



MINUTES AND RECORD

of the

EXECUTIVE COUNCIL

**HELD AT CONGRESS HOUSE, LONDON WC1
ON 17TH, 18TH & 19TH MAY 2011**

PRESENT:

MEMBERS: Bro. K ABRAMS, Sis. L ADAMS,
Bros. K AGYEMANG-PREMPEH, I ALLINSON, S BEATTY,
K BENNETT, Sis. S BENNETT, Bros. C BOND, D BOWYER,
D BROCKETT, C CADMAN, J COOPER, Sis. R CREANEY,
J ELLIOT, Bros. M FORBES, D GRAHAM, A GREEN,
S HIBBERT, B HOLMES, Sis. S HUTCHINSON,
Bros. G JACKSON, J JAMES, M JOHNSON, M LYON ,
Sis. L MALONE, Bros. D MATHIESON, M MAYER,
P McCOURT, Sis. H McFARLANE, Bros. S MILLER,
J MITCHELL, Sis. T MOLONEY, Bros. I MONCKTON,
J MURPHY, J NEILL, M PLUMB, P RUSSELL, Sis. M RYAN,
S SHARP, J SHEPHERD, Bro. J SHERIDAN,
Sis. J STEWART, J STILL, Bro. J STOREY, Sis. P STUART,
J TAYLOR, Bros. M THOMAS, M THOMAS, Sis. A TOLMIE,
Bro. H TURNER, Sis. M VANNET, S WALLACE,
Bros. P WELSH, D WHITNALL, D WILLIAMS, D WILSON,
F WOOD, M WOOD, T WOODHOUSE, Sis. G WORRELL,
Bros. M TAJ, P ENTWISTLE, T MITCHELL

EX OFFICIO: Bro. L McCLUSKEY (General Secretary)
Bro. T BURKE (Assistant General Secretary)
Sis. G CARTMAIL (Assistant General Secretary)
Sis. D HOLLAND (Assistant General Secretary)
Bro. D HOOK (Director of ICT)
Bro. C MATHESON (PA to General Secretary)
Bro. A MURRAY (Chief of Staff)
Bro. E SABISKY (Director of Finance & Operations)

IN THE CHAIR: Bro. T WOODHOUSE

FIRST DAY, 17TH MAY 2011

The General Secretary occupied the Chair and declared the meeting open and congratulated the members on their election to the Executive Council.

**Minute
No.001**

1. ELECTION OF CHAIR

In accordance with the provisions of Rule 14.7, the Council proceeded with the nomination and election of the Chair to hold Office during the ensuing Electoral Period.

On Tony Woodhouse being nominated, the Council

RESOLVED: "That Tony Woodhouse be elected the Chair of the Executive Council as now constituted."

The General Secretary thereupon vacated the Chair, in favour of Tony Woodhouse who, in extending a personal welcome to members of the Council, expressed sincere thanks and appreciation for the confidence placed in him.

**Minute
No.002**

1.1 Election of Vice-Chair

The Council proceeded with the election of a Vice-Chair to hold office during the ensuing electoral period.

At the close of consideration, the Council

RESOLVED: "That Mark Lyon be elected Vice-Chair of the Executive Council for the period of office of the Council as now constituted."

**Minute
No.003**

1.2 Adoption of Standing Orders

In accordance with the provisions of Rule 14.9.15, Standing Orders had been circulated to the Council.

At the close of consideration, the Council

RESOLVED: "That the Standing Orders for the Executive Council be adopted."

**Minute
No.004**

1.3 General Secretary – Delegated Authority

For the first meeting of the Council for the electoral period, attention was drawn to the necessity to confirm the delegated authority of the General Secretary.

Accordingly, the Council

RESOLVED: "That this Council, believing it to be necessary and expedient in the general interests of the Union, empowers the General Secretary to act in its name for the carrying out of the business of this Union between sittings of the Executive Council and the Finance & General Purposes Committee. The Executive Council's powers under Clause 14.9 and 14.11 are delegated to the General Secretary save for the exceptions listed."

**Minute
No.005**

2. APOLOGIES AND LEAVE OF ABSENCE

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

Name	Session	Circumstances
Sean Beatty	Thursday pm	Hospital appt
David Bowyer	Thursday	Holiday
Moira Elliott	All sessions	Holiday
Jim Kendall	All sessions	TU Business
Helen McFarlane	Thursday am	TU Business
Therese Moloney	Thursday pm	TU Business
Jimmy Neill	Thursday pm	TU Business
Jane Stewart	Thursday	TU Business
John Storey	Thursday	TU Business
Jayne Taylor	Thursday pm	Medical appt
Meurig Thomas	Thursday	TU Business
Dave Whitnall	All sessions	Holiday
Mohammed Taj	Thursday	TU Business

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

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

3. ANNOUNCEMENTS

**Minute
No.006**

3.1 Obituary

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

<u>Name</u>	<u>Designation</u>	<u>Date</u>
Sis. T Marsland	Retired Officer Amicus Section	29.4.11

The Council were grieved to hear the sad news and, tributes having been voiced, the Council stood silent in their places for a period as a token of their respect and esteem.

It was thereupon

RESOLVED: "That a vote of condolence be recorded in the Minutes."

4. EXECUTIVE COUNCIL MINUTES

**Minute
No.007**

4.1 Receipt of Minutes

The Minutes of the Meeting of the Executive Council held on 29th, 30th & 31st March 2011 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.008**

4.1.1.1 Min.1085 Legal Report

A member of the Council asked for an update on the common legal system. In response, General Secretary, Len McCluskey reported that it is anticipated that the Director of Legal & Affiliated Services would be appointed this week and the first task would be to bring together one common standard of legal system throughout the Union. This will be done as a priority.

At the close of consideration, the Council

RESOLVED: “That the report be accepted.”

**Minute
No.009**

4.1.1.2 Min.1088 General Secretary’s Report

A member of the Council referred to the death of Leonard Weinglass and the impact it would have on the Miami 5 campaign. In response, the General Secretary gave a very brief update for the benefit of the new members of the Council.

At the close of consideration, the Council

RESOLVED: “That the report be accepted.”

**Minute
No.010**

4.1.1.3 Min.1103 Legal Report

A member of the Council requested an update on the situation at Coventry City Council regarding equal pay claims. In response, the General Secretary reported on the extremely serious situation that could cost the Union millions of pounds. Legal advice has been sought and the Council will be kept informed of developments.

At the close of consideration, the Council

RESOLVED: “That the report be accepted.”

**Minute
No.011**

4.1.1.4 Min.1112 Branch Re-organisation

A member of the Council referred to the timescale for the proposal to be brought to the Council to resolve the issue of branch funding. In response, the General Secretary reported that branch reorganisation is currently being undertaken and should be concluded by the end of the year. In moving to merge branches and branches receiving the same administration, the Executive Council should require certain codes of practice and standards to be met by the branches. A discussion document will be brought to the Council to start the debate on branch funding.

At the close of consideration, the Council

RESOLVED: “That the report be accepted.”

**Minute
No.012**

4.1.1.5 Min.1111 DriverCare

A member of the Council referred to the decision to extend DriverCare to the over 60s and stated that the requirement to deal with the 2-tier branch system cannot be over emphasised. In response, the General Secretary reported that the Union is currently going through the complex process of identifying where members are and whilst the sensitivity of the situation is understood, the debate will be taken up as soon as is practicable.

At the close of consideration, the Council

RESOLVED: “That the report be accepted.”

**Minute
No.013**

4.1.1.6 Min.1110 Job Evaluation

A member of the Council referred to the ballot in relation to the job evaluation based salary structure. In response, the General Secretary reported that the

elected representatives of the bargaining units had unanimously recommended the deal which was voted upon and accepted.

At the close of consideration, the Council

RESOLVED: "That the report be accepted."

**Minute
No.014**

4.1.1.7 Min.1115 RISCs Audit

A member of the Council asked if there was to be a review of National Industrial Sector Committees and was there a mechanism for changing the way the committees are set up. In response, Chief of Staff, Andrew Murray outlined the mechanism and advised that a report will be brought to the next meeting for endorsement of changes to improve RISCs and NISCs. NISCs depend on RISCs and without functioning RISCs, there cannot be NISCs.

At the close of consideration, the Council

RESOLVED: "That the report be accepted."

**Minute
No.015**

4.1.1.8 Min.1114 Members' Complaints Procedure

A member of the Council referred to the EC guidelines on the membership disciplinary procedure and outlined a situation that had occurred in a region in relation to a branch which was felt not to be covered by the guidelines. In response, the Chief of Staff advised that, later in the meeting, the Council would be asked to constitute a disciplinary sub-committee to hear a number of issues and the guidelines would be circulated to members of the Council who can propose any changes.

At the close of consideration, the Council

RESOLVED: "That the report be accepted."

**Minute
No.016**

4.1.1.9 Min.1118 Deputy Regional Secretary

A member of the Council enquired if the report referred to in the Minute would be brought to the Council. In response, the General Secretary outlined his intention to nominate Deputy Regional Secretaries but reported that the Union is not at the stage of making that decision yet. The Council members will be involved in the process of consultation when the decision is made as to who the individuals are.

At the close of consideration, the Council

RESOLVED: "That the report be accepted."

**Minute
No.017**

4.1.1.10 Min.1117 NISC Meetings

A member of the Council enquired if the report on the analysis of cost implications of the national committees would be brought to the Council. In response, the General Secretary advised that an update would be sought and brought back to the Council.

At the close of consideration, the Council

RESOLVED: "That the report be accepted."

**Minute
No.018**

4.1.1.11 Min.1109 Lay Member Expense Policy

A member of the Council referred to a situation that had arisen whereby rail warrants were not being issued. In response, the Director of Finance & Operations reported that at the last meeting, the Executive Council had taken the decision to put the proposal on travel warrants on hold. There should not be any changes on travel warrants as they had not been agreed by the Council.

At the close of consideration, the Council

RESOLVED: "That the report be accepted."

RESOLVED: "That the Minutes of the Meeting of the Executive Council held on 29th, 30th & 31st March 2011 be adopted."

5. FINANCE & GENERAL PURPOSES COMMITTEE

**Minute
No.019**

5.1 Receipt of Minutes

The Minutes of the Finance & General Purposes Committee held on 20th April 2011 were duly submitted.

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

RESOLVED: "That the Minutes of the Finance & General Purposes Committee Meeting held on 18th April 2011 be noted."

**Minute
No.020**

6. RULES CONFERENCE 2011 – STANDING ORDERS

The Standing Orders for the Rules Conference 2011 were presented to the Council and highlighted by the Chief of Staff, Andrew Murray.

At the close of consideration, the Council

RESOLVED: "That the Standing Orders for Rules Conference 2011 be adopted."

7. REPORT OF THE GENERAL SECRETARY

**Minute
No.021**

7.1 Report

General Secretary, Len McCluskey outlined his vision for the Union going forward, highlighting the difficult times ahead, the difficult decisions that will need to be taken and the need to keep lay member democracy at the forefront of everything.

The General Secretary referred to a new group within Parliament to be established which is a group of Labour MPs whose values are trade union values.

The General Secretary reported on the agreement that had been reached in the BA dispute which is currently being balloted on amongst the cabin crew members. If the deal is accepted, it will be implemented from 1st July 2011. In referring to the dispute, which has become a symbol to the trade union movement over the last 18 months, the General Secretary paid tribute to the representatives. In response, the Council member who is also Chair of the BASSA branch, thanked the General Secretary and the Executive Council for all their support and gave a brief outline of the dispute for the benefit of the

new Council members. This was supplemented by a BASSA representative who is also a Council member.

Members of the Council voiced their views and comments and the General Secretary further commented on the BA dispute.

The General Secretary reported on other meetings and events he had attended, referring to the 1st annual Jack Jones Lecture on fighting back against public service cuts; addressing 500 shop stewards in the West Midlands region on the cuts and the effect on jobs and redundancies; addressing the May Day Rally in Glasgow; meeting with Paddy Crumlin, President of the ITF; Chester Humphrey, President of Technical & Allied Workers Union of Grenada and Ken Livingstone, Labour candidate for Mayor of London in the election next year.

With reference to personnel and development, branch re-organisation and a review of constitutional committees are on-going together with standardisation and integration. The job evaluation project is now being implemented with a new standard contract of employment being introduced. The work of both the Research and Education Departments are constantly being reviewed and concrete proposals based on the need to save money will be brought back to the Council.

A discussion ensued with members of the Council expressing their views and comments.

Chief of Staff, Andrew Murray referred to the delegation to the TUC Congress and reported that, as a cost saving measure, Congress this year will be a short one held in Congress House with all delegations reduced. The Unite delegation will comprise of 38 delegates which includes 12 delegates who are members of the General Council and General Purposes Committee. 26 further lay delegates can be chosen. Although delegates were elected at the NISC conferences and Equalities conferences, more were elected than can now attend. It is proposed that each of the 10 Regions chose one lay member and the further 16 delegates be elected by the Council from the delegates elected at the NISCs and Equalities conferences.

Unite is entitled to submit 3 motions for consideration at Congress on the following subject areas and the full text of the motions will be circulated to the Council with the F&GPC being empowered to sign off them off:

- Employment Rights
- Economic Alternative
- Peace in the Middle East

Nominations for the General Council and General Purposes Committee will be required in June and it is proposed that the current delegates be re-nominated. Unite's present Young Member on the General Council is too old to re-stand and it is proposed not to make a new nomination for this seat.

A member of the Council requested that a motion on "principled trade unionism" be submitted to Congress. Following discussion, it was agreed that a paragraph be included in the Union's motion on Employment Rights on principled trade unionism.

The Council were in agreement with the proposals put forward in relation to the TUC Congress.

An EC Policy Proposal document on Unite Executive Council Representation on External Bodies/Committees was presented to the Council. The

document is concerned with the position of members of the Executive Council elected or invited by the Executive Council to represent the interests of the union on an external body/committee. The paper also proposes a standard protocol for the Executive Council to consider adopting concerning the appointment, accountability and recall of its members holding such positions. The document was agreed by the Council.

An EC Policy Proposal document on Unite Executive Council Panel Arrangement for the Appointment of Officers was presented to the Council. The document is concerned with the arrangements for allocating members of the Executive Council to appointment panels, applying the principle of random selection and providing for proportionate women's representation in all cases. The principles of the document were agreed by the Council.

An EC Policy Proposal document on Providing National Support for Members in Dispute was presented to the Council. The document was for information purposes and was noted by the Council.

Chief of Staff, Andrew Murray reported that AGS Tony Burke, together with the National Officers, has commenced work to identify which members are contained in the Servicing and General Industries Sector. A process will be embarked upon of transferring members where it is clear they should be in a different sector immediately and more detail will be brought forward on the structure of the sector.

A member of the Council referred to the Government's economic policy and the lack of Left Wing think tanks. In response, the Chief of Staff reported that this is being pursued actively and it is hoped that by the time of the next Council meeting, there will be a clearer picture of the initiatives the Union intends to take.

A member of the Council referred to the lack of a report in relation to the situation in Ireland. In response, the General Secretary reported that, in future, the situation in Ireland would be included in the reports.

At the close of consideration, the Council

RESOLVED: "The reports be adopted in line with the preamble to this Minute."

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

**Minute
No.022**

8. The Government Cuts

The General Secretary referred to the launch of the "Don't Break Britain" campaign and reported on discussions that are taking place to maintain the momentum following the march on 26th March which was the largest demonstration in the history of our movement. Some unions are more advanced than others in terms of what they want to do in relation to the campaign which has many different facets to it. 30th June has been highlighted as a particular day that suits some unions but others are concentrating on moving towards the Autumn.

AGS Gail Cartmail supplemented the report, highlighting the situation at Southampton Council and the industrial action that had taken place in Southwark. The members involved in the various public sector pension schemes will be advised in the Autumn of the impact of the government's pension reforms.

A discussion ensued with views and comments from Council members being expressed. In response, the General Secretary outlined the difficulties and differences of opinion and the problems to be overcome. There is a need to get the alternatives to the cuts agenda out to all of our members including in the private sector. A further meeting of the public services team will be called and the Council will be kept advised of where we are.

A proposal for an EC statement on the cuts entitled "Cuts Are Not the Answer" had been circulated to the Council.

At the close of consideration, the Council

RESOLVED: "That the reports be accepted."

9. STRATEGY FOR GROWTH

**Minute
No.023**

9.1 100% Strategy

A written report had been circulated to the Council and was verbally supplemented by Executive Officer, Tony Woodley and Rob MacGregor.

Rob MacGregor reported that, following the last Council meeting, presentations on the 100% Strategy had been made to all Regional Officers and the presentations to Officers and staff should be completed by 9th June. There will be follow-up meetings with Officers and Organisers to discuss employers and look at specific issues being raised by Officers. A presentation was made to the London & Eastern Regional Committee and a full presentation will be made to the forthcoming Irish Policy Conference and meetings with all Regional Committees during July/August. In addition to a full monitoring process that will be introduced when the new strategy goes live, periodic conference calls take place with Regional Secretaries, the Executive Officer and Organising Units, followed up with RCOs. To enthuse activists to be more involved in the strategy, communications will be issued during the summer to that effect.

Executive Officer, Tony Woodley expanded on the report, highlighting the 3 elements that form the strategy. In Element 1, there are 188 national agreements where Unite is the major influence. The membership in those agreements is 306,000 members but there are 1.3 million employees who are not all in the Union which makes a huge potential. Following meetings with National Sector heads, 85 agreements have been recommended as targets but only 15 have a density of 50% or more.

Element 2 is linked with strategic organising which is the main aim as it produces longevity with the membership due to the organisation that is built. 34 out of 342 Officers are now linked into national strategic targets and the intention is to bring them together with activists at all of the sites.

Element 3 is the traditional element of the strategy and information is being gathered regarding Officers allocations.

The strategy is moving forward at a pace and the concerns that have arisen in relation to Officers' allocations are being addressed.

The Executive Officer reported on a pilot scheme on retention that is being worked on by the Director of Organising, Sharon Graham and the National Organisers.

At the close of consideration, the Council

RESOLVED: “That the report be accepted.”

**Minute
No.024**

9.2 Organising Department

A written report had been circulated to members of the Council and was verbally supplemented by the Director of Organising, Sharon Graham.

The Director of Organising gave a detailed update on the situation at Honda and the application to the CAC for de-recognition which was subsequently rejected. A campaign is now being put together to win better organisation at the company.

The work of the Organising Department is currently involved in the 100% Strategy for which campaigns have been identified. Following the start-up stage of the strategy, the National Organising Department will revert back to strategic sectoral campaigns including the agreed future targets:

- Residential Care
- Ports
- Aerospace

In July, the Organising Department will be requesting proposals for consideration from sector committees and a template has been designed so that relevant parties understand what is required when submitting a proposal.

The Director of Organising responded to questions and comments raised by members of the Council.

At the close of consideration, the Council

RESOLVED: “That the report be accepted.”

**Minute
No.025**

10. Industrial Report – Manufacturing

A detailed written report had been circulated to the Council and was verbally supplemented by Assistant General Secretary, Tony Burke.

The Assistant General Secretary referred to pay deals, the Assay Office, Japanese car manufacturers and a long-running dispute in America with Honeywell.

At the close of consideration, the Council

RESOLVED: “That the report be accepted.”

**Minute
No.026**

11. Branch Mergers and Changes

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

North West

Merge Manchester and Salford 0515 and Greater Manchester Community 0245M Branch.

Merge 6/620 TDS Automotive Branch with 6/786 TDS Automotive Branch.

Merge 0541 Liverpool Construction and NW/1400 Merseyside EPIU Branch.

South East

Merge SE/1103 Branch into the SE/5 Branch.

At the close of consideration, the Council

RESOLVED: “That the report be accepted.”

**Minute
No.027**

12. 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. In accordance with this, written reports detailing all relevant information were circulated to members of the 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.”

SECOND DAY, 18TH MAY 2011

IN THE CHAIR: Bro. T WOODHOUSE

**Minute
No.028**

13. Industrial Report – Services

A detailed written report had been circulated to the Council and was verbally supplemented by Assistant General Secretary, Gail Cartmail.

The Assistant General Secretary referred to the Construction industry, the Health & Safety Inspectorate and the impact of the government’s cuts on Local Authorities, the NHS and public services as a whole.

Members of the Council reported on the current situation within their own sectors including Energy and Finance & Legal.

At the close of consideration, the Council

RESOLVED: “That the report be accepted.”

**Minute
No.029**

14. Industrial Report – Transport & Food

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

Updates on the current situation within the sectors were given with members of the Council reporting on their own sectors.

At the close of consideration, the Council

RESOLVED: “That the report be accepted.”

**Minute
No.030**

15. Education Report

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

Parliamentary questions have been tabled by a number of Tory back benchers on union finance, the cost to employers (particularly in the public sector) for providing facilities for union reps and government funding for trade union education courses.

The Education Department continues to drive costs down on the education service and an encouraging example was the use of teleconferencing facilities for a Health Sector course. It was possible to take 82 reps through topics which was done at minimum cost and maximum impact.

In the Government's Lifelong Learning Review, the external examiners interviewed a range of learners, union reps and employers and in every case of people being interviewed, they were highly complimentary of Unite. From the report, a strategy on government funding has been developed and will be brought to the Council in September.

Politically, the rally on 26th March reinvigorated the Union and this needs to be built on with the focus and sense of urgency that both the "strategy for growth" and the wider political situation require. That focus is more meaningful for the London & Eastern Region next year with the election for Mayor of London.

Trade union education has been used as a tool in the fight against the cuts. Earlier this year, a brand new course was piloted in Dagenham on how to fight against the coalition government's public expenditure cuts. In light of the government attacks, courses are being designed to develop reps to become the fulcrum within, not just in the workplace but also in communities for fights against cuts in the welfare state.

Questions raised by members of the Council were responded to by the Director of Education together with the General Secretary and Chief of Staff.

At the close of consideration, the Council

RESOLVED: "That the report be accepted."

**Minute
No.031**

16. 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.

With reference to the Equality Act, the government has launched its attack on 'red tape' in a website encouraging attacks on different industries and issues, which change on a regular basis. The questions on the Equality Act are permanently on the site and encourage a negative onslaught. The Act came into force in October last year and the Government is already trying to get rid of it.

The Government is reviewing the remit of the Equality & Human Rights Commission which oversees implementation of the Equality Act. The Commission is already suffering more than 60% funding cuts with more threatened and the review proposes to amend the Equality Act 2006 which established the Commission and set out its remit.

A range of activities have taken place to campaign against the Government's discriminatory pension age changes. The date for equalisation of pension age was 2020 for men and women both to have 65 as pension age. This government has brought it forward to 2018 and has said, by 2020, it will be

equalised to 66. both men and women are affected but the disproportionate effect is on women. The Union is campaigning on this which is on-going.

Domestic workers rights will be a major debate at the ILO Conference in June. The European Parliament voted in favour of supporting the need to have this basic framework for domestic workers. The UK workers' representative on behalf of the TUC is a Unite domestic worker.

At the TUC Black Workers Conference, a survey on the cuts completed by Unite delegates reported that in some workplaces there has not been an impact on any workers as yet, whereas in others, those of all ethnic backgrounds are being affected in the same way. The Union must continue to be vigilant in monitoring the impact of the cuts in relation to race and all other areas of equality.

The Race Forward campaign is still on-going and specific workplaces will be identified for the National Officer to develop the campaign along with relevant reps and Officers.

A new Unite Black Women's Network is being developed to be launched for Summer 2011. The aim is to increase involvement and participation of Unite Black women in our structures and to take action in addressing specific issues for Black women workers.

The National Disabled Members Committee were involved in the "Hardest Hit" campaign for disabled members against the cuts.

The mental health and stress campaign is being launched shortly across the whole union and materials will be available at the next meeting of the Council.

Draft guidance for when holding constitutional meetings has been produced and will be circulated to all Officers of the Union to promote accessible meetings for Unite members.

The LGBT History Month was very positive and the posters had a sports theme, in line with the TUC and LGBT History Month theme.

A new publication has been produced by the TUC "LGBT Equality at Work", covering issues including: using the right language, the Law, workplace bargaining issues, domestic violence, trans, monitoring and challenging prejudice.

An initial meeting has been held with the National Officer for Equalities, National Officer for Community, Youth Workers & Not for Profit, Youth Workers and National Young Members Committee members to look at using the expertise of Youth Workers to assist in engaging young people. The meeting was supported by the General Secretary.

The National Retired Members' Committee have requested that the Union display a picture and glass plaque of the late Jack Jones in a prominent position at the Eastbourne Centre.

The Unite guide for retired members has been updated following the budget and will be available shortly and this will replace the document currently produced in conjunction with Age Concern: Your Rights for pensioners.

In recognition of the threat at the local elections, the National Retired Members' Committee agreed to co-ordinate their campaigning activity against the BNP through the 'Hope Not Hate' campaign and getting involved in campaigns within their region.

The Assistant General Secretary responded to questions raised by members of the Council.

At the close of consideration, the Council

RESOLVED: “ That the report be accepted.”

**Minute
No.032**

17. FINANCE

A detailed written report outlining the Unite 2011-2013 Financial Strategy was circulated to members of the Council and was verbally supplemented by the Director of Finance & Operations, Ed Sabisky.

Since formation, the main principles of Unite's Financial Strategy have been:

- Expenditure, excluding any strategic or nonrecurring items, not to exceed members' contribution income. In addition, the Union is to strive to be in surplus in the longer term after nonrecurring items, including pension deficit reduction contributions, have been taken into account. Moreover, any net Legal Reserve to be excluded beyond the point at which the sustainability of that position is assured.
- Unite has a strong net asset base. However, it is recognised that, from a financial standpoint, it is advisable that a portion of these assets be set aside in liquid assets which, therefore, could be called upon in an emergency. Specifically, liquid assets should be no less than £50 million with an agreed portion to be held in cash.
- Contribution increases to be applied no more frequently than every two years and to relate to increases in average earnings.

The starting point for any finance strategy is a clear picture of the current situation. The Director of Finance & Operations gave a detailed explanation of the preliminary audited financial results for Unite overall in 2010. While the audited figures will be presented to the Council at its July meeting, the Union made a sizeable loss in 2010, in particular, due to pension deficit reduction contributions totalling about £30 million and in write-down to market value of some of the Union's property assets.

As discussed at the March meeting of the Executive Council, the Union faces three major financial issues:

- Falling paying membership
- Eradication of Legal Income
- Pension Deficit funding

The General Secretary and Executive Officers have developed a 2011-2013 Financial Strategy that deals with its current situation as well as allowing the Union to cope with the major financial issues it faces. The Director of Finance & Operations outlined the key assumptions and recommendations that have gone into the development of the strategy. The strategy relies on sizeable reductions in the Union's on-going running costs, especially in the areas of employment, IT and property costs. However, no area is immune and the Union will scrutinise every item of expense to ensure that it is both necessary and value for money is achieved whilst, at the same time, protecting frontline services for members.

With reference to membership contributions, Unite's member subscription rates were last increased by £1 per month for full time members, effective 1st September 2009. The next increase in member subscription rates should be effective 1st September 2011 in line with the principles laid down by the last Executive Council and the following increases in member contribution levels (for full time members) are recommended by the General Secretary and Executive Officers:

- 12p per week effective 1st September 2011
- 13p per week effective 1st September 2012
- 13p per week effective 1st September 2013

The 12p per week rise would be about half of the rise implemented in 2009, although the further 13p per week increase proposed for September 2012 would bring it up to about the same level as the 2009 increase (but spread out over two years).

Owing to the shift in the £/€ rate, Unite's member contribution rates in the Republic of Ireland are now higher than the UK equivalents. To bring this back into balance, the following increases in member contribution levels (for full time members) are proposed for the Republic of Ireland:

- Nil per week effective 1st September 2011
- € 0.15 per week effective 1st September 2012
- € 0.15 per week effective 1st September 2013

Having received input from the Community and Youth Sector, it is recommended that volunteers and other non working activists in the community be eligible to be members of Unite paying the Special Discounted Rate. Reflecting the way the recession has especially hit low earners, it is also recommended that members working less than 10 hours per week be eligible to be members at the Special Discounted Rate. In light of these changes (and bearing in mind the cost of administration), it is recommended that the Special Discounted Rate be raised from 25p to 50p per week (€ 0.32 to € 0.60 per week in the ROI).

The Construction Sector National Committee has recommended (and the Executive Officers support) the following change in how apprentices are treated:

- That apprentices not (as previously) be eligible to contribute at the Special Discounted Rate.
- In Year 1 of the apprenticeship, they would contribute at 20% of the Core full time rate, rising to 40% in Year 2, 60% in Year 3 and 80% in Year 4.

Based upon the preliminary 2010 results and incorporating all the assumptions and recommendations previously discussed, the Director of Finance & Operations gave a detailed report on the financial projections for Unite for the 2011-2013 period. Even including pension deficit contributions, these projections showed that the Union would operate at a small surplus for each of the three coming years. By taking strong and decisive action, the figures presented demonstrated that the Union can achieve its financial objectives without sacrificing its frontline services for members.

Questions and comments from members of the Council were responded to by the Director of Finance & Operations and the General Secretary.

At the close of consideration, the Council

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

THIRD DAY, 19TH MAY 2011

IN THE CHAIR, Bro. T WOODHOUSE

3. ANNOUNCEMENTS continued/....

**Minute
No.033**

3.2 John Gibbins

Chief of Staff, Andrew Murray reported to the Council that, as a result of an accident at the beginning of the year, John Gibbins would shortly be retiring. The Council voiced their thanks for all his work over the years and wished him well in retirement.

At the close of consideration, the Council

RESOLVED: "That the report be accepted."

**Minute
No.034**

3.3 SWP

A heated discussion took place in relation to an article that had appeared in the Socialist Worker newspaper. The General Secretary reminded all members of the Council of their obligation to uphold decisions taken by the Council itself.

At the close of consideration, the Council

RESOLVED: "That the report be accepted."

**Minute
No.035**

18. PROPERTY

The Director of Finance & Operations gave a verbal report on property, outlining the sale of properties in Bath Street, Glasgow, Hillingdon and a private residence in Dorset that had taken place.

The project in Wolverhampton has now been completed and a new project is about to commence in Bristol as is the ground floor renovation in Holborn. In the next month or two, projects will commence in Portsmouth, Swansea and Newcastle.

Final proposals for refurbishments have been agreed at Dundalk, Salford and Dundee which will allow employees from other areas to move into the buildings. Offices will be closing in Drogheda, Prestwich and Dundee. New office projects are being worked on for Lincoln, Derby and a solution to the London & Eastern Regional Office and discussions will be undertaken with the Regions.

A comprehensive property plan for the General Secretary's review will be brought to the Council in September/December.

The Director of Finance & Operations advised that it was necessary for the Council to nominate trustees for the pension schemes and the property

companies. It was proposed that the 6 Union appointed Trustees be the same 6 people on both pension schemes.

At the close of consideration, the Council

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

**Minute
No.036**

19. Membership Report

A written document had been previously circulated to the Council.

At the close of consideration, the Council

RESOLVED: "That the report be noted."

**Minute
No.037**

20. International Report

A detailed report had been previously circulated to the Council but, due to a bereavement, the International Director, Simon Dubbins was unable to be in attendance.

Members of the Council and the General Secretary commented on various items contained within the report.

At the close of consideration, the Council

RESOLVED: "That the report be accepted."

**Minute
No.038**

21. Political Report

A separate written report on political activities had been circulated to the Council and was verbally supplemented by Adrian Weir.

The General Secretary reported that there had been a reshuffle within the Political Department and Adrian Weir would be moving to the Chief of Staff's department to assist with branch reorganisation and other issues. On a temporary basis, Steve Hart, Regional Secretary for London & Eastern Region will take up the role of Acting Political Director and Peter Kavanagh will become Acting Regional Secretary.

Adrian Weir referred to the report to the last meeting of the Council regarding the 26 constituencies that would be subject to early selection and the need for the Union to have a singular Unite candidate or trade union candidate via TULO to run in those early selections. Currently, this does not seem to be running particularly well as active shop stewards and workplace reps who would like to stand as MP are not coming forward. It would appear that other unions are not overwhelmed with applications either. Together with the Regional Political Officers, work is being undertaken in the Regions to identify leading activists who are members of the Labour Party who would make a good show of standing for selection as a parliamentary candidate.

In the Council elections on 5th May, Labour had a resurgence of support which was mainly in the North and the Midlands and took 26 Councils and 800 extra Councillors. There is still a lot of work to be done to convince our members and TULO to come back to Labour. The Scottish results were a big disappointment as disaffected Liberal Democrats switched, in the main, to the SNP so handing the nationalists majority control at Holyrood. In Wales, Labour just missed the opportunity of having an overall majority and have settled for a minority government.

Reference was made to proportional representation and the bizarre system in operation in Wales which will be in London next year.

A report was given on the Labour Party Policy reviews which has three strands to the process. There is no mention of employment rights or trade union rights within the reviews and work is being undertaken with CLPs and activists to get these issues raised.

Members of the Council raised questions and comments which were responded to.

General Secretary, Len McCluskey commented on the Labour Party and trade union rights. Trade union rights are not on the general public's agenda which is why it is not on the Labour Party's agenda. It is the intention to bring a report to the next Council meeting on the creation of a new group inside the Parliamentary Labour Party group of MPs which will be centred around trade union values and ideas.

Steve Hart supplemented the reports and reported that the crisis of support amongst the working class for the Labour Party has to be rebuilt from the bottom to the top which is a long term process.

A detailed discussion ensued on the situation in Scotland with the Labour Party following the recent elections.

The Council were advised of the requirement for nominations to the different committees within the Labour Party.

At the close of consideration, the Council

RESOLVED: "That the report be accepted."

**Minute
No.039**

22. 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 Shubha Banerjee.

The Union is seeking to judicially review the Government's decision to adopt the lower, CPI inflation index, rather than the RPI inflation index, in the context of calculating statutory pension increases. This application is being pursued with a number of other unions, to keep costs down.

There have been some difficulties in relation to equal pay claims submitted for our members against Coventry City Council. There is a large number of claims and the investigation is on-going together with various industrial discussions.

The industrial action balloting guidelines were issued in July last year and training was instituted for all Officers and staff involved in the process. Following on from the feedback from the training sessions, together with more recent Court decisions, updated guidelines will be reissued within the next month.

The Union has been running a direct PI marketing campaign in an attempt to increase the numbers of personal injury claims being referred by our members through the Union. This has now finished in all Regions and