – The resolution was submitted by the North West Regional Committee and called on the Union to issue union cards with Industrial Sectors shown, formation of workplace branches and places on RISCs to be allocated to reps following appeal. In response, the three issues raised were addressed. There are no plans at this stage to issue new cards but as the integration process moves forward, it will be on the agenda for consideration to issue cards with sectors on them. With regard to the timescale for formation of workplace branches, the priority in 2009 was to establish constitutional committees and conferences. One of the main priorities for 2010 will be the implementation of rule on branches which is a very complex exercise. The discussions will now start for the process to be completed within this electoral term. It is already policy that, if a workplace is reallocated to another sector and a member has been elected to the RISC, they automatically become a delegate to the RISC for the new sector. The resolution was noted by the Council.

THIRD DAY, 22ND JANUARY 2010

IN THE CHAIR: Bro. T WOODHOUSE

The Council were advised that the collection for the victims of the Haiti earthquake had raised £281.57.

6. FINANCE

Minute
No.619

6.1 Clarifications & Amendments – Unite Member Contributions and Benefits

A written document had been circulated to the Council regarding clarifications and amendments to Unite members contributions and benefits. The Council were advised that the document was being withdrawn and would be referred back to the Finance & General Purposes Committee. However, it was necessary for the Council to consider the proposed amendment to funeral benefit.

It has been argued that long service members who retire in the future should be entitled to funeral benefit even if they choose not to be active in the union (i.e. the same as existing T&G Section retirees). The Joint General Secretaries agree with this contention and therefore propose that all Unite members who retire on or after 1st September 2009 and have sufficient service as at the date of their retirement or becoming permanently disabled to be entitled to the full funeral benefit – i.e. 19 years in normal cases – shall retain eligibility for the benefit irrespective of whether they choose to be an Active or Non Active Member. In addition, for all future retirees, the benefit paid will not be frozen at the time of retirement but will be the rate prevailing at the time of death (but still based upon the member's service at the time of retirement and subject to the prevailing maximums).

At the close of consideration, the Council

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

5. REPORT OF THE JOINT GENERAL SECRETARIES cont'd/.....

**Minute
No.620**

**8. CORRESPONDENCE INCLUDING RESOLUTIONS FROM
NATIONAL & REGIONAL COMMITTEES continued/.....**

Two resolutions from the North West Region had been left on the table from the September meeting of the Executive Council. A member of the Council had requested that consideration now be given to the issues raised.

Equality between Sectors – The resolution called for branches to receive the same percentages of membership fee. In response, the Council were advised that the principle of people in the same organisation, doing the same work should be subject to the same arrangements was not in doubt. The Union has still got areas and work to do on harmonisation. Discussions need to take place to ascertain the previous arrangements in the former sections of the Union and the strategy and possible timescale for harmonisation. This needs to be done against a background of financial difficulty. It was suggested that, whilst the motion is supported in principle, it be taken back to the F&GPC with proposals being brought back to the Executive Council. Assurance was given that this matter will be discussed by the F&GPC at its next meeting.

Parity – The resolution called for parity between all Sectors, particularly with regard to Branch and other expenses. In response, the Council were advised that the principle was supported and a commitment was given that this matter will be discussed by the F&GPC at its next meeting.

At the close of consideration, the Council

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

6. FINANCE continued/....

**Minute
No.621**

6.2 Membership Report

Written membership reports had been circulated to the Council. It was agreed that a common format for reporting membership figures would be adopted that showed leavers as well as new members and figures broken down into industrial structures and regions.

At the close of consideration, the Council

RESOLVED: "That the reports be accepted."

**Minute
No.622**

6.3 Lay Member Expenses

A written report had been circulated to the Council detailing clarifications and additional points. The Chair reported that lay member expenses had been debated at length by the F&GPC and needs to be implemented as soon as practical. He also advised that:

- The International travel expenses had not been agreed and would be further discussed at the February meeting of the F&GPC and reported back to the Council at the March meeting.
- The effective date of the new expenses regime would be 2nd February 2010.

At the close of consideration, the Council

RESOLVED: "That the report on Lay Member Expenses be endorsed."

**Minute
No.623**

6.4 Establishment of Unite Regional 1% Funds

A written report had been circulated to the Council and was verbally supplemented by Ed Sabisky.

- 10 Unite Regional bank accounts to be established.
- Upon establishment, funds equal to £1.50 per paying member (equivalent to approximately 1.5% of contributions or 1-1/2 years of funding without subtracting any expenses). Rounding up to the nearest £5,000, this would translate into the following opening balances:

East Midlands	£125,000
Ireland	£110,000
London and East	£390,000
North East	£235,000
North West	£270,000
Scotland	£200,000
South East	£160,000
South West	£150,000
Wales	£115,000
West Midlands	£185,000
Total	£1,940,000

- At the end of each quarter (commencing at end of 1st quarter 2010), further contributions of 25p per paying member would be made into the Regional bank accounts (i.e. next contribution in April utilising the 31st March 2010 paying membership figures) but no more than to bring the account balance up to a total of £1.50 per paying member.
- The Regions would be fully responsible for the management of these funds – i.e. maintaining the necessary control, approval of spend documentation, and quarterly accounting with oversight from the Regional lay committee. Procedures on how these funds are to be managed / controlled to be issued by Central Office to ensure audit compliance / common approach.

- Regional funds may be expended on such items in conformity with the authority of Regions under Rule not covered by the General Fund.
- Initial and ongoing funding will be provided from Amicus / T&G funds on a 50 / 50 basis with the initial T&G funding coming from existing T&G Regional accounts (split between the United Regions were appropriate).

At the close of consideration, the Council, with the exception of Dave Mathieson

RESOLVED: "That the report be endorsed."

5. REPORT OF THE JOINT GENERAL SECRETARIES cont'd/....

**Minute
No.624**

5.15 Integration

Tony Ayres, Director of HR updated the Council on the VR scheme. The current scheme opened in August 2009 and closed on 2nd October 2009. 215 applications have been received to date with 36 having been approved and actually left. There are 106 due to go this year, most by 31st March 2010 but that will be dependent on operational need. There are 20 applications still to be decided and they are being looked at with a view to operational need and between 75-80 have been declined. Only 17% of the total workforce applied and, as was said at the start, the operational needs and service to members would not be jeopardised.

With reference to the JE exercise, Gail Cartmail, Assistant General Secretary, reported that good progress is being made with continuing support from representatives of the bargaining units and employee involvement. Full account is being taken of any equality issues and a report is to go to the Joint General Secretaries shortly.

Joint General Secretary, Tony Woodley reported that both Joint General Secretaries had met, along with HR, the Regional Secretaries to discuss the regional plans. There was a sizeable amount of applicants who were declined due to the understanding of requirements and it would be inappropriate to put mainline services at risk. Whilst a large number of people are being allowed to leave, the problem of surplus personnel has not been solved. There has been a delay in meeting with heads of national departments to review their proposals and there is more work to do which needs to be done quickly. The Joint General Secretary made it clear that, when the current scheme closed in October 2009, it was closed. The Council agreed that the VR scheme was now closed.

A member of the Council referred to an Assistant General Secretary who had reached retirement age but was staying on as a consultant and sought justification for that action. In response, Joint General Secretary, Derek Simpson reported that the justification for this action was that the AGS concerned, Doug Collins, had been involved in the very detailed work on constitutional committees and leading up to the Policy Conference. He had also played an integral part in the discussions regarding the 35-hour week fund and has been closely involved with the legal discussions on that. He has knowledge that cannot be covered and it is the considered view that Doug Collins be asked to continue, for a limited period, with that involvement and to facilitate the integration process.

A member of the Council referred to the introduction of phase 2 and the overstaffing in certain areas. In response, Joint General Secretary, Tony Woodley advised the senior management team meeting in Esher would be reconvened and the points raised would be picked up.

Joint General Secretary, Derek Simpson reported that, when the finance strategy was put forward in consideration of the expected loss being faced in the 2-3 year projection, various exercises were completed. The process looked at the 2 year period and measures were taken, an increase in contributions, reduction in members and other rationalisation and we were arriving at a better position than the projected £20 million loss. Services in the Union have been maintained and we are continuing with integration and bringing things together. The senior management team have been able to work with people from both sections to make sure it works in the appropriate way.

A member of the Council referred to the situation with Doug Collins and Georgina Hirsch's redundancy and the major change within the Legal Department. In response, Joint General Secretary, Tony Woodley reported that money was not being wasted and the Legal Department did not have to be headed up by a barrister and two solicitors but could be headed by people without the same qualifications. With a multi-million pound organisation, not to have a person with legal qualifications would be inappropriate. Decisions will have to be taken regarding the Legal Department that is required. In the meantime, a Legal Department is being brought together at a cost and ability that is affordable. It is intended to bring the whole of the Legal Department into King Street and the Legal Director will not be replaced. Paul Talbot, Assistant General Secretary, has been asked to administer the department in the interim as it is a full time job that needs to be undertaken.

Joint General Secretary, Tony Woodley further advised that whilst at times of letting employees leave, there would not be replacements. However, a situation has arisen whereby an Officer is required for the Isle of Man where the legislation does not allow that transfer from the UK. Nine organisers have left the department and despite having advertised for internal applicants, none have been forthcoming. It will be necessary to agree recruitment in these situations.

At the close of consideration, the Council

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

**Minute
No.625**

5.16 Unite Assistant General Secretaries Roles and Responsibilities

A document had been circulated to the Council for information purposes only and this was verbally supplemented by Joint General Secretary, Tony Woodley who indicated the document was still the subject of further discussion and agreement.

At the close of consideration, the Council

RESOLVED: "That the report be accepted."

RESOLVED: "That the report of the Joint General Secretaries (as recorded in Appendix 1 of these Minutes) be adopted."

9. ANY OTHER BUSINESS

**Minute
No.626**

9.1 BA Dispute

A member of the Council referred to the BA dispute and reported that Flight Deck personnel, who are members of BALPA, were starting training as Cabin Crew next Monday. BALPA had said they would remain neutral in this

dispute and it was requested that this issue be raised by the Joint General Secretaries. In response, Joint General Secretary, Tony Woodley advised that this matter would be taken up.

At the close of consideration, the Council

RESOLVED: "That the report be accepted."

**Minute
No.627**

9.2 Delegations

The Council were advised that, as agreed elsewhere in these Minutes, the following delegates from the Executive Council had been nominated:

Palestine Solidarity Campaign delegation to Palestine: Pat Stuart

ITF Congress: Martin Mayer, Mike Gibbons, Dave Williams, Sean Beatty, Mickey Stewart, Collette Parsons

At the close of consideration, the Council

RESOLVED: "That the report be accepted."

**Minute
No.628**

Documentation

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

**The Meeting of the Council
thereupon terminated**

UNITE THE UNION
JOINT GENERAL SECRETARIES REPORT
TO THE EXECUTIVE COUNCIL
JANUARY 2010

Dear Colleagues

We are now in the run-up to the most vital General Election in Britain for many years. With the country still in the grip of an economic crisis which is causing insecurity and hardship for many Unite members, it is imperative that our union starts to mobilise its resources to ensure a Labour victory at the polls. The alternative is now clear – a Labour government that will work to help working people through the crisis, or a Tory government that will represent rule by and for the rich, and will start with an all-out assault on public services.

The most important of the resources we have to mobilise is our members. We must win the conviction throughout the union that it is not only vital to vote Labour, but that it is in all our interests to give every possible assistance to the Party between now and polling day. Elections are not won or lost by national strategy, spin or advertising alone. Getting supporters out on the doorstep and working the phones is also essential and, as the Party's biggest affiliate we have a special responsibility from here on in. Unite will also, of course, be working to ensure that Labour goes into that election with a manifesto aimed at addressing the real concerns of workers at the workplace and in their communities for jobs and social justice.

Our cause was not helped by the self-indulgent behaviour of a couple of disgruntled Blairite ex-ministers, unwilling to observe the self-discipline they continually enjoin on others. The lack of any response to the Hoon-Hewitt "coup" speaks eloquently to the priorities of the vast majority of Labour Party members and MPs – uniting to defeat the Tories.

Our work before Christmas was inevitably dominated by the BA dispute involving our cabin crew membership. The EC will of course wish to discuss this matter, and you will be updated as to the current state of negotiations with the company. However, it should be underlined here that the injunction secured by BA prohibiting on a technicality the strike which our members had overwhelmingly endorsed highlights the real state of anti-union legislation in this country. The right to strike is being increasingly eroded in a way which has no parallel across Europe. This is a matter which we shall continue to press the government on.

The landmark internal event in Unite's life over the last two months was the successful holding of the first industrial sector conferences in Brighton. No-one could fail to be impressed by the diversity, unity and strength of our union, represented by the vast number of representatives attending from every part of the country and sector of the economy. The conferences represent a big step forward in building the democracy which is Unite's foundation, and this year will see us develop that further with our first Policy Conference.

STRATEGY FOR GROWTH

100 % CAMPAIGN

Joint General Secretary, Tony Woodley, will update the Council on developments with the 100% campaign including the proposed training session for Regional Secretaries and Regional Co-ordinating Officers on 27 and 28 January 2010.

ORGANISING DEPARTMENT

Landmark Achievements as 2009 Closes

2009 closed with two landmark achievements that would have been “mission impossible” without the National Organising Department working in partnership with the Regions and Industrial Sectors:

- In 2 Sisters, we won the reinstatement of 59 workers sacked for nine weeks, following unconstitutional action triggered off by an incident of racist abuse.
- In the ASDA supply chain, 22 companies have now signed agreements for equal treatment of 5,000 agency workers and 8,000 permanent workers, ending exploitation and undercutting.

Those landmark achievements are proof positive of what can be achieved through a combination of dedicated Organisers, co-ordinated and managed by the National Organising Department across all Regions, working together with our Officers and Shop Stewards. We organise to win on the industrial agenda and, with that team, we can look forward with confidence to 2010 and beyond, knowing that, for Unite, nothing is impossible.

2009

2009 saw 12,106 new members organised into Unite as a result of the National and Regional Organising Campaigns. 136 new Shop Stewards were elected. In addition to the National and Regional Organising Campaigns, the National Organising Department continues to give every support to the development of Assisted 100% Campaigns. In Computer Services, for example, in excess of 400 members have been organised. In a tough year, we would have hoped for further progress to be made. Having said that, we can be proud of what has been achieved and we can be certain that the groundwork has been very well laid for many more members in 2010.

Finally, since the establishment of the National Organising Department, 63,800 new members have been organised through our National and Regional Campaigns, with over 3,000 new Shop Stewards elected.

Finance

Led by the Director of Organising, Sharon Graham, and the National Officer for the Finance Sector, Rob MacGregor, 1,799 have been organised thus far in the Lloyds Banking Group. The decision to target Britain’s biggest Bank first was not an easy one to make but the Finance Sector was absolutely right that, despite the difficulties, we had to succeed in Lloyds. Those difficulties include:

- There are two Staff Associations already in Lloyds with 50,000 members.
- Lloyds has gone through tough times with major redundancies.
- Although we are very proud of what we have achieved historically in Lloyds, we have not enjoyed negotiating rights on pay and terms and conditions of employment.

That will now change forever! From the start of the Campaign, we have seen in Phases 1 and 2 the following:

- 7 Combine Training sessions.
- 83 Representatives trained.
- 66 new Representatives elected.
- The establishment of a Lloyds Finance Combine with 49 lead lay Representatives from across the country
- Early wins on local issues ranging from holiday entitlement through ending bullying to better car park facilities.

Such is the growing interest on the part of Lloyds Banking Group workers that, when we conducted a Survey on the central issues that we have identified arising out of the link between sales, selling and remuneration, 2,800 Surveys were returned. That response will now be key as we move into Phase 3 of the Campaign. Our aim ultimately is to win full negotiating rights, ending a pay and remuneration system which is bad news for workers and bad news for the public.

As we build our strength on the ground in Lloyds, so too do we act on other fronts as part of a carefully thought through strategy:

- A coalition of support is being developed, with a range of organisations backing our central demand for an end to the link between sales, selling and remuneration.
- Crucially, on the political front, we have engaged with Government, including a key meeting between Deputy General Secretary, Jack Dromey, and Rob MacGregor, together with the Chancellor of the Exchequer, Alistair Darling.

Finally, history tells us that it takes time to lay the groundwork for major gains to be made. 2009 has seen real progress. 2010 will see Unite go from strength to strength. And, for Unite, the Finance Sector will be a dominant strategic priority for the years to come.

Logistics

Led by Lead Organiser, Dessie Henderson, 1,928 new members were organised in 2009 in the Grocery Logistics supply chain. As in the Food Industry, Grocery Logistics gives us very significant potential leverage with the Supermarkets. The field campaign is now fully operational with real progress being made in a number of the core logistic hubs. The Campaign is driven by a fully functional Logistics Combine, bringing together Shop Stewards from across the Industry. Our central objective has been to win Minimum Standards Agreements guaranteeing fair and equal treatment of all workers.

The Food Industry

Led by the Director of Organising, Sharon Graham, our Campaign in the Meat Industry continues to go from strength to strength, with 5,957 new members organised in 2009. Indeed, 16,000 members have been organised since the Campaign started. As stated above, 2009 closed with a historic breakthrough with ASDA working with Unite in future to ensure fair and equal treatment of all workers in their supply chain. In December, together with Senior Executives from ASDA, Jack Dromey and Sharon Graham met with Trevor Phillip, the Chairman of the Equalities and Human Rights Commission, which will now be publishing its major Inquiry into the Meat Industry in February 2010.

Finally, our objective is nothing less than to raise standards along the entirety of the Food Industry and Logistics supply chains employing two million workers. Those with power, the Supermarkets, will in future have to use that power responsibly as ASDA has now pledged to do. Our aim is forge a new and progressive business model of supply chain management with fair and equal treatment at its heart. Gone will be the old days of exploitation and

undercutting. None of that progress would have been possible without the work of the National Organising Department, together with the Regions and the Rural and Agricultural Sector, the Road Transport Commercial and Retail Distribution Sector and the Food, Drink and Tobacco Sector. And as we win justice, so too will we organise tens of thousands of workers more

Regional Organising Campaigns

2009 saw 6,650 new members organised through our Regional Organising Campaigns. In Bertram Books and Gardners, we are now moving forward together with the Graphical, Paper and Media Sector to win justice for the workers concerned and organise companies that have resisted trade unionism for years.

2010 Targets

Work is at an advanced stage on our main targets for 2010. At this stage, the proposed targets include:

- The Finance Sector, with the immediate focus being on the Lloyds Banking Group.
- Logistics, with the key focus being on the Retail Supply Chain.
- Local Government in particular Regions.
- Renewables
- Associated British Ports

In addition to the above, work is proceeding on the following:

- Proposals for Regional Organising Campaigns, with the Regions submitting their proposals before the end of January.
- The development of a number of strategic 100% Campaigns in multi-plant companies, working with the Industrial Sectors concerned.

Finally, a full presentation on the targets for 2010 and what we hope to achieve by way of membership growth will be made to the March meeting of the Executive Council.

ORGANISING AND EQUALITIES

With the appointment of new Regional Womens Organisers in the Regions, the National Organising Department is moving forward in partnership with our Assistant General Secretary, Diana Holland, to cement a dynamic working relationship. The Regional Womens Organisers will be based in the Regional Organising Units and, whilst they will have wider responsibilities on Equalities, one of their key functions will be to work with the National Organising Department in continuing to put Equalities at the heart of our Organising Agenda.

Organising Conference

December saw an excellent Conference of our dedicated team of Organisers. Valuable lessons were learnt from our experience in 2009 and our team played its part in shaping our strategy for 2010.

POLITICAL

The Joint General Secretaries Report covering the work of the Political Department is contained in a separate paper circulated to the Council. This also includes a report on the activities of TULO.

INTERNATIONAL

European & International Federations

Progress towards the creation of single European and International Federation covering the manufacturing sectors has continued, and UNITE has continued to support this process through its activities in the European and International Metalworkers Federations (EMF & IMF), as well as in the European and International Chemical, Energy and Mineworkers Federations (EMCEF & ICEM).

UNITE has also continued to play its full role in the activities of the European and International Transport Federations (ETF & ITF), being present in the ETF Management and Executive Committees as well as the specific social dialogue meetings for Road Transport and logistics, and committees for ground handling and passenger services.

Further details, including in relation to UNI & UNI-Europa and the Building and Woodworkers Internationals (BWI) are given in the body of the full International Report.

International Solidarity Work

Colombia – JFC Delegation: Mark Lyon and Glenn Jackson of the UNITE Executive Council participated in the latest JFC delegation during December 2009. The delegation met with victims of the continued violence against trade unionists and human rights activists, and also took part in the Congress of FENSUAGRO – the agricultural workers union with which UNITE has a partnership agreement. The delegation heard how important the partnership agreement was to FENSUAGRO, and also visited La Macarena region which is the scene of intense conflict and human rights abuses.

Campaign against the EU-Colombia FTA: Parallel to the JFC Delegation UNITE was also instrumental in supporting the activities against the EU-Colombia Free Trade Agreement. During December 2009 Colombian trade unionists and politicians took part in meetings with some 40 MEPs from different political groups in the European Parliament, and spoke at a hearing attended by over 150 trade unionists and activists from all over Europe. John Monks General Secretary of the ETUC spoke at the hearing and reiterated the ETUC's full support for the campaign. UNITE Joint General Secretary Derek Simpson underlined UNITE's on-going support for the campaign at a morning press conference.

Miami 5: UNITE has continued to support the Cuba Solidarity Campaign's work in relation to the Miami 5, with Joint General Secretary Tony Woodley travelling to the US and visiting Gerardo Hernandez – one of the Miami 5 who is currently serving a double life sentence. During December the sentences of Ramon Labanino and Fernando Gonzalez were reduced to 30 years and 17 years 9 months respectively.

Further details of UNITE activities and participation in relation to International Solidarity work are given in the body of the full International Report.

European Works Councils:

Airbus: A worrying situation has developed in the Airbus European Works Council, with the outgoing French President of the EWC initiating legal action against the whole of the

European Works Council. IG Metall President Berthold Huber has written to the French union FO asking for clarification as to their position, UNITE is considering sending a similar letter.

A new EWC agreement has been concluded at SELEX, while negotiations will begin shortly at Invacare, TI Automotives and Cookson's.

WORKERS UNITING

Companies

The main focus of recent work on the Workers Uniting project is expanding contact between workplace reps in the companies where Unite and the USW share membership. The necessary research has been completed on the ten pilot companies and contact has been established in, Rexam, Pirelli, Crown, Pilkington and National Grid. In Pilkington and National Grid our members are in dispute and USW members are assisting with information and strategic advice. National Grid is attacking our members' terms and conditions having tried and failed to do the same in the US where the US won a significant victory.

Sector conferences

The USW sent four guests to the recent Unite sector conferences, as well as two vice-presidents they sent two miners currently on strike from Vale Inco. The majority of the sector conferences welcomed our USW guests and gave them the opportunity to speak. Delegates heard from one of either of the Vice presidents in attendance about the Workers Uniting project and the practical benefits to both our unions. They gave a very warm reception to the Vale Inco strikers too. A bucket collection of the conference raised £3,000 and the two reps from Vale Inco were overwhelmed and asked that their sincere thanks be passed on to the delegates.

The Workers Uniting exhibition stall at conference was well attended and materials were widely distributed.

Sectors

The draft materials for the paper and pulp sector health and safety campaign were shown at the sector conferences in November and received a lot of interest from delegates in every sector. These have now been finalised and a free phone number and answer phone facility have been set up on both sides of the Atlantic for members to report bad practice at work. If the campaign is successful in paper and pulp sector then it will be rolled out into other interested sectors.

Work continues in the health sector to raise awareness of the threat posed by private international health care providers and insurance companies. The attached press release (Appendix 1) was issued over the Christmas period to coincide with the announcement of the Senate passing the Health Care reform bill in the US.

In the oil sector a pensions campaign is being prepared for launch in time for the Unite policy conference in June.

This week, in the university sector, Unite reps will once again be meeting via video-conference with colleagues from Toronto to plan a formal agenda for the joint conference planned for April.

In the metal sector the USW and Unite issued (the attached, Appendix 2) joint policy statement on government support for the steel industry at the International Metalworkers' Federation (IMF) following the closure of the Corus plant in the North East.

In December three Unite representatives attended the USW Civil Rights conference in Pittsburgh. A verbal report will be available for EC on this. A reciprocal delegation will be sent to the Unite equalities conferences in the spring.

Education

A date for the first part of the Workers Uniting leadership course has been agreed for early July 2010. The first week of the course will take place at Esher College. The course will be advertised on the website and through the normal education channels. Care will be taken to ensure that the participants are representative of the union's activist base.

Vale Inco

The Vale Inco strike in Canada is now in its six month with no sign of compromise on the side of the company. Following a campaign appeal letter from Unite joint general secretaries the Unite Regions, branches and workplace groups have responded in a spirit of solidarity or union should be proud of. In addition a specific Christmas campaign was launched on the Workers Uniting website for the children of the miners currently on strike. Regions and branches have, at the time of writing, donated some £25,000 to the strike fund. This is in addition to £50,000 donated by the EC. Messages of support have been flooding in and have been posted on the Workers Uniting web site. www.workersuniting.org

Unite National Officer Terry Pye moved a motion (attached Appendix 3) at the executive meeting of the IMF in December calling for support for the Vale Inco strikers, which was passed unanimously.

The USW report that Unite's support for the dispute is of great significance in bolstering the resolve of the strikers. An indication of the determination of the strikers can be seen in this campaign video, which viciously parodies the company's negotiation stance.

<http://www.youtube.com/watch?v=t77Yz53pJOY>

Bangladesh ship breakers campaign

The ship breaker's film, shown to the EC at the last meeting, has been now been mass-produced and will be distributed through the regions. The film can also be viewed on the website.

We are currently working with the National Labor Committee to gather information and establish contacts on the ground in Bangladesh.

Department of Health NHS preferred private bidders

Following the passage of President Obama's healthcare bill through the U.S Senate Workers Uniting will launch an investigation into private U.S.-based healthcare providers who are bidding for work in the National Health Service (NHS).

Workers Uniting has expressed dismay that a number of healthcare providers who are listed by the UK Department of Health (DoH) as suitable to bid for work in the public sector are actively opposing the public healthcare proposals of the Obama administration in the United States.

The global union which represents three million workers in North America, the UK and Ireland, has been fighting to provide healthcare for all by fixing the broken American private insurance based system – the most expensive in the world – so that no American will go without healthcare, or be forced into bankruptcy because of skyrocketing costs. Some 47 million Americans have no coverage despite health insurance company profits of \$25 billion.

Unite calls on governments to support steelworkers

Recently at the International Metal Workers Federation executive meeting in Geneva, Workers Uniting called for support of 1,700 Corus steelworkers from Teesside in the UK facing redundancy. The world's first global union also called for more government

intervention to support the steel industry in the UK, United States, Canada and elsewhere where workers are facing job losses because of globalisation.

On 4th December Corus announced it would mothball its Teesside plant by the end of January 2010 with the loss of 1,700 skilled jobs. The decision follows a decision by a consortium of four companies taken in April 2009 to pull out of a 10-year agreement to buy 78 percent of the plant's production.

UK unions have made strenuous efforts to secure a long-term future after the "failure" of the four buyers to fulfil obligations under the contract, signed in 2004. Unite the union is urging the UK government do everything possible to keep a steelmaking infrastructure in Teesside and preserve the valuable skills of the workforce for when the demand for steel increases.

Globalisation compounded by the world recession is causing massive job cuts in the UK and USA and requires governments to actively intervene to support industry, skills and jobs.

Corus support statement submitted to the IMF Executive Committee Meeting in December 2009 by CNM-CUT and Unite the Union supporting the Struggle for Justice at Vale

Noting that:

Vale is the second largest mining company in the world. Since Vale acquired nickel miner Inco in 2006, there has been a downward spiral in labor relations. This has taken place at formerly Inco worksites in Canada, the UK, Indonesia and elsewhere.

In 2009 labor negotiations with USW, Vale claimed they needed deep concessions. This is despite \$13.2 billion (USD) net profit in 2008 and generous compensation for top execs – Vale paid its top six execs \$33 million in 2008 compensation, a 121% increase over the last two years.

Vale adopted a divide-and-conquer approach by demanding that future workers receive worse benefits than current ones. USW offered to work under the existing agreement but Vale said no. 3,500 USW members responded by going on strike in mid-July. Since USW struck Vale, the company has announced that it will hire replacement workers during the strike.

Vale's strategy is simple. It is attempting to set a precedent for deep cuts in wages, pensions and worker rights worldwide, and use "savings" extracted from workers to finance the company's ambitious plans for expansion. If Vale is successful, it will encourage other company attacks on miners and their trade unions throughout the world.

USW, unions in Brazil including the CNM-CUT, Unite the union, the IMF, ICEM, ITF and their respective affiliates have been running a global campaign for justice at Vale. This has included campaigning on behalf of Brazilian Vale workers in their struggle for new labor agreements; campaigning for Indonesian workers at Vale in their struggle for fair compensation and to regularize contract employees; striker delegations to the U.S., the UK, Australia, New Caledonia, Germany, Sweden, Indonesia, Korea and Brazil, along with campaign activity in Spain and multiple countries in Africa.

The global campaign has made a difference in improving conditions for workers in Brazil and Indonesia. Unions in Brazil and Indonesia have reported that campaign pressure has assisted them in reaching new labor agreements, getting a bonus payment and achieving regularization of contract employees.

Affiliates resolve:

We will support the ongoing struggle for justice for workers at Vale, including the struggle for fair new labor agreements in Canada, in every way possible, including through:

- expressing support for strikers in Canada
- condemning Vale for its anti-worker, anti-community behavior, and
- participating in actions aimed at supporting Vale workers and pressuring Vale

INDUSTRIAL BUSINESS

A report on activities in Unite's Industrial Sectors and the Equalities Sector has been circulated separately.

TUC

The TUC has offered support to the union and management in respect of the dispute with BA by way of facilitating discussions between the two parties. This follows on from the injunction which BA obtained before Christmas. In the meantime Unite is re-balloting its membership.

The TUC has highlighted the fact that 5.07 million UK workers provided unpaid overtime in 2009 at an average of 7 hours 12 minutes a week. The TUC is highlighting this at its annual Work Your Proper Hours day on Friday 26th February.

The TUC is continuing to seek improvements to the government's proposed agency workers regulations to which Unite has also made a detailed submission. The main cause for concern is the need to strengthen the anti-avoidance measures contained in the draft regulations.

The TUC will be consulting affiliates on possible changes in the arrangements for Congress. Unions will be asked for their views on proposals for the TUC to host a smaller, shorter (3 days) London-based Congress in alternate years. Unlike previous proposals relating to this, on this occasion the shorter Congress would be a policy based Congress.

CENTRAL OFFICE DEPARTMENTS***INTEGRATION***

The Joint General Secretaries will be reporting verbally on matters of integration in addition to those listed below.

Executive Council Meetings 2010

A list of Executive Council, Finance & General Purposes Committee and other meetings during 2010 will be circulated to the Council.

National Industrial Sector Conferences

Unite's first set of National Industrial Sector Conferences took place from 23 to 27 November 2009 in Brighton. These events were a great success and reports of the conferences which include the decisions taken will be available on the Unite website shortly.

The Standing Orders Committee for these conferences provided us with a review of the running of the conferences with recommendations for the next round of conferences in 2010. Some of these have already been acted upon, where appropriate, the remainder will be examined at the next stages when arrangements for next NIS conferences are being made or as otherwise appropriate.

Establishment of Constitutional Committees

A report on the make up of Regional Industrial Sector, Area Activist and Equalities Committees in each region will be submitted to the Council.

APMS National Committee and Regional Industrial Sector Committees

In the APMS sector, it has proved impossible to constitute a National Committee or Regional Industrial Sector Committees in 4 Regions: London & Eastern; South East; South West and East Midlands despite the best efforts of the Regions concerned.

Regional and National Committees

In accordance with a decision of the November Executive Council meeting, we have written to advise Regional Secretaries that their Regional Committees Agendas should include reports on Strategy for Growth, Finance, Education and Equalities. Similarly, we have written to National Officers advising them that their National Committee Agendas should include reports on Strategy for Growth, Education and Equalities.

National Equalities Conferences

Arrangements for the National Equalities Conferences are well advanced. The conferences: Women's, Black, Asian & Ethnic Minority Members, Disabled Members, LGBT and Young Members will take place in Eastbourne from 26 to 28 February 2010.

In accordance with a previous decision of the Council an election for the 6 members of the Standing Orders Committee for these conferences is required. There should be 3 members from each of the previous sections of Unite and they should reflect the diversity of the conferences themselves. Elections for the Standing Orders Committee for future such conferences will be held at the forthcoming events.

Also, in accordance with a previous decision, the Council will need to appoint the members of the Council who will attend as ex-officio delegates, if they have not already been elected as delegates from the regional equalities conferences. Members will recall that these shall consist of 8 representatives from the former T&G section, the National Women's Representative plus the 7 Women who are Additional Territorial Representatives as well as 8 representatives from the former Amicus section who shall be the 4 women's representatives plus 4 others.

1st Unite Policy Conference and Special Session of the Rules Conference

Arrangements are in hand to hold the 1st Unite Policy Conference, to be followed by a special Session of the Rules Conference from 31st May to 4th June 2010 at Manchester Central Conference Centre in Manchester.

Proposals on the election of delegates and the submission of motions to the Policy Conference will be put to the Council for their consideration. Along with proposals on the election of delegates to the Rules Conference, this conference will consider 1 proposal only from the Executive Council.

A more detailed report on the arrangements for the Policy Conference will be circulated to the Council for information.

PERSONNEL & DEVELOPMENT***Job Evaluation Project***

The project continues to make progress with continued support from employee representatives from all Bargaining Units in both former sections. The level of employee involvement and representative contributions is all ensuring that the project is taking account of any potential equality issues. The current level of progress means that the project is now reaching a stage where the first steps toward a job ranking list will be made.

Regional Women Organisers

An appointment is still required for the South East Region as no suitable candidates were identified in the latest invitation to apply. This will be reviewed by the selection panel in the coming weeks.

All the other nine regions have RWOs appointed and in place.

Organising

An invitation to apply for vacancies as Organisers in Training; Organisers; Team Leaders and Senior Organisers has been issued to all existing permanent employees as part of the Union's strategy for growth. The closing date for applicants is 29th January 2010 following which a further review will be undertaken.

Construction Sector

An invitation to express interest in being designated Lead Construction Officers specifically supporting the Construction Sector expansion was issued to all Officers of the Union – this has resulted in 7 applications received by the closing date.

Organisational Integration

The F&GPC Sub Committee met on 21st October 2009.

Voluntary Redundancy (VR) Scheme

The VR scheme, originally announced in July had over 250 applicants on the closing date of the 2 October 2009.

Decisions have been taken in all Regions as to who can be allowed to leave and who cannot. There are still a few outstanding decisions required relating to timing of Office mergers and rationalisation of Finance processes. Regional Staff and Officers have been notified of decisions made.

Some decisions have been made in relation to Central Departments and further progress is expected soon.

It can be reported that in addition to those employees who left in 2009 a further 108 employees from both former sections have been advised they will leave on VR terms in 2010.

No further VR applications are being accepted on the terms offered in July 2009.

EDUCATION

Often people use statistics like a drunken man uses a lamp post – more for support than illumination. However building up a pattern of statistical returns is instructive and can be a good analytical tool for measuring the success of strategic planning.

In the last quarter, the Unite Education team delivered

202 courses
for 2230 Reps
over 13,939 teaching days.

This is impressive.

Simultaneously we utterly revamped our flagship “Unite Union Representative Induction 12-Day Certificate Course” and this is now universally accessible.

Our tutor training schedules are on target and our National Brochure and Courses Directory have been acclaimed. Our Health and Safety Curriculum Development Team is currently focusing on a rewrite of our 10-Day offer.

Priorities for 2010 include “inter alia” a determination to positively:

Recruit more Reps onto our Courses;
Engage more National Officials on organising National/Sectoral/Company Courses.

Conclusion

We have built a good platform to springboard into a first-class Education Service.

RESEARCH DEPARTMENT

The department starts the year with 2 less researchers having seen Roger Sealey and Caroline Molloy leave on VR. Their work has been re-allocated and I am confident that the research staff will continue to deliver a professional and comprehensive service to officers and activists.

Already this year two government submissions have been completed and submitted, one on behalf of the CAT Sector on preparing for a more competitive airport sector and our response to government proposals on sentencing for corporate manslaughter and Health & Safety.

The department has also been supporting members and the NO with regard to the hostile bid for Cadbury’s from Kraft with drafting letters to shareholders and assisting with oral submissions to the Business Select Committee which the union is making on 12th January.

Researchers have been preparing some of the sector reports of the Conferences held in November last year.

The department is also working closely with and supporting the union's work in the Public Sectors which clearly this year are like to be facing difficult challenges.

The Department will be supporting NO Dave Osborne on his work on the newly established Automotive Council and will be representing Unite on the Forum for a Just Transition which has been established to provide an oversight on the delivery of the Government's 2009 UK Low Carbon Industrial Strategy and its social impact across the UK.

The departments work on company accounts is expanding as more workplace groups and officers seek detailed information about their employer prior to pay claims or when job losses are announced. The department last year responded to over 100 company accounts requests. The majority of these were requests for the FAME analysis and the Annual Report. But for a number we were able to provide a further analysis of the figures to use in negotiations or general meetings with management.

Health & Safety

The department provided information and advice and support to members and officers on a range of health and safety and related topics. Examples include manual handling, musculoskeletal disorders and ergonomics, weight labelling, health and safety policies, lone working, bullying, stress, vibration, asbestos, training, local exhaust ventilation, accident book, reporting accidents, violence and health and safety consultation rights.

Provided information for development of the health and safety pages for the Unite transport sector and for the Unite health and safety web pages.

A number of conferences and education events were supported including the Annual Conference of the National Association of Youth Hostels Staff; and the Unite national Dignity at Work course at the Eastbourne Centre where a workshop on health and safety/bullying and harassment was run.

Undertook further work on a complaint to the Advertising Standards Authority about a McDonald's TV commercial. The union's complaint was not upheld, and we are seeking clarification from the ASA about the criteria they use. The complaint has also resulted in HSE contact with McDonald's about farm safety issues.

TUC Gender and Occupational safety and health working group: Continuing to co-ordinate this group and associated work such as attendance at a recent meeting of the Women Engineers' Society with particular reference to their survey of PPE.

Had a meeting with Daniel Boatey, health and safety officer from the Ghana TUC about HIV/AIDs and occupational safety and health, and follow up.

Attended a meeting with a delegation from Worksafe, State of Victoria, Australia (HSE equivalent) with Roger Sealey, Transport Sector Researcher.

International Labour Office (ILO), Geneva

Attended a meeting of experts to consider a draft OHS code for agriculture. This meeting took place over 9 days starting on 23 November 2009. The ILO is a tripartite body, so the meeting was tripartite: workers, employers and governments. Each group comprised eight members plus advisers. The IUF provided excellent support as secretariat to the workers' group. Susan Murray was elected Chair and Spokesperson of the workers' group. The workers' group comprised representatives from the UK, South Africa, Barbados, Argentina, Australia, USA, Burkina Faso and Sweden. The ILO provided the draft very late so it was not

possible to agree the guidance, but work is ongoing on this project. The ILO will substantially re-draft the guidance by March 2010 with a view to further consultation.

Parliamentary

The department's Health and Safety Officer attended the Asbestos sub-committee of All Party Group on Occupational Safety and health; and a preliminary meeting with education unions and Paul Rowen MP about the asbestos in schools campaign.

CAMPAIGNS AND COMMUNICATIONS

The work of the department in the pre-Xmas period was largely dominated by the BA dispute, which was by some measure the biggest media story involving Unite in the course of 2009.

Staff in the department were responsible for putting the cabin crew's case and explaining the union's decisions in the face of considerable media hostility, as well as keeping the wider world abreast of events in a fast-changing industrial and legal situation. Many staff members made a considerable contribution, some working 18 hours a day or more in support of the BA membership. Both Joint General Secretaries, AGS Len McCluskey and the two national officers all did a considerable number of broadcast interviews.

The department is now studying the lessons of the dispute in December to ensure that in the event of a further major dispute at BA or elsewhere a still more effective service can be rendered.

Other campaigns and activities the department has been involved in reflect the spread of the union's interests. These include the campaign to keep Cadbury's independent, the Fujitsu strike, disputes in the bus industry and the issue of the bullying of vicars.

The department was heavily involved in the staging and organisation of Unite's first industrial sector conferences and will play a similar role in the preparation of this year's first Policy Conference.

Union Modernisation Fund Union Equality Representatives Project

Union Equality Reps' Training Programme

The Union Equality Representatives 5-day training course now forms an integral part of the Unite the union main education programme and is available for all Union Equality Representatives to attend on a regional and national basis. The course has been publicised widely by e-mail to Union Equality Representatives, via the e-equality newsletter, through the equality and education departments' WebPages and networks and at the Unite Regional Equality Conferences.

An on-line version of the Union Equality Representatives 5-day training course is being developed, along with additional training modules on the different strands of equality, dignity at work and the public sector equality duties. It is hoped these will be available for Union Equality Representatives to undertake in 2010. A pilot of the public sector equality duties training is being held in the regions for public sector reps during January and February 2010. These seminars have been arranged in conjunction with the Union's Education Department and the Public Services Sector.

Accreditation has been achieved for the five day course as delivered at the successful pilot course in July 2009 in Durham. Accreditation has been awarded through Passport to Progress

which is the recognised structure for accreditation of trade union education. The course has been accredited at level 2, which provides consistency with all other Unite the Union courses.

Union Equality Representatives, a negotiator's guide on the development, recognition and resources for union Equality Reps

The Union Equality Representatives negotiators' guide was launched at the pilot of the Union Equality Representatives training course in Durham and online via the E-Newsletter in July 2009. In addition all delegates to the Unite Regional Equality Conferences held in October received a copy of the guide. The guide has been produced as a tool that union reps can use to support the development and recognition of Union Equality Representatives. It gives advice to union reps on:

- the election, accreditation and recognition of union Equality Reps
- the role of union Equality Reps
- support and resources for union Equality Reps
- the union's equality networks and structures.

It is available at;

http://www.unitetheunion.com/resources/equalities/equalities_resources/negotiators_guides_on_equality.aspx or hard copies can be ordered from Unite the union Publications Departments.

Unite Regional Equality Conferences

Project Development Officers attended the Conferences to brief delegates on the project, training programme and resources and to encourage reps to consider putting themselves forward for election as Union Equality Representatives.

Unite National Sector Conferences

Project Development Officers organised a stall at the Conferences and spoke at many of the conferences to brief delegates on the project, training programme and resources and to encourage reps to consider putting themselves forward for election as Union Equality Representatives.

Research Report examining the best methods for trade unions to promote and negotiate on equalities issues at work

The research report will be launched at the project's final event in February. Executive Council members are invited to attend the final event. The research reviews the structures, mechanisms and methods by which equality issues can be promoted and negotiated in workplaces. This review includes both potential innovations, and existing good practices on equality and diversity which have been initiated by other trade unions and trade union organisations in the UK and elsewhere in the EU.

Evaluation

Evaluation and monitoring has been carried out throughout the project with reports to the Department of Business, Innovation and Skills, the union's Executive Committee and Steering Groups on the progress of the project in respect of success measures, SMART objectives and key outcomes.

The project has been successful in the election and development of 400 new Unite the union Equality Reps (UERs). The evaluation will further identify the following;

- the organisations with whom UERs are employed;
- monitoring to establish age, ethnic origin, gender, sexual orientation and disability of UERs. This will be done on an anonymous basis.

Unite the union has established Equalities Networks in respect of Black, Asian and Ethnic Minority (BAEM), disability, Lesbian, Gay, Bisexual and Transgender (LGBT), women and young members. During the course of the project a General Equalities Network has been established for members to join, who had a specific interest in equality issues, but did not identify with the existing networks. The project objectives include increasing the number of members of our Equalities Networks. An analysis will take place on:-

- the total number of union members in each equalities network;
- the increase in the number of union equalities network members since the inception of the project in February 2008.

It is important that Union Equality Representatives are recognised by their employer to ensure that they are given paid time off to carry out their role effectively and attend training courses. As part of the evaluation a report will be given on:-

- the number of new facility agreements that have agreed during the course of the project;
- the organisations which are covered by the facility agreements.

Final Event for the Union Equality Representatives Project

The final event for the Union Equality Representatives Project will take place on 11th February in the Atrium in Westminster. Invitations have been sent to all Executive Council members to attend. The event will be addressed by Harriet Harman MP, Union Equality Reps and both General Secretaries have been invited to speak, diaries permitting.

Yours in solidarity

Derek Simpson
Tony Woodley
Joint General Secretaries.