



1

MINUTES AND RECORD
of the
EXECUTIVE COUNCIL
HELD AT CONGRESS HOUSE, LONDON WC1
ON 16TH, 17TH & 18TH NOVEMBER 2009

PRESENT:

MEMBERS: Bro. I ALLINSON, Sis. P BURR, Bros. R BAZELEY, S BEATTY, R BENJAMIN, D BOWYER, D BRADY, P BREWSTER, D BROCKETT, T CASHMAN, W COLEMAN, J COOPER, P COYNE, S DAVISON, Sis. A DAYKIN, Bro. D DELACY, Sis. E DONNELLY, J ELLIOTT, Bros. J FITZPATRICK, A FRASER, Sis. G GEORGE, Bros. M GIBBONS, S HIBBERT, B HOLMES, 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, J NEILL, D NESTOR, C PERRETT, M PLUMB, D RITCHIE, Sis. P ROBSON, Bro. P RUSSELL, Sis. M RYAN, S SHARPE, Bros. N SHEEHAN, J SHERIDAN, M SHERRIFF, P SIMPSON, D SMEETON, B SPIERS, Sis. J STEWART, Bros. M STEWART, J STOREY, Sis. P STUART, Bro. M TAJ, Sis. J TAYLOR, M TAYLOR, Bros. P TAYLOR, M THOMPSON, Sis. A TOLMIE, M VANNET, Bros. D WILLIAMS, F 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 (Assistant General Secretary)

Bro. J DROMEY (Deputy General Secretary)
 Sis. G HIRSCH (Director of Legal Services)
 Sis. D HOLLAND (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, 16TH NOVEMBER 2009

**Minute
No.527**

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
Paula Burr	Wednesday	TU Business
Louise Cousins	All sessions	Illness
Dave DeLacy	Tuesday & Wednesday	Family illness
Roberta Doble	All sessions	Bereavement
Dave Dutton	All sessions	TU Business
Steve Hibbert	Wednesday	TU Business
Andy Johnston	All sessions	TU Business
Glenn Jackson	Wednesday	TU Business
Sue Jopson	Wednesday p.m.	Medical
Jim Kendall	Monday & Tuesday a.m.	TU Business
Jane Lewis	Monday	TU Business
Trevor McDowell	Wednesday	TU Business
Jackie McLeod	Wednesday	Medical
Ivan Monckton	Wednesday p.m.	TU Business
Dave Nestor	Monday a.m.	TU Business
Pat Oliver	All sessions	Medical
Chris Perrett	Wednesday	TU Business
Brenda Pleasants	All sessions	Bereavement
Peter Russell	Wednesday	TU Business
Maggie Ryan	Monday a.m.	TU Business
Neil Sheehan	Wednesday	TU Business
Mickey Stewart	Monday a.m.	TU Business
Pat Stuart	Wednesday	TU Business
Mohammed Taj	Wednesday	TU Business
Peter Taylor	Wednesday	TU Business
Howard Turner	All sessions	Medical
Mark Wood	All sessions	TU Business

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

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

2. ANNOUNCEMENTS

**Minute
No.528**

2.1 Obituaries

Although tributes had been paid at the Finance & General Purposes Committee following the death of Graham Goddard, it was felt that the

Executive Council would want to pay their own respect. Joint General Secretary, Derek Simpson paid tribute to Graham, both for his work with the Union and for the man that he was and further announced that it is the intention to hold a memorial service in London. When details are finalised, they will be circulated.

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.529**

3.1 Receipt of Minutes

The Minutes of the Meeting of the Executive Council held on 21st, 22nd & 23rd September 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.530**

3.1.1.1 Min.474 Construction Sector

A member of the Council referred to the progress in appointing dedicated Construction Sector officers. In response, Joint General Secretary, Tony Woodley advised that, whilst this was supported, it was not the intention for there to be a dedicated Officer in each of the 10 Regions. There will be a small number of Officers who will be full-time and dedicated to growth in the Construction Sector. Clarity is still being sought on the agreed number of posts and the plan of managerial structure. Once this has been agreed, the process will then move forward.

At the close of consideration, the Council

RESOLVED: "That the report be accepted."

**Minute
No.531**

3.1.1.2 Min.485 Report of Political Director

A member of the Council referred to the suggested EC delegation to the Brussels Office to meet with MEPs and other like-minded colleagues and requested an update on developments. In response, Joint General Secretary, Derek Simpson advised that the Brussels Office have been asked to make arrangements for the Joint General Secretaries to meet Euro MPs together with the EC delegation. Whilst a definite date had not yet been agreed, it was likely it would be in the New Year.

At the close of consideration, the Council

RESOLVED: "That the report be accepted."

**Minute
No.532**

3.1.1.3 Min.488 Joint General Secretaries Report

A member of the Council referred to the Rolls-Royce Memorandum of Understanding that had been signed by the CSEU and the serious concerns it had raised regarding the working week being extended beyond 37 hours in defined circumstances. It was requested that Hugh Scullion, the new

General Secretary of the CSEU, be invited to attend the next Executive Council meeting to give an explanation and that a copy of the Memorandum of Understanding be circulated to members of the Council. A detailed discussion ensued in relation to the concerns expressed and the 35-Hour Week Fund.

At the close of consideration, the Council

RESOLVED: "That the report be accepted."

**Minute
No.533**

3.1.1.4 Min.488 Joint General Secretaries Report

A member of the Council referred to the CMA and their role within the CWU dispute with Royal Mail. In response, Joint General Secretary, Derek Simpson advised that not all managers within the Post Office are members of the CMA. Two letters had been sent to every member within CMA asking them to carry out their own duties and not to get involved in strike-breaking activities.

At the close of consideration, the Council

RESOLVED: "That the report be accepted."

**Minute
No.534**

3.1.1.5 Min.497 EC Guidance on Discipline of Members – Rule 27

A member of the Council referred to the discussion at the previous Council meeting and expressed the need to have a disciplinary process in place. In response, Joint General Secretary, Derek Simpson pointed out that this issue had been before the Council on three consecutive occasions ; the last of which had concluded the discussion in the absence of agreement by the EC to trial the recommended draft. The EC expressed the wish to consider a further draft at the next meeting. Accordingly the Director of Legal Services was asked to review this matter.

At the close of consideration, the Council

RESOLVED: "That the report be accepted."

4. FINANCE & GENERAL PURPOSES COMMITTEE

**Minute
No.535**

4.1 Receipt of Minutes

The Minutes of the Meeting of the Finance & General Purposes Committee held on 20th October 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.536**

4.1.1.1 Min.520 Property

A member of the Council referred to the Eastbourne Centre stating that, if it is to close, it is a matter that should be discussed by the Council. In response, Joint General Secretary, Tony Woodley advised that the Union is currently reviewing its requirements. This includes provision for education and where that provision should take place which will be a future decision for the Council to take.

At the close of consideration, the Council

RESOLVED: "That the report be accepted."

**Minute
No.537**

4.1.1.2 Min.518 Hands Off Venezuela Campaign

A member of the Council sought clarification as to why the request for affiliation to the Hands Off Venezuela Campaign had been noted by the Committee. In response, Joint General Secretary, Derek Simpson advised that further information had been sought on the organisation which would be brought back to the Finance & General Purposes Committee for further consideration.

At the close of consideration, the Council

RESOLVED: "That the report be accepted."

**Minute
No.538**

4.2 Receipt of Minutes

The Minutes of the Special Meeting of the Finance & General Purposes Committee held on 9th November 2009 were duly submitted.

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

4.2.1 Matters Arising out of the Minutes

**Minute
No.539**

4.2.1.1 Min.526 Members' Expenses

Members of the Council raised questions regarding the proposals on members' expenses and highlighted childcare. In response, Joint General Secretary, Derek Simpson advised that issues raised would be examined and a commitment was given that claimed expenses would be paid promptly. A protocol is to follow on loss of earnings. Joint General Secretary, Tony Woodley advised that there would be a review of expenses after six and twelve months as part of an honest, open and transparent procedure.

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.540**

5.1 Strategy for Growth – 100% Campaign

Joint General Secretary, Tony Woodley gave a presentation to the Council entitled "Building Out of Recession" and stressed that a re-energised 100% campaign has to be the primary 'everyday' focus of the Union and all Officers and activists must engage if it is to be successful. Whilst recruitment is important, no single strand will stop the decline of the trade union movement.

The Chair commented that Strategy for Growth should be put on all agendas for constitutional committees and the Executive Council charged the Joint General Secretaries with the implementation of the 100% campaign.

At the close of consideration, the Council

RESOLVED: "That the report be accepted."

**Minute
No.541**

5.2 Strategy for Growth – Organising

Deputy General Secretary, Jack Dromey introduced the Organising Department report and advised that 11,000 new members have been organised in 2009 as a consequence of the national and regional organising campaigns together with 150 new shop stewards.

With reference to the Finance Sector, this is the most significant campaign the Union has undertaken. The public launch of the campaign in the Lloyds Banking Group had taken place on 12th November, with excellent co-ordination between the Organising Department and the Finance Sector. 1,800 members have come in before even the collective sign-up stage of the campaign. The three key objectives are:

- an end to unachievable targets
- an end to the bonus culture
- an end to the unfair practice of unpaid overtime

Attention is now being focused on the untold story of the financial crisis and what happens for bank workers who are being forced to sell even to those people who cannot afford to buy, at the pain of low pay and disciplinary action if they do not.

The campaign is both a national and international one, working with other unions from America to Australia to build up a coalition of support.

Unite is the only union that operates across the entire Lloyds Banking Group and the Chancellor of the Exchequer was urged, at a meeting on the eve of the launch of the campaign, to instruct the FSA to conduct an inquiry into the link between sales, selling and remuneration.

In the Food Industry, 4,333 new members have been organised in 2009. Following a presentation with ASDA to all of their suppliers in the meat industry, ASDA are now insisting that the suppliers move to equal treatment of all workers, including on remuneration. A series of meetings are taking place with the suppliers and the aim is to have agreements with them all by the end of November.

ASDA and Unite will now meet with the Equalities and Human Rights Commission which is at an advanced stage of conducting its first inquiry into structural discrimination in the supply chain, which is the two-tier labour market of agency workers on poorer conditions of employment and the directly employed on better conditions. The implications of winning in the Meat Industry are enormous as there are over two million workers who work in the Food Industry and Logistics supply chains.

Following an incident of racial abuse at 2 Sisters in Birmingham, 59 members, including 5 shop stewards have been sacked. Unite has mounted a major campaign to win justice for the workers and pressure will be kept up until those 59 members return to work.

The Logistics campaign is still in its building stage in terms of its potential for the future. Progress is being made in a number of key core logistic hubs. 1,690 new members have been organised since January 2009.

In Building Services, we are effectively now exiting, with 2,000 new members recruited. We are not satisfied with the progress of implementing Fair Share but the remaining strategy target is to ensure that happens at the next stages.

Books in the Print Industry is in the planning stage and a successful planning and training session with lay members took place in October. The key strategic priorities for workers have been identified and discussions are underway with W H Smiths and two supermarkets in terms of using leverage to crack what is a difficult target.

In Assisted Campaigns, the Organising Department is giving assistance in the development of targeting five IT companies. Four further individual training combines have been planned, building up to the first all-industry meeting of shop stewards in January 2010. Co-operation has been first class and the progress being made is good.

Next stage consultation with Regions and relevant senior officials on potential strategic 2010/2012 Targets will take place including on:

- Renewables
- Local Government in the Public Services
- Computer Services
- Insurance

No decisions have been made by the Joint General Secretaries but detailed research work has been carried out on the potential in those areas.

From Ireland to Germany, we have increasingly good co-operation between unions with a good organising agenda. Historically, the relationship with SIPTU in Ireland had been strained but, in October, Joint General Secretary, Tony Woodley addressed the Congress of SIPTU and we are now working together for the future. We are also working with IG Metall, Europe's biggest union who are now focusing on a serious organising strategy to prevent the haemorrhage of members and strength.

At the close of consideration, the Council

RESOLVED: "That the report be accepted."

**Minute
No.542**

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.

Charlie Whelan reported that Labour can still win the General Election and people should not get too despondent about opinion polls. Labour had won the recent local election in Glasgow which was the second best victory of a Government in the history of by-elections, the first being the victory in Glenrothes last year.

The Unite website "Unite for Labour" was launched at the Labour Party Conference. This is not for the general public but is a tool to be used by activists and members in our campaign for a Labour victory. The other tool is the print creator where the Union can send out targeted correspondence to members in key seats.

A great number of MPs have announced they will be retiring which will create a strain on our structures to get trade union people into those seats. It is important that we liaise with other unions, particularly in seats that are winnable, to ensure there is one trade union candidate.

Nick Griffin announced he is going to stand for election in Barking. The BNP achieved nearly 5,000 votes last time in that constituency and it is important

that we, as a union, support the Labour candidate against the BNP which will be a high profile campaign.

Joint General Secretary, Derek Simpson referred to the Temporary and Agency Workers Directive which is an issue of great concern to TULO and the TUC. It was the Big 4 General Secretaries that had pushed for agreement to get past the blockage caused by the British veto in Europe and it was to be brought into UK legislation but it has now been delayed. Some of the terms that should be included have either been removed or diluted which is the cause of serious concern. Representations have been made to the Prime Minister to find a resolution to this.

Joint General Secretary, Tony Woodley reported on TULO and the proposal not to reconvene the National Policy Forum but for the Big 8 General Secretaries to start negotiations regarding the Labour Party manifesto. A meeting is scheduled early in December with the manifesto being agreed in January. This is an important time before what is going to be a difficult General Election.

Questions raised by members of the Council were responded to by the Political Director and Joint General Secretary, Derek Simpson.

At the close of consideration, the Council

RESOLVED: "That the Political Report be accepted."

**Minute
No.543**

5.4 Proposals for Unite Political Fund Allocation to Regions

Following the decision of the Executive Council to bring in a unified political fund rate within both sections of Unite, proposals for a unified regional political fund allocation were circulated to the Council.

The Unite national political fund will administer and pay for all payments in regard to the following areas of political expenditure as agreed by the region:

- National and regional affiliation fees to the Labour Party
- Branch affiliation fees to CLPs
- CDPs
- Expenditure, including lay member expenses relating to meetings of the national political committee, regional political committees and the regional political conferences
- Expenditure and lay member expenses relating to national and regional Labour Party conferences
- Expenses for ballots carried out as an affiliate to the Labour Party – this would include national leadership elections and ballots in other areas such as Scotland and Wales
- Donations to Unite members standing in local council elections

The regions are allocated 1% of the general fund but this would be below previous regional political expenditure. So it is proposed that each Unite region will be allocated 2% of the political fund each quarter, in proportion to the political paying membership in that region.

Each region's allocation would be as follows based on 2008 income levels:

Region	Amount
North East, Yorkshire & Humberside	£21,852
East Midlands	£11,346
London and Eastern	£34,584

South East	£14,288
South West	£12,562
West Midlands	£17,656
North West	£24,144
Scotland	£17,960
Ireland	£6,756
Wales	£10,566
Total	£171,714

This means that, under the proposals, Unite regions would have a larger amount to spend on regional funding than at present.

This should only be used for political purposes in taking forward the Union's political objectives in accordance with the Union's rule book and legislation governing political fund expenditure.

At the close of consideration, the Council

RESOLVED: "That the report be adopted."

SECOND DAY, 17TH NOVEMBER 2009

IN THE CHAIR: Bro. T WOODHOUSE

The Joint General Secretaries welcomed Jon Geenan, Vice-President of the USW to the Executive Council. He briefly addressed the Council on the relationship between the USW and Unite and how global industry finds the relationship interesting. The more involvement the two unions have in each others' affairs, the more power it gives to represent the members. The Paper Sector is the biggest sector in the USW and it has been an important exercise to engage with Unite in this sector in the UK and Ireland. Jon reported that this week he would be a member of the Unite negotiating team of officers and lay reps who would be negotiating a national pay increase with the Confederation of Paper Industries - the employers organisation in the paper sector. He said that in the USA the USW held agreements with many of the companies Unite held agreements with in the UK.

7. LEGAL

**Minute
No.544**

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 Court of Appeal judgement in Autoclenz –v- Belcher & others, the case law has now come round to be more positive in our favour and shows that people are workers and employees and discourages bogus self-employment.

In a recent retirement age case where an older worker had been seconded and the body were willing to extend the time but the employer had refused, it

was found to be age discrimination because the company had refused because of certain things associated with his age. This is a decision to be aware of with older workers although it is not likely to arise that often.

A construction member, Steve Acheson, an activist for many years, has had a long standing protest outside a company on the grounds of victimisation and blacklisting. The company had sought an injunction to have him removed on the grounds of terrorism. The Union had provided legal support and the Court had found in his and the Union's favour against the company and awarded costs.

An update was given on the BA situation where the ballot has just commenced for industrial action. One of the issues in the dispute is changing staffing numbers and duties. There is argument about whether that is a real change in employment contracts which is an unforeseeable change, or some change of policy which is within the company's discretion. Legal advice was sought regarding an injunction to stop the company making the changes which would come into effect before the ballot. The Court recognised there was an argument and a full hearing will take place next year. The changes will come into force from 16th November and members will have to work under those changes until they strike. Due to the Court action, it is clear they are not accepting the changes as part of their contracts and it is hoped that the threatened strike and negotiations will resolve this without leaving it to the Courts.

The Director of Legal Services referred to a question raised on blacklisting cases. ET claims were ongoing, but suffering from lack of evidence. The option of court action under the Data Protection Act had been considered, but would similarly suffer from evidential challenges and was not felt sufficiently beneficial to pursue. The Union has responded to the Government consultation. The cases have currently been put to one Tribunal (by the ET judge), seeming to suggest there is one principle that applies to all cases. However, the Union will be arguing that the cases should not be joined but should be heard in different regions and heard on their own merit.

The Council were advised that an additional member from each predecessor section were required to be appointed for the Unite Benevolent Fund.

With reference to cases to the Certification Officer, the Union is still awaiting the decision if the EAT agrees to hear the Fleming-Cooney case. Roger Lyons has lost his case except on a small technical point.

Reference was made to scurrilous articles regarding Jack Jones that had appeared in the press, alleging that he was a spy for the Soviets. Unfortunately, as he is dead, there is no action that can be taken regarding defamation.

With reference to the draft resolution regarding the Trustee Company Arrangements, the Council were advised that the Trustee Company was set up under rule and does not have decision making powers but carries out the will of the Executive Council. The resolution, which is an administrative vehicle, refers to Rule 20.2 and will allow the Union to move ahead with the Trustee Company:

"The Executive Council resolves in accordance with Rule 20.2 of the Union's rules ('the rules') that the Union's Trustee Company appointed in accordance with Rule 20.1 is notified and instructed as follows:

1. Under the 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.

2. The Trustee Company is hereby instructed to carry out and implement all instructions given to it 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 Company.”

A Conservative Party Policy Document including Employment Law changes had been circulated to the Council following a discussion at the F&GPC. The document indicates that the Tories will take away a lot of employment protection as they think there is too much regulation and employers should know by intuition what is right.

Members of the Council sought clarification and further information on various issues, to which the Director of Legal Services responded.

At the close of consideration, the Council

RESOLVED: “That the Legal Report be accepted and adopted in line with the preamble to this Minute. The Resolution on the Trustee Company was passed and adopted by the EC.”

**Minute
No.545**

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.546**

5.5 Education Report

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

On Lifelong Learning, there will be a change in Government policy from March 2010. Government will streamline the Union Learning Fund and Unite has formed a strategic bid team. Currently, the Government’s Union Learning Fund supports over 70 Unite project workers. In our bid, we estimate that this may reduce to 50 project workers or even fewer which will have human resources ramifications for the Union.

Workers Uniting have presented a proposal for a joint USW and Unite leadership programme on developing global solidarity for 10 UK and Irish delegates and 10 American delegates. Concrete proposals for this initiative will be brought back to the Executive Council.

Unite have got a good symbiotic relationship with the TUC and are developing, with the TUC, bespoke courses for our Officers, Reps and staff.

The vacancies for four Education Organisers have now been agreed and it is anticipated that they will be in place by Christmas.

A member of the Council referred to the absence of the Minutes of the Education Committee and also referred to the implications of the VR programme regarding the project workers. In response, AGS Len McCluskey advised that the senior management team and Sub-Committee of the F&GPC had been charged with putting together an action plan to deal with finance problems within the Union. All sections of the Union are being looked at but Education has not yet been discussed in detail. The Sub-Committee will take on board any wider implications and will report back at the appropriate time which will come back to the Executive Council. The Council were advised that the Minutes, once agreed, would be distributed.

A member of the Council raised questions in relation to the Tutor Training procedure. In response, the Director of Education clarified the training procedure and advised that all tutors should be trained to a certain standard which required a systematic approach which is being done together with the Legal Department.

A member of the Council referred to the Education brochure and expressed disappointment regarding equalities. In response, the Council were advised that there is a specific leaflet on equalities also available.

At the close of consideration, the Council

RESOLVED: "That the Education Report be accepted."

**Minute
No.547**

5.6 Regional Co-ordinating Officer Appointments

Further to the appointments confirmed by the Executive Council in July 2009, the selection panel had made the following decisions regarding the appointment of Regional Co-ordinating Officers (RCOs):

Name	Region	Section
Jackie Pollock	Ireland N	Amicus
Tim Bush	North East/Yorkshire & Humberside	T&G
Kenny Jordan	Scotland	Amicus

The terms of appointment for RCOs was determined in 2008 on the basis that the grade/salary for this role would be formally determined by the current Job Evaluation process and subsequent salary structure. As an interim measure, it was agreed that every appointee would be in receipt of £3,000 per annum additional salary for undertaking this role. This payment was determined as pensionable.

At the close of consideration, the Council

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

**Minute
No.548**

5.7 Regional Women's Organiser Appointments

Further to the Executive Council decision to appoint a selection panel for Regional Women's Organisers, the selection panel had made the following decisions regarding the appointment of Regional Women's Organisers (RWOs):

Name	Region
Natalia Wardle	West Midlands
Maureen Scott-Douglas	East Midlands
Belinda Robertson	Wales
Helen Osgood	North West
Karen Cole	South West

At the close of consideration, the Council

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

**Minute
No.549**

5.8 Branch Mergers and Changes

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

North West Region

Merge North Manchester (0509) Branch and Chadderton (0991m) Branch.

At the close of consideration, the Council

RESOLVED: "That the report be accepted."

**Minute
No.550**

5.9 Industrial Reports

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

Vehicle Building & Automotive
 Motor Components
 IT & Communications
 Aerospace & Shipbuilding
 Servicing & General Industries
 Metals (including Foundries)
 Electrical Engineering & Electronics
 Graphic, Paper & Media
 Food, Drink & Tobacco
 Rural & Agriculture
 Passenger Transport
 Road Transport Commercial, Logistics & Retail Distribution
 Docks, Rail, Ferries & Waterways
 Civil Air Transport
 Services
 Health
 Local Authorities
 Community, Youth and Not for Profit
 Education
 Finance & Legal
 Construction
 APMS

At the close of consideration, the Council

RESOLVED: "To accept the reports."

Minute
No.551

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.

The Equality Bill is being heralded as an opportunity for equality rights to be improved and simplified and it will be possible to have a common standard across all areas of discrimination and to be understood more easily. The Bill will go to the House of Lords in December and, whilst too many amendments could be used as an excuse for a delay, there is a possibility of one or two amendments and Unite want statutory rights for equality reps to be included.

Consultation is taking place regarding maternity leave. There is an issue of extended maternity leave to 9 months with a commitment to a year with paid leave. After six months, if the mother has not used all the maternity leave, it would be possible to swap it to the father. Examples are being sought of better than statutory paternity rights which would be beneficial. The response to the consultation will be concluded within the next week.

It was Women's Equal Pay Day on 30th October which represents the final day's pay for the year for women suffering the average gender pay gap, while men continue to be paid until the end of the year. This demonstrates the pay gap and is part of the campaign on fair pay.

The First International TUC Women's Conference took place in October, bringing together women trade unionists from over 100 countries. The agenda does not look that different across the world because, whilst the way it is taken forward may be different, the issues are similar across sectors and countries.

With reference to racial discrimination in recruitment, research has been published that highlights if you have a name that sounds Asian or ethnic minority, you are more likely to be discriminated against at interviews.

The Assistant General Secretary referred to activities undertaken in regard to Black History Month, Moroccan workers in Gibraltar and the International Day of Disabled People on 3rd December.

The Young Members Forums, as agreed, are running a little behind schedule but work is being undertaken to make sure, in terms of the Young Members Conference next year, a Young Members Committee structure is established to run alongside. The Young Members Forums have not been as well attended as they might have been and more work needs to be done.

With reference to the Equality Bill, concerns have been raised that, whilst discrimination on grounds of LGBT is covered within the Bill, LGBT people are not explicitly protected from harassment in goods and services. Unite has been trying to get a specific clause included in the Bill.

A brief summary was given of issues that were raised at each of the Committees.

At the close of consideration, the Council

RESOLVED: "That the report be accepted."

5.11 Constitutional Issues

Minute
No.552

5.11.1 Policy & Rules Conferences

A proposal was put to the Council that the first Policy Conference would take place in Manchester from 31st May to 4th June 2010.

The existing rule book mandates that the first Rules Conference of Unite should take place no more than twelve months after the first Policy Conference, which is itself scheduled to be held in June 2010. It could, therefore, be expected that the first Rules Conference would be convened during or shortly before June 2011.

However, this clashes with another provision of the Rules, to the effect that the Executive Council shall take to the first Rules Conference proposals for the constituencies to be used for the next EC election (based on principles set out in rule 14.3). The present three-year term of the EC elapses on 30th April 2011. All this would require the first Rules Conference to be convened no later than the autumn of 2010 in order that constituencies could be approved in adequate time to permit the proper administration of the EC election.

This item should be addressed by convening a Special Rules Conference to consider this one item only. Such a conference need only last a few hours, and could therefore be held directly following the first Policy Conference with a minimum of inconvenience and cost. A further, or reconvened, Rule Conference could be held later to consider all other appropriate business.

Delegates to the Rules Conference would need to be chosen separately from those to the Policy Conference, even if the same delegates are ultimately elected to both conferences. The principles outlined above for choosing delegates to the Policy Conference should also be applied to the election of delegates to the Rules Conference, subject to the different ratio stipulated in rule (one delegate to 4,000 members) being followed.

At the close of consideration, the Council

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

Minute
No.553

5.11.2 Policy Conference Delegates

The number of delegates is laid down by rule – "as near as practicable" – one delegate per two thousand members. Delegates themselves must be compliant with the provisions of Rule 6 on lay office and subsequent EC guidance on this rule.

It is proposed that the total number of delegates be divided up in proportion to membership among the 24 national industrial sectors, with each sector having as near as practicable one delegate per two thousand members, and that these delegates are then allocated to the Regional Industrial Sector Committees for the purposes of election at and from those committees, again in proportion to membership numbers. This will involve the largest number of members in the process of delegate elections, and also ensure that they are accountable to a lay constitutional committee.

National Officers are charged with preparing a proposal for delegate distribution in their sectors as soon as possible, based on membership

figures for their sector as of November 2009, consulting with their National Industrial Sector Committees. Such proposals should be consistent with these principles, but may propose an alternative electing body for some delegates if there is a view that particular industrial interests may be unfairly disadvantaged by exclusive reliance on Regional Industrial Sector Committees (as has been done, for example, for a few national constituencies on National Industrial Sector Committees).

Designated seats for women and BAEM delegates should be incorporated into these proposals, to ensure that each sector has at least the minimum proportion of such delegates as the overall membership of the sector would require.

After detailed consideration, the Council

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

**Minute
No.554**

5.11.3 TUC Delegation 2010 & 2011

It is proposed that the delegates from industrial sectors to serve on the TUC delegation be elected from the National Industrial Sector Conferences. Each conference shall elect the allotted number of delegates for the two TUC Congresses following. It need not elect the same delegate(s) for both Congresses. In the event of a delegate elected by a Sector Conference becoming unavailable to attend Congress, the relevant National Industrial Sector Committee shall be invited to fill the vacancy. The Executive Council shall have the authority to designate particular seats as being for women or BAEM members only in order to ensure minimum proportionality.

Additionally, the delegation would include:

- Joint General Secretaries plus supporting Officers and staff, as appropriate
- Nominees to the TUC General Council and F&GP Committee (if not already delegates).

At the close of consideration, the Council

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

**Minute
No.555**

5.11.4 National Industrial Sector Conferences Report

A written report had been circulated to the Council and was verbally supplemented by John Gibbins.

At the close of consideration, the Council

RESOLVED: "That the report be accepted."

THIRD DAY, 18TH NOVEMBER 2009

IN THE CHAIR: Bro. T WOODHOUSE

Joint General Secretary, Tony Woodley advised that the discussion on frequency of Executive Council meetings would now be deferred to the January meeting of the Council.

He further advised that the document dealing with clarifications and amendments to member contributions and benefits was withdrawn to enable a further review and discussion to take place at the Finance & General Purposes Committee and would be brought back to the Council at the January meeting.

The Joint General Secretary announced that, in the light of no arrangement being in place in relation to the Chair, it is the intention to pay the Chair of the Union an honorarium for this year which will be taken to the F&GPC and brought back to the Council in order for there to be a policy for the future.

6. FINANCE

**Minute
No.556**

6.1 Finance Report

The Unite Finance & Membership Report for the 3rd Quarter and first nine months of 2009 had been circulated to the Council and was verbally supplemented by Ed Sabisky.

Primarily as a result of the VR Programme implemented across both Sections during 2008, and specific cost reduction efforts undertaken by the Amicus Section in 2009, the financial picture for Unite in the third quarter of 2009 is favourable versus 2008. Specifically, in the third quarter, Unite has achieved a surplus from Contribution Income of £2.1 million which is £4.4 million better than the same period of 2008 as well as an overall surplus which, coincidentally, is also £2.1 million and £4.7 million better than a year ago. For the first nine months, Unite has achieved a surplus from Contribution Income of £1.2 million (£6.7 million better than a year ago) and an overall surplus of £3.9 million (£6.4 million better than last year).

As a consequence of declining paying membership, in the third quarter, Contribution Income totalled £35.1 million down £1.6 million from the same period of 2008. Over the first nine months, Contribution Income is down £4.0 million versus last year. Based on the prevailing trend, excluding the impact of the recently implemented contribution rate increase, this decline will almost certainly amount to more than £6 million for the full year.

In the third quarter, Total Recurring Expenditure totalled £33.0 million or £6.0 million less than the third quarter of 2008. This improvement was largely attributable to reduced expenditure in most areas but especially on reduced spending on campaigns/publications included in Employer Disputes, Membership Activity (although these costs are expected to rise in the fourth quarter as the Sector Conferences are held), Employment Costs and Irrecoverable VAT. Over the first nine months, Total Recurring Expenditure has been reduced by £10.7 million compared with the same period of 2008 with savings achieved virtually across the board.

As a consequence, Unite recorded a surplus of £2.1 million from Contribution Income in the third quarter and £1.2 million in the first nine months.

Legal Income totalled £2.1 million in the third quarter and £7.0 million in the first nine months of 2009 – slight declines versus last year. Other Income amounted to £0.7 million in the third quarter, an improvement of £1.6 million versus the third quarter of 2008 reflecting the fact that the stock market has rebounded versus year end 2008 when we wrote the marketable securities down to their then current value. Non Recurring Items amounted to a net expenditure of £2.8 million in the third quarter of 2009 which was comprised of pension deficit reduction contributions made by the Amicus Section, the JGS election held and the irrecoverable VAT on property purchases and major refurbishments undertaken by the T&G Section.

Overall, Unite posted an overall surplus of £2.1 million for the third quarter and £3.9 million over the first nine months.

Unite's liquid assets have declined from £109.3 million as at 31st December 2008 to £101.4 million as at 30th September 2009. The decline was principally as a result of the purchase of properties at Heathrow, Oxford and Portsmouth as well as the ongoing spend on the refurbishment of Regional properties, most notably in Cardiff, Liverpool and Glasgow. Global stock markets are now somewhat ahead of their level at the end of last year. Total liquid assets are likely to shrink further as a consequence of: (a) VR payments to departing officers and staff; (b) continued refurbishment of the union's properties at a time when it is quite difficult for the Union to dispose of its surplus property; and (c) perhaps most saliently, escalating contributions to the union's pension funds (from next year).

The total paying membership (up to 13 weeks in arrears) of Unite has declined to 1,306,191 as at 31st October 2009, down 60,000 from year end 2008.

AGS Les Bayliss reported that, with the work that had taken place in the former Amicus Section and savings on expenditure, it is anticipated that by the end of the year we should be in surplus of contribution income. This has filtered through into the rest of the accounts to make it a stronger position than last year.

With reference to the pensions funds, discussions have taken place with the Trustees regarding a recovery plan and also the governance position and a report will be brought to the Executive Council at the January meeting.

At the close of consideration, the Council

RESOLVED: "That the Finance Report be accepted."

**Minute
No.557**

6.2 Membership Report

Membership reports for the two previous Sections had been circulated to the Council. Members of the Council raised questions regarding the integration of membership figures and members joining on-line. In response, Joint General Secretary, Tony Woodley reported that a procedure is being put in place to assist Regional Administrations to identify the appropriate branch or workplace for on-line joiners.

A document had been circulated to the Council regarding Membership Cleansing/Members in Arrears. Joint General Secretary, Tony Woodley advised that the document would be referred to the F&GPC and then brought

back to the Council at the January meeting. Both Joint General Secretaries outlined current problems within the membership system which needed to be addressed.

At the close of consideration, the Council

RESOLVED: "To accept the report in line with the preamble to this Minute."

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

5.11 Constitutional Issues cont'd/....

**Minute
No.558**

5.11.5 Constitutional Committees – Progress Report on Implementation

Deputy General Secretary, Jack Dromey reported that less than 10% of the RISCs were still to be established. Following the decision of the Council at the September meeting, Regional Secretaries had been asked to reconvene any outstanding Regional Industrial Sector Conferences, to take place not later than December.

The Committees vary enormously in relation to how many people have been elected. Some are at full complement, many of them are not and the proposal is that Regions should continue with the exercise, using the by-election mechanism, agreed by the Council, to enable the committees to be fully functioning and fully populated by lay members.

With over 90% of the information now available, a monitoring report will be made available to the Council, showing the totality of the elections and if the obligations of proportionality, under rule, have been met.

Problems have arisen with two National Industrial Sector Committees but the process is underway in order that the outcome complies with EC guidelines and the Statement of Intent. There are also two outstanding appeals which are being addressed.

In terms of review, the Council will need to look at the totality of lessons learned and strengths and weaknesses in terms of what to do for the next electoral term.

Members of the Council raised issues which were responded to by the Deputy General Secretary. A delegate raised, for example, that the review should address the particular problem faced by rural trade unionism.

At the close of consideration, the Council

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

**Minute
No.559**

5.11.6 Equalities Conferences

Assistant General Secretary, Diana Holland reported on outstanding issues in connection with the National Women's, Black, Asian & Ethnic Minorities, Disabled Members', LGBT and Young Members' Conferences.

With reference to Executive Council members to be in attendance, where not elected as delegates to the conferences, the following EC members will be invited to attend the National Women's or National BAEM Conference on an ex officio basis:

- National Women's Representative and 7 Regional Additional Women's Representatives from former T&G Section, plus equal number of women from former Amicus Section.
- National BAEM Representative and 2 Regional Additional BAEM Representatives from former T&G Section, plus BAEM delegate from former Amicus Section.

With reference to Motions, it is proposed that the Regional Equalities Committees be required to meet in order to agree motions for the National Conferences and that meeting will need to take place in December/January.

It is proposed that, for the 2010 Conferences, a 6-member Standing Orders Committee is elected from the Executive Council, including 3 from each former section, and at least two women and one BAEM member.

It is proposed that the 2010 Conferences elect the Standing Orders Committee for the 2011/12 Conferences on the following basis:

- National Women's and BAEM Conferences – 2 members each
- National Disabled Members, LGBT, Young Members' Conferences – 1 member each.

At the close of consideration, the Council

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

**Minute
No.560**

**5.11.7 Standing Orders Committee – National Industrial Sector
Conference and Policy and Rules Conferences**

Adrian Weir reported that the election of the Standing Orders Committee for the 2011 National Industrial Sector Conferences will be held at the 2009 round of conferences. 2 delegates to be elected per day at the close of the plenary session; delegates are not to come from the same Sector; for this period only, 1 former T&G member and 1 former Amicus member to be elected per day. This will make a 10 person Committee, 50/50 former T&G/former Amicus.

For the initial Policy Conference and Rules Conference, as there have been no preceding conferences to elect the Standing Orders Committee, measures will need to be taken to ensure (a) the regional basis of the SOC and (b) no EC members take part. For the initial conferences only, Regional Committees are to be asked to make 2 nominations each (1 former T&G and 1 former Amicus). These nominees will comprise the SOC for both conferences. Thereafter, each conference will elect its own SOC for the following conference.

At the close of consideration, the Council

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

**Minute
No.561**

5.11.8 Former T&G Section – Biennial Elections

In the former T&G Section, elections for branch officers were held on a fixed biennial period. The most recent branch elections were held in the Autumn of 2007 and could have been expected to have been held in the Autumn of 2009. As part of the merger process, branch officers' terms of office were extended.

There is an understandable feeling among many former T&G Sector branch activists that it would be appropriate to renew their electoral mandate. To this end, former T&G Section branches are advised that the new biennial period will commence 1st January 2010 and national and regional administrations will make the necessary arrangements for branch officer elections in former T&G Section branches in line with the policies and procedures for all such previous elections.

At the close of consideration, the Council

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

**Minute
No.562**

5.11.9 Standing Orders for Regional Committees, National Industrial Sector Committees and National Equalities Committees

The Standing Orders for the National Industrial Sector Conferences had been circulated to the Council. The model Standing Orders that had been sent to Regional Secretaries and National Officials prior to the October/November round of Regional Committees, NISCs and National Equalities Committees were also circulated to the Council.

At the close of consideration, the Council

RESOLVED: "That the report be accepted."

**Minute
No.563**

5.12 International Report

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

The campaign against the EU-Colombia Free Trade Agreement is progressing well. In conjunction with Justice for Colombia, a document has been produced outlining the case against the agreement which will be distributed to all members of the European Parliament, together with national MPs and other institutions. Other national centres are starting to move in the Nordic countries and Germany. Pressure is growing against the agreement being concluded which is intended to be completed by May next year. An event has been planned to take place in the European Parliament in December when a US Senator, who has been blocking the American participation in the agreement, will be in attendance. There will also be a meeting of trade unionists with lobbying in the European Parliament.

With Justice for Colombia, there will be a delegation to Colombia which coincides with a Fensuagro course. A co-operation agreement with Fensuagro was signed by the Chair of the Council, Tony Woodhouse and AGS Gail Cartmail has arranged a meeting with the Minister to discuss concerns about Colombia.

With reference to the Miami 5, Antonio Guerrero has had his sentence reduced to 21 years from a previous unlimited life sentence. This is clearly as a result of pressure from the campaign that has built up.

In relation to the Organising Project in Africa, 3 regional seminars within Swaziland have been successfully concluded. The focus of the seminars was to look at an issue based organising approach with the theme being HIV/AIDS. This was extremely well received and will be replicated in Zambia and Malawi.

Colleagues in IG Metall are going through a change and taking on the organising agenda and approach which they have not done in the past. This should cross over into the international metal workers federations. Within the Chemical Federations, EMCEF and ICEM, there is a programme in place for merging metal workers and chemical workers and textiles to have one industry based organisation.

With reference to Climate Change, a conference took place recently in Germany, organised by the ETUC, followed by the first joint seminar between chemical federations and metal workers federations in Germany. This is in preparation for the Climate Change summit in Copenhagen. Our membership is going to be very much affected by decisions taken in relation to climate change. A document is available detailing key elements that we want to feed into Copenhagen.

A series of briefings to update reps on the provisions of the EWC recast directive have been concluded. Very important changes are coming through in the directive that will give important benefits if used correctly. Until legislation is implemented, reps and officers are advised to avoid entering into renegotiations of EWC agreements.

The Latin America Conference 2009 will take place on 5th December at the TUC with speakers from Latin America.

Joint General Secretary, Tony Woodley reported that both Joint General Secretaries had met with the Foreign Secretary and raised the issue of Colombia and the funding of paramilitaries. A response is awaited.

Joint General Secretary, Tony Woodley updated the Council on the situation regarding the Miami 5 and advised that a further report would be given to the January meeting.

Joint General Secretary, Derek Simpson referred to the debate amongst MPs trying to put pressure on for a trade delegation to Cuba. Our union continues to be at the forefront of the international arena on many issues. He further referred to IG Metall and the discussions the Joint General Secretaries had had with General Motors and the degree of uncertainty now in Germany.

At the close of consideration, the Council

RESOLVED: "That the International Report be accepted."

**Minute
No.564**

5.13 Workers Uniting

A short film showing the horrific conditions experienced by the ship breakers in Bangladesh was shown to the Council. Richard O'Brien advised that attempts are being made to try and bring the employers to justice over the conditions as there is a law that prevents this type of activity. Unfortunately, it is difficult to trace the employers as they are not registered but the National Labour Committee, funded by the Union, is trying to track them down through a network of agencies.

Richard O'Brien verbally supplemented the written report circulated to the Council, highlighting the work being undertaken by the Steering Group of Workers Uniting which is focused on five sectors: industrial, education, political, equalities and international.

The USW strike at Vale Inco, which has continued for over 4 months, was highlighted and details of background and current activities were reported to the Council.

At the close of consideration, the Council

RESOLVED: “That the report be accepted.”

**Minute
No.565**

5.14 Vion

A member of the Council referred to a situation in Vion in Scotland in particular and nationwide where the Union’s agreement on facility time had been the subject of attack. The National Committee were concerned that an ex T&G Official is now working for the company and an update was sought on Vion. In response, Deputy General Secretary, Jack Dromey reported that, as a consequence of pressure from the Union, an approach had been received from Vion and it is hoped that progress can be made at the next stages. The Deputy General Secretary proposed that the Executive Council record their full support for the members and it was agreed that Executive Officers investigate a former Officer of the T&G acting as advisor to Vion helping the company to attack the Union.

At the close of consideration, the Council

RESOLVED: “That the report be accepted.”

**Minute
No.566**

5.15 Integration

A member of the Council referred to the VR Scheme and asked for further discussion and detail. In response, Joint General Secretary, Tony Woodley reported that discussions have taken place with Regional Secretaries regarding the regional plans. The heads of the Central Departments have been asked to draw up plans for consideration in order that discussions may take place. This was not designed as an open-ended scheme but to cut costs. A more detailed report will be given to the Council at the January meeting.

Joint General Secretary, Derek Simpson advised that the decision taken was based on financial requirements to reduce the workforce of the union. It was agreed not to have compulsory redundancies but to seek volunteers and there is still a range of work to be completed. The Council will be keeping a watching brief on this via the Sub-Committee and F&GPC.

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.”

**Minute
No.567**

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.

New Regional Office – The resolution was submitted by the South East Regional Committee and called on the Union to proceed with the establishment of a new Regional Office. In response, the Council were advised that there will be a Regional Office and discussions are now at an advanced stage and should be concluded in a matter of weeks with a commitment from the Joint General Secretaries to resolve this issue as a

matter of urgency. The resolution was noted on the basis of the assurances given.

New Oxford Office – The resolution was submitted by the South East Regional Committee and called for the Union to instruct the Regional Administration to appoint its own staff without further delay. In response, the Council were advised that applications for staff in the Oxford office are being sought and the process is underway. The resolution was noted.

Contribution Structure – The resolution was submitted by the South East Regional Committee and called for the Union to reverse the decision regarding retired members' contributions. In response, the Council were advised that, because of the concerns expressed, the document due to be discussed regarding retired members and free cards, had been withdrawn and would be brought back to the January meeting. On the issue of Free Card membership, however, agreement had been reached that existing Free Card members would not be disadvantaged in terms of their rights to participate under Rule in the Union's democratic process. The resolution was left on the table.

Privatisation of the NHS – The resolution was submitted by the North West Regional Committee and called for an explanation from the delegation to the Warwick Labour Party Forum. The resolution was noted.

Equality Reps – The resolution was submitted by the North West Regional Committee and called on the Union to invite Equality Reps to attend Shop Stewards Committee meetings. In response, it was agreed that such an approach should be encouraged whilst not compelling shop stewards committees to re-write their constitutions. The resolution was noted.

Agency Workers Directive Legislation – The resolution was submitted by the North West Regional Committee and called on the Union to protest to Government for the postponement of the implementation of the Agency Workers Directive. In response, the resolution was supported.

Disabled Members – Accountable Representative of Workers and Eligibility of Disabled Members – The resolutions were submitted by the North West Regional Committee and the National Disabled Members Committee. In response, the Council were advised that these issues would be treated as a priority in the next stage review. Real issues have emerged out of the first stage process in relation to disabled members that have to be addressed if we are to have full and active participation of disabled members in the constitution of the Union. The resolutions were noted.

Expenses – The resolution was submitted by the Aerospace & Shipbuilding NISC and called on the Union to standardise allowances as soon as possible. In response, this has now been agreed with effect from 1st January 2010 and the resolution was noted.

Unite Policy Position on the Replacement Deterrent – The resolution was submitted by the Aerospace & Shipbuilding NISC and called on the Union to clarify the policy making process for the Union. In response, AGS Len McCluskey reported to the Council what had actually been said at the fringe meeting in question and assured the Council that he would never pursue a course of action against policies determined by lay member constitutional conferences. The Council accepted the explanation.

Disability Access – The resolution was submitted by the National Disabled Members Committee and call on the Union to ensure that money is not given to organisations for venues that are not adequately adapted for full access for

all members. In response, the principles contained in the resolution were supported and advice will be issued accordingly.

Nuclear Submarines – The resolution was submitted by the South West Region and called on the Union to support the decommissioning/dismantling of nuclear submarines at Devonport Dockyard. In response, having sought the advice of the National Officer, Bernie Hamilton, the resolution was supported.

Trafficking of Women – The resolution was submitted by the National Women's Committee and called for the Union to support the campaign against the planned closure of the Met Police Unit dedicated to human trafficking. In response, the resolution was supported.

Officer Numbers – The resolution was submitted by the North West Finance & General Purposes Committee and called on the Union to consider the number of Officers in the Region. In response, the Council were advised that discussions are at an advanced stage and the Union is confident that agreement will be reached. The resolution was noted.

Sponsored MPs – The resolution was submitted by the North West Region and called for a review of how the Political Fund is distributed. In response, the resolution was noted in line with our future political agenda including action to encourage more of our members to become MPs and Councillors.

The Chair advised the Council that, in future, resolutions that are received late will not be taken. The Standing Orders will be abided by and resolutions need to be submitted for consideration 10 days in advance of the Council meeting.

At the close of consideration, the Council

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

9. ANY OTHER BUSINESS

**Minute
No.568**

9.1 Date of Next Meeting

A member of the Council asked for an early communication of the date of the January meeting. In response, the Council were advised that dates for next year will be communicated at the earliest opportunity.

At the close of consideration, the Council

RESOLVED: "That the report be accepted."

**Minute
No.569**

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
NOVEMBER 2009

Dear Colleagues,

The last two months have seen Unite's new constitutional structures being put in place. Thousands of activists have been involved in electing regional industrial sector committees and area activist committees across the country. Our equalities structure is emerging too. On this basis, the national sector committees, regional committees and equalities committees are being elected, and we will shortly hold our first national industrial sector conferences, determining industrial policy for all our membership across the economy.

Of course, we could have wished for better circumstances in which to establish our democratic structures. Almost every sector of the economy in which Unite organises is being affected by the recession, and defending employment has become our top priority in most sectors.

The union is addressing this crisis with all the means at our disposal – negotiation with employers, lobbying of the government both for support for specific sectors and for general economic policies which can alleviate the recession, and supporting our members in fighting back where necessary. Nor are we neglecting our organising commitment – it is more important than ever in these hard times to always be looking to extend the frontiers of trade unionism.

We are doing this against the backdrop of a fast-approaching General Election. Whatever our present difficulties and frustrations, there can be no doubt that they would be as nothing compared to the ravages that would be inflicted by a Tory government, on the public sector first of all. Unite therefore needs to be gearing up to play a leading part in the campaign to keep Cameron out of Downing Street and elect a fourth-term Labour government that learns from its past mistakes and builds on the undoubted progress of recent months.

STRATEGY FOR GROWTH

100 % CAMPAIGN

At these difficult times of recession with membership losses running at over 65,000 in the last quarter it is crucial that we maximise our membership where we already have recognition via our 100% campaign. Joint General Secretary, Tony Woodley will give a PowerPoint presentation to the Council setting out the next steps of this part of our important Strategy for Growth.

ORGANISING DEPARTMENT

11,000 New Members

11,000 new members have been organised in 2009 as a consequence of the National and Regional Organising Campaigns. 150 new Shop Stewards have been elected, with achievements by way of bargaining gains in Britain and Ireland.

Finance

Last Thursday, 12th November, saw the public launch of our Campaign in Britain's biggest bank, the Lloyds Banking Group. Led by the Director of Organising, Sharon Graham, and the National Officer for the Finance Sector, Rob MacGregor, there has been excellent co-operation in our Working Together approach. Our Officers, Organisers, Regions and Lay Members are working as one. Even in advance of what we call collective sign-up, 1,800 members have come in as a result of the Campaign.

Our central objectives are:

- An end to Unachievable Targets
- An end to the Bonus Culture
- An end to the unfair practice of Unpaid Overtime

We are now focusing public attention on the untold story of the crisis in Banking and that is the link between sales, selling and remuneration. Our members are acting in the public interest, arguing that it is wrong that workers should be forced to do the hard sell of financial products, often to those who cannot afford them, and at pain of low pay and discipline if they don't. Our Campaign is a national and an international one. October saw the Deputy General Secretary, Jack Dromey, making a presentation to the Global Organising Alliance Conference, forging links in a drive to organise bank workers from America to Australia. Rob MacGregor will be leading for the Union at the UNI Conference on the Finance Sector in December, co-ordinating the drive for a new settlement for the Finance Sector by way of effective regulation and an end to the link between sales, selling and remuneration.

Finally, only Unite operates across the entire Lloyds Banking Group and only Unite has the influence in the corridors of power to advance the cause of LBG employees. On 11th November, Rob MacGregor and Jack Dromey met with the Chancellor of the Exchequer, Alistair Darling on the importance of there now being a focus by Government on sales, selling and remuneration. If the scandal on Boardroom bonuses has now been exposed, we intend to change forever a system of remuneration which is not in the best interests of the customers of the bank and bank workers.

The Food Industry

Led by the Director of Organising, Sharon Graham, our Campaign in the Meat Industry goes from strength to strength. 4,333 new workers have been organised in 2009. In a Sector employing 50,000 workers, there is now collective bargaining density of 89% in white meat and 53% in red meat. Crucially, as we reported to you in September, dramatic progress is now being made with some of the Supermarkets. ASDA has taken the lead, insisting that in future all of its suppliers in the Meat Industry should move to equal treatment of all workers, including on remuneration. As a result of what has been an excellent Campaign and following a presentation by the Deputy General Secretary, Jack Dromey, to senior executives from all of the suppliers to a meeting hosted by ASDA, Sharon Graham, together with ASDA, is meeting with each one of the suppliers. The aim will be to have concluded agreements with all of them on parity in the meat supply chain by the end of November.

ASDA and Unite will now meet with the Equalities and Human Rights Commission which is at an advanced stage of conducting its first Inquiry into that structural discrimination in the supply chain which is the two-tier labour market of agency workers on poorer conditions of employment and the directly employed. The implications of winning in the Meat Industry are enormous because there are well over two million workers who work in the Food Industry and Logistics supply chains.

Finally, tough industrial battles continue to be fought. 59 of our members, including five Shop Stewards have been sacked by 2 Sisters in Birmingham. Their crime! Standing up for a Shop Steward who was racially abused by a security guard when he was called "Paki Bastard". Unite has mounted a major Campaign to win justice for the workers and a ballot for industrial action has commenced. In circumstances where we are making real progress, moving forward in that 50,000 strong Industry, there can be no question of any company in the Industry being allowed to go backwards.

Logistics

Building on the progress made in the Food Industry, led by Lead Organiser, Dessie Henderson, 1,690 have been organised since January 2009. Our strategy has been to target the Grocery Logistics supply chain because of our potential leverage including with the Supermarkets. The Campaign in the field is now fully operational with real progress being made in a number of key core logistics hubs. What is a fully functioning Logistics Combine, bringing together Shop Stewards across the Industry, has agreed its strategy, central to which is organising to win Minimum Standards Agreement, guaranteeing fair and equal treatment of all workers and ending the exploitation of agency workers and the under-cutting of the directly employed.

BUILDING SERVICES

We continue to build on our past successes in another ground-breaking Campaign and that is Justice for Cleaners in the City of London and Canary Wharf. There are nearly 2,000 Unite members in the two Cleaners Branches in London. Our big focus now is on consolidating that organisation and implementing Fair Share. Whilst progress is at last being made on the implementation of Fair Share, commencing with the OCS contract in KPMG employing 105 Cleaners, we are not satisfied with the pace of progress and this will be, therefore, a major priority for the London and Eastern Region supported by the National Organising Department, in the first half of 2010.

Books in the Print Industry

October saw a successful planning and training meeting involving lay members from the two key companies that we are targeting, Gardners and Bertram Books. The National Organising Department and the Graphic, Paper and Media Sector are working in partnership to crack what are two difficult targets. First and foremost, we will build effective workplace

organisation. That process has already commenced. In addition, we are using the leverage of the main customers, in particular WHSmith and the Supermarkets. The key issues identified by the October meeting are pay, pensions and job security.

Assisted Campaigns

In addition to our National and Regional Organising Campaigns, the National Organising Department is increasingly giving assistance in the development of what are Industry-wide or strategic 100% Campaigns in key Sectors. We would give two examples:

- In Computer Services, the Director of Organising, and Peter Skyte, National Officer for IT and Communications, conducted an initial and successful workshop on 2/4 October bringing together our lay representatives from the following companies.
 - Fujitsu
 - HP/EDS
 - Steria
 - IBM
 - CSC

Four further training Combines have been planned, leading to the establishment of an Industry-wide Combine in January 2010. The key issues that have been identified are once again pay, pensions and job security.

- In Associated British ports, Sharon Graham has been working with Brendan Gold, National Officer for Docks and Waterways, combating disturbing developments including the growth of personal individual contracts, The Department and the Sector are now organising a planning session involving the lay representatives and officers to build an effective Organising campaign.

2010/12 Targets

Work is at an advanced stage on potential targets for 2010 onwards in:

- Renewables
- Local Government in the Public services
- Computer Services
- Insurance

Intensive research has been undertaken and dialogue with the Sectors concerned is at an advanced stage. The potential is very significant in all four areas but Campaigns will not be agreed unless we are confident of success. In line with the Working Together approach, there will be next stage consultation with the Regions on potential targets for 2010 onwards, including the scope for more Regional Organising Campaigns.

From Ireland to Germany

Our Organising agenda continues to unite unions. October saw a historic address by Joint General Secretary, Tony Woodley, to the Congress of Ireland's biggest union, SIPTU. In the past, relationships have been strained. Now, for the future, we are working together, commencing with a joint Organising Campaign in the Meat Industry, north and south of the border. The Global Organising Alliance Conference in October also saw a powerful presentation by Europe's biggest union, IG Metall. 2.2 million strong, IG Metall believes that it has now to focus on a serious Organising strategy to prevent the haemorrhage of members and strength. As we have done with many others, from SIPTU to LO in Denmark, we will share our experience with our German friends as they move forward.

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

EU-Colombia Free Trade Agreement

The campaign against the EU-Colombia Free Trade Agreement (FTA) has continued building significant momentum. A document setting out the case against the agreement has now been finalised and will be distributed to all members of the European Parliament as well as other policy makers in the European Commission and other European institutions.

The TUC has been supportive of the campaign and has used its contacts to encourage greater activity from other national centres. The Swedish LO has been particularly active and has repeatedly called for meetings with the Swedish government that currently holds the presidency of the EU.

Positive indications have been received that an American Senator who played a key role in lobbying to block the US-Colombia FTA will take part in the event scheduled to take place in the European Parliament during December 2009. As part of the ongoing campaign a very well attended fringe meeting was held at the Labour Party conference and was addressed by Tony Woodley & Tony Woodhouse, MPs Tony Lloyd and Sandra Osbourne, and MEP Richard Howitt. Aidee Moreno from the FENSUAGRO human rights department was the main speaker.

Miami 5

Unite has continued its work on the campaign to free the Miami Five and brought over two of the Miami Five's wives, Olga Salanueva and Adriana Perez, and one of their daughters, to the Labour Party Conference, where they spoke at the Cuba Solidarity fringe meeting. They also participated in and spoke at a vigil for the Miami Five outside the American Embassy in London.

In October, following a review of the case against Antonio Guerrero, one of the five, his sentence was reduced to almost 21 years and ten months, down from a full life sentence; this was two years more than was agreed by the defence and the prosecution teams at the re-sentencing hearing. The Joint General Secretaries will provide an updated report verbally on this matter.

Organising Project – Africa

The first of the DFID supported series of national seminars took place in Swaziland during October. All of the three individual seminars in various parts of Swaziland were very well attended and extremely positive feedback was received from the participants. The seminars focused upon using HIV/AIDS issues as the basis for developing issue based organising strategies.

Further seminars will be held in Zambia and Malawi during the first part of 2010. UNITE seminar organisers and the Swaziland activists were constantly followed by the Swazi secret police during the stay.

IMF/ICEM/EMF/EMCEF - Global Unions meeting on Climate Change

On October 14 and 15, the International Metalworkers' Federation (IMF), International Federation of Chemical, Energy, Mine and General Workers' Unions (ICEM), European Metalworkers' Federation (EMF) and the European Mine, Chemical and Energy Workers' Federation (EMCEF) organised a conference in Bad Orb, Germany, under the heading "Cutting Emissions, Transforming Jobs", at which Unite was represented.

The goal of the meeting was to identify a common position and strategy for industrial workers in relation to the upcoming United Nations Framework Convention on Climate Change – the conference will be held in Copenhagen Denmark during December 2009.

The conference heard from representatives of unions from all continents and a common position document was agreed. It is noticeable that unions are still being denied a full seat at the proceedings and have only been granted observer status at the Copenhagen Conference.

This was an extremely important conference, not just for the subject matter under discussion but because it was a first public step in creating greater co-ordination and co-operation between the international union federations representing industrial workers.

More initiatives are planned and momentum to move towards the creation of a single federation for industrial workers is growing.

EWC Recast

A series of seminars to update reps on the provisions of the EWC recast directive have now been held. It is important to highlight once again the significance of some of the improvements to the EWC Directive, and also that vigilance is maintained during the transposition process. Transposition of the recast directive must be completed during 2011. EWC reps and officers are strongly advised not to enter re-negotiations until the legislation is in force.

WORKERS UNITING

Work on the Sectoral Action Plan has been concentrated on creating strong links between Unite and USW colleagues in the specific sectors and organisations where common issues and challenges exist. These 'link-ups' focus on the exchange of Sectoral and employer information and the development of joint campaigns. In addition, there has been a major drive to raise awareness throughout both the USW and Unite of the Workers Uniting project.

Paper and Pulp Sector

In the paper and pulp sector, work on integration of Workers Uniting is well established and there is a regular exchange of information between the USW and Unite.

The first Workers Uniting industrial sector conference took place in Pittsburgh in August 2009. Unite workplace representative from three paper companies in the UK joined colleagues from all over the U.S. to discuss trans-Atlantic collective bargaining in their industry. The UK representatives each gave presentations to their respective company bargaining groups and received valuable information in return. Important relationships were formed which will allow the union activists to continue their dialogue and share bargaining information.

The conference concluded with a Workers Uniting group meeting that discussed the future development of the global union project. It was agreed to commence a joint health and safety campaign in view of an increase in workplace deaths in paper production in both the U.S. and the UK. The campaign will be launched in November to coincide with the Unite GPM sector National Industrial Conference in Brighton.

During September 2009, Workers Uniting was able to facilitate the attendance of Unite activist Iain Eld, to assist in a key organising campaign for the USW in the paper sector. Although the USW lost the ballot by a small margin, the trip clearly demonstrates the potential practical relevance to both unions of the Workers Uniting project.

In November 2009, Jon Geenen from the USW will be joining Unite colleagues in the UK to participate in pay negotiations for the paper sector. This is a ground breaking development for the global union.

Metals Sector

Initial contact between leading lay representatives in the metals sector has been made using the telepresence facility and the lead officers have since been in regular contact. Early discussions have taken place on the possibility of a Workers Uniting conference for the sector to take place in the UK in 2010.

Healthcare Sector

The issue of healthcare has emerged as a crucial political issue on both sides of the Atlantic. The timing of the link-up in the Healthcare sector has been fortuitous as it comes during the height of the public healthcare debate in the U.S. Workers Uniting set up a communications link between healthcare professionals in the USW and Unite and this was put to good use when the UK's National Health Service (NHS) came under attack by U.S. conservative politicians and commentators opposed to President Obama's public health care proposals.

A rebuttal of the lies and misrepresentations was provided by Unite to the USW which has been used in the media to support their campaign. In addition to a written rebuttal of the lies

being spread about public healthcare in the UK, Workers Uniting produced a viral film featuring Unite Assistant General Secretary Gail Cartmail putting the record straight on socialised healthcare which is available to view on the Workers Uniting website and on YouTube. All of this campaigning has also been promoted on the Workers Uniting social networking websites Facebook and Twitter.

As well as the political debate within the U.S., there is ongoing work by Unite to raise awareness in the UK of the creeping privatisation of the public health service. Through Workers Uniting, both unions are planning joint action to target the private insurance companies and healthcare providers that operate within both countries.

Workers Uniting has also initiated an exchange of information between both unions on the involvement of professional groups within the healthcare industry. Unite has a large membership in this area and this experience and knowledge has been beneficial to the USW in the development of its Health Care Industry Council. Further contacts between Unite and USW healthcare worker staff and activists is in the planning stages.

Chemicals Sector

An initial discussion was set up for activists and officials from Dow Chemical where both unions are well organised and members are experiencing difficulties. There is now an ongoing dialogue on a range of issues, including industrial relations, bargaining rights and health and safety.

Can and Container Sector

A Workers Uniting meeting was held to discuss industrial issues within Crown and Rexam. As well as officials from both Unite and USW, the meeting included workplace representatives. The exchange of information included an overview of union organisation, current challenges and future areas of joint work.

Oil Sector

A telepresence meeting was held in early November between union officials and activists from the oil refining industry from both unions in early November. This will be an opportunity to discuss the current issues and challenges facing the sector and exchange information on key industrial issues facing our members who work in this sector.

Education Sector

Officials from both unions representing members in the Education sector from Canada, UK and Ireland have held discussions over the past six months. Issues around job evaluation are of particular interest on both sides of the Atlantic. A Workers Uniting teleconference was held in the summer between activists and senior union officials in order to meet one another and discuss a programme of ongoing work within the university sector. It has been agreed that a joint conference will be held in conjunction with the USW's Canadian Policy Conference in March 2010 in Toronto, Canada.

Vale Inco Dispute in Canada

Workers Uniting has been active in supporting the USW's high profile dispute at Vale Inco in Sudbury, Canada. Awareness has been raised of this important strike action through the Workers Uniting website, Facebook and Twitter. Workers Uniting was also able to secure a significant financial donation from the Unite executive in September. Moreover, the dispute is being promoted in Unite local branches and membership publications. Support from activists across Unite is being encouraged.

As part of the Workers Uniting support for the FAIR DEAL NOW campaign by Vale workers, Workers Uniting was able to participate in a demonstration in Sudbury in

September. The message of support from the union was delivered to over 3,000 miners and their families from Unite Assistant General Secretary Paul Talbot.

Workers Uniting is assisting with the investor focused campaigning raising the strikers' issues at Vale shareholder meetings in London and hosting delegates of strikers in the UK. Workers Uniting has planned action in October in London outside various Vale investor events. The global union is also currently preparing to host a delegation of Canadian and Brazilian "Vale road warriors" in London. During the trip, as well as holding a demonstration to raise awareness of the Vale Inco dispute, the Vale strikers will be attending meetings with senior union officials and political representatives in London.

Negotiation and Bargaining Information

There has been extensive work done in order to map the membership of both unions in order to establish areas of mutual interest. A detailed analysis of areas of joint representation has been completed which focuses on the key companies from the sectors outlined in this report. Additionally, a pilot project is underway on a number of joint Unite and USW employers. This project includes the exchange of information on terms and conditions, agreements, membership and negotiations. The analysis is intended to be a working document which will be updated and modified. This will form the basis of some future work for Workers Uniting.

Workers Uniting Politics, Education and Equalities Report

Politics

In addition to the work of Workers Uniting on healthcare issues which is described in detail in the Sectoral Report, two Unite representatives participated in the USW's G-20 actions held in Pittsburgh in September 2009, including a teach-in on globalization and a Green Jobs rally and concert. Future joint efforts on raising awareness and public support in all of countries on these issues is in the planning stages.

National elections are scheduled for the U.S. and UK in 2010 and discussions about how each of our unions can assist each other's efforts in fighting for candidates who will effectively represent workers should begin in the near future.

Education

Through Workers Uniting, the education departments of both unions have worked closely on the development of a course to highlight the important work of the global union. Two education programmes are being formulated to raise awareness of the important role that globalisation has on industrial relations. These courses – a weekend course and a half day course – will be accredited by the TUC in the UK.

The courses will be used across different sections of Unite to give members a greater understanding of the global union and the importance of international solidarity. The course includes case studies of some of the work already done by Workers Uniting, as well as giving union activists the opportunity to develop ideas on how the global union could make a difference in their company or industry.

The Workers Uniting steering group agreed to create a two-year Workers Uniting "leadership course" that would include local activists from both unions. This module is based on the existing USW Leadership Scholarship Programme and elements of the Unite Workplace Representatives training course. The course will be open to leading lay reps to apply to in the near future.

Equalities

Further work needs to be done to develop a common effort on equalities issues in all of our countries. Part of this effort will include participation in the various conferences schedule by

both unions, including the USW's Civil and Human Rights Conference in December 2009, Unite's Equalities Conference to be held in spring 2010, and the USW's Women of Steel Conference.

Workers Uniting Communications Report

The Workers Uniting website has been revamped in order to make it more interactive and "fresh" with information on all of the work being done across both unions. The new format will make sectoral and international campaigns more accessible and encourage members to get involved with Workers Uniting. www.workersuniting.org

Workers Uniting has also, since the last meeting, become active on social networking sites such as Facebook and Twitter. These new methods of communication will allow the global union to connect and campaign through reaching out an extended audience. This is promoted through the website to activists in both unions. This has been very popular and interest continues to grow.

In order to raise awareness and promote Workers Uniting, a new Workers Uniting leaflet has been launched to give members and activists information on the work of the global union and how they can participate. As well as outlining how Workers Uniting will be run, it gives details of how the union will fight back against the multi-nationals. Copies are being distributed in the UK, U.S. and Canada. This can be downloaded from the website.

A promotional film for Workers Uniting is now complete. This short film gives an overview of what the global union is working to achieve and the projects that it is currently working on. As well as contributions from the Unite joint general secretaries and USW international president Leo Gerard, there are also comments from senior sector officials of both unions. The film is available on the website and will be used as part of the education programme for activists. There are plans to show this video to the 1,500 Unite activists who will attend the union's sector conference in November.

The Economic Recovery Plan document, as agreed by the Workers Uniting steering group in March, is available via the Workers Uniting website. It is also now being promoted via a new publication which gives an overview of the Workers Uniting strategy in response to the economic downturn. This can be viewed on the website and hard copies are also in distribution.

In order to raise awareness and encourage membership participation in Workers Uniting, Jon Geenen and Carol Landry, members of the USW International Executive Board, will be attending and participating in sessions of the major Unite conference for union members in November 2009. It is envisaged that there will also be USW representatives from Vale Inco at the event. Unite members will be receiving copies of Workers Uniting leaflets and will be shown the new film by the union.

INDUSTRIAL BUSINESS

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

TUC

The TUC has been offered a place on the official UK government delegation to the WTO Ministerial meeting in Geneva at the end of this month and AGS Gail Cartmail has been asked to represent the TUC.

Annual Trades Union Conference

We will be bringing forward recommendations for the make up of the Unite delegation to the Annual Trades Union Congress for your consideration.

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

As mentioned at the September EC meeting we will be bringing forward proposals regarding Executive Council and sub-committee meetings during 2010.

National Industrial Sector Conferences

Arrangements are in hand for the National Industrial Sector Conferences which are being held in Brighton during the week commencing 23 to 27 November 2009. A update report will be circulated, this will include draft Standing Orders for endorsement.

Establishment of Constitutional Committees

A progress report on the establishment of Regional Industrial Sector Committees, Area Activists Committees, Regional Equalities Committees, Regional Committees, Regional Youth Forums, Regional Retired Members Co-ordinating Committees, National Industrial Sector Committees and National Equalities Committees will be circulated for your information, along with an interim report on the outcome of the various elections.

Standing Orders for Regional Committees and National Industrial Sector Committees

As the first meetings of Regional Committees and National Industrial Sector Committees were held since the September meeting of the Council, Standing Orders were issued to Regions and National Officers. These have already been circulated to EC members.

Branches

Recommendations triggering the next biennial T&G Branch elections will be put forward for your consideration.

National Equalities Conferences

A update paper on the arrangements for these conferences to be held in the Spring of 2010 will be circulated to the Council.

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

The project continues to make good progress through the tremendous amount of joint working across the union and between bargaining units and managers across both former sections.

The emphasis remains on doing the job well in line with our commitment to good practice and achieving an equality proofed outcome. This objective is supported by all those involved in the project and it is encouraging to witness how everyone has risen magnificently to the challenge of undertaking this project.

Almost 200 JAF's (Job Analysis Forms) have already been drawn up and the process of Manager approval followed by an evaluation process is well under way.

Regional Co-ordinating Officers

Further to the report at the last EC approval for the appointment of an RCO for Ireland North (Amicus section) selected in August needs to be recorded to allow confirmation of the appointment to be provided to the individual Officer.

Additionally selection decisions were taken to appoint two RCOs; one in Scotland (Amicus) and one in NEYH (T&G). The EC therefore needs to approve the following appointments:

	<u>Region</u>	<u>Section</u>
<u>25th August</u>		
Jackie Pollock	Ireland N	Amicus
<u>13th October</u>		
Tim Bush	NEY&H	T&G
<u>13th October</u>		
Kenny Jordan	Scotland	Amicus

(See separate report)

Regional Women Organisers

Selection decisions were taken by the selection panel as follows and the EC are requested to confirm these appointments all of whom would be appointed on the basis of a six month probationary period.

Wednesday 28th October 2009

Natalia Wardle	West Midlands
Maureen Scott-Douglas	East Midlands

Monday 2nd November 2009

Belinda Robertson	Wales
Helen Osgood	North West

Tuesday 3rd November 2009

Karen Cole	South West
------------	------------

An appointment is still required for the South East Region as the initial shortlisting provided no suitable candidate and there were no responses to a second invitation to apply issued just in the region either. A further invitation to apply has been issued across the Union and some applicants are expected. Shortlisting for this region will take place during the EC week followed thereafter by selection interviews.

(See separate report)

Organisational Integration

Further discussions have been continuing and reported back to the F&GPC Sub Committee with a number of important organisational principles agreed in the committee.

Voluntary Redundancy (VR) Scheme

The VR scheme, originally announced in July had 257 applicants on the closing date of the 2 October 2009. (151 from the former T&G section and 106 from the former Amicus section)

All applicants are being considered by the JGS's following reports from the respective Regional Secretary or Departmental Head and employees approved for VR will be released as soon as practicable.

The Joint General Secretariess will report further on this issue.

EDUCATION

The EC Strategy agreed for the Education Department has been carefully aligned, is on time and has a secure foundation for going forward.

The primary objective has been achieved, viz: - The UNITE Certificate Course for Workplace Representatives is now being delivered in a whole range of modes. From Day Release -- in various bite sized formats to facilitate paid educational leave -- to Block Release, residential and, in the New Year, electronically.

UNITE Equality Reps education course pack has been agreed and is being advertised for a host of 5 day courses to be mounted throughout our union.

The focus on bespoke Company/Sector course continues to grow exponentially and Kenny Barron's pioneering work is bearing fruit in abundance. The creating/building /consolidating of Company and Sector Combine Committees is a critical contribution to our Strategy for Growth and an essential component of Officers' 100% Campaign success.

An overhaul of our Health and Safety offer of education courses continues as does the rewrite and refreshing of our Safety Reps' Handbooks. Current editions are both excellent but require extensive updating .This produces the additional benefit of producing an UNITE Safety Reps' Handbook right at the cusp of recent developments in this area of activity.

The flagship Brochure has been produced and circulated as has the Course Directories for 2009 and for 2010 .The Web-site is generating demand and taking some heat out of our administration, particularly enquiries.

As one can imagine there remains a number of outstanding issues which require resolution, such as an agreed and uniform system of expenses and educational awards and bursaries. Discussed at our Education Sub-Committee decisions await the deliberations elsewhere in our organisation.

In the aftermath of the deliberations at the September EC Meeting a restructuring exercise has been undertaken within the Education Department to concretise our National Strategy of Centrally determining our programme of educational courses and delivering mostly through our Regions with a significant sector-based National component.

There are too many comrades to compliment for an outstanding contribution to the successes of the Department though couple of contributions were instrumental in securing that success. Assistant General Secretary Jenny Bremner and Senior Administrator Jo Ferry really did make a difference.

RESEARCH DEPARTMENT

The department has provided support to the CPHVA Conference and is supporting National Officers and the Union's Conference office in the preparations of reports for the National Industrial Sector Conferences later this month.

Sector researchers continue to provide regular support to national and regional officials on a range of organising, campaign and negotiating issues, including preparation of pay claims for national negotiations. We have also been extensively involved in working with stewards in the Diageo Johnnie Walker campaign to develop alternatives to 2 plant closures and 900 redundancies in Scotland

Our policy work is dominated by drafting submissions to government departments and other government agencies and over the past year, the union has made in excess of 60 different submissions covering a wide sectoral and policy range.

Currently work is being undertaken on the latest consultation relating to Agency Workers, this time to comment upon the proposed draft regulations which will bring the Agency Workers Directive into UK law at the end of 2011. Other recent submissions have included:

- Reform of council housing finance consultation
- Unite response to proposals for promoting greater transparency in the private sector: A consultation on improving gender equality in the workplace
- FSA Consultation Paper 09/18 Distribution of retail investment: Delivering the RDR
- HMT Review of corporate governance in UK banks and other financial industry entities
- Submission to HM Treasury and HM Revenue & Customs False Self- Employment in the Construction Industry Consultation
- The Department for Business, Innovation and Skills consultation on the Funding and Management of UK Civil Space Activities
- LGPS consultation- Delivering affordability, viability and fairness
- Local Transport Act 2008 quality contracts schemes consultation submission

Health and safety work in the department has included the following:

Drafting and submission of Unite response on reforming the Medical Statement - (the "sick note").

Swine Flu

The union is monitoring employer behaviour in relation to swine flu and sickness absence and regular bulletins have been sent out both to update guidance and to ask for member feedback. Initial Unite research has suggested that, for example, in local government some authorities are not counting swine flu absences in sickness monitoring procedures, but others still are.

We have received some similar reports from the private sector. We are continuing to monitor this.

Susan Murray attended a workshop as a TUC representative which was organised by the Business Advisory Network on Pandemic Flu to discuss sick certification and pandemic flu and possible options for extending sickness self-certification for pandemic flu purposes (at the time of writing this is still with government ministers and there has been no government announcement about this).

The TUC has issued guidance for unions on pandemic flu which has been widely circulated by Unite and is available on the Unite and TUC websites.

A legal maximum workplace temperature?

Unite attended an HSE consultation meeting and submitted initial comments for consideration by the academic who is preparing a report for the HSE Board, due soon. The comments included a number of views submitted by Unite members relating to problems experienced in particular sectors such as transport and poultry catching. We are arguing that the Workplace (Health, Safety and Welfare) Regulations should be amended so that workplace temperature provisions apply to transport.

Workers Memorial Day (WMD) – consultation on official recognition.

Further to campaigning by unions, hazards campaigners and others, and a Government announcement on 28 April 2009, the Government has issued a consultation paper seeking views on whether WMD should be officially recognised and on how this should take effect. Unite will be supporting recognition and will be submitting a response.

Tower Cranes

Proposals for new regulations requiring the notification of tower cranes operating on construction sites. The HSE is consulting on new regulations on this issue, and a Unite response is being prepared at the time of writing.

Asbestos

The HSE is planning a further campaign this autumn to highlight the dangers of exposure to asbestos to “tradesmen” such as plumbers, electricians, joiners. At the time of writing, discussions are ongoing about the proposed content of the campaign pack which at present is not sufficiently clear or robust. More information will be available in due course.

Conferences

Organised a delegate meeting at Hazards Conference (July) to introduce USW workers, Nancy Lessin and Charley Richardson, to Unite conference delegates which was chaired by EC member Maggie Ryan (who is on the joint USW/Unite working party). Nancy and Charley were keynote speakers at Hazards conference and had requested the opportunity to meet delegates.

Also ran a workshop on gender-sensitive health and safety at Hazards conference.

Complaint to Advertising Standards Authority

Drafting a complaint to the Advertising Standards Authority about a McDonald’s TV commercial which has been showing this summer and which trivialises farm safety issues in relation to children.

New Unite health and safety leaflets

A new fact sheet on Diabetes for professional drivers has just been published, covering licensing, health and safety and disability issues. This is available on the Unite website. A further leaflet on Shiftwork should be available soon.

CAMPAIGNS AND COMMUNICATIONS

A number of industrial priorities have dominated the department’s work over the last two months. These include the developing dispute between our cabin crew membership and British Airways, which has attracted significant media interest; the ongoing campaign to save jobs at Diageo’s plant in Scotland, the struggle to secure jobs at Vauxhall and elsewhere in the motor industry, job losses in the banking sector, and the access-to-work issues in the construction sector, as well as a number of other disputes which, will not necessarily hitting the headlines, are of great significance to the membership involved. In all these cases,

department staff work closely with national and other officers in delivering comprehensive communications support, from materials production to strategic advice to media handling.

The department is extending support to the Organising Department, particularly in relation to the Lloyds Bank campaign, and to recruitment initiatives in the health sector. Staff also helped secure a high profile for the union and the Joint General Secretaries at the Labour Party conference in Brighton, including through the organisation of several successful fringe meetings on Unite's industrial and political priorities.

While maintaining regular publication of both printed journals and e-bulletins, as well as Union TV, the department has radically reduced its expenditure on advertising, the use of external agencies and the buying-in of media services. We are also seeking to reduce our spend on a number of continuing items, including internet support and the printing of the *Workplace Reporter*. The full budgetary benefits of this will be felt in 2010.

The department was centrally involved in the organisation and staging of the Jack Jones memorial event held at the Festival Hall in London in October. The well-attended event was a great success, with a range of notable speakers and artistic contributions, and a fitting tribute to a legendary figure in the labour movement. A DVD of the memorial is to be made available

Yours in solidarity

Derek Simpson
Tony Woodley
Joint General Secretaries.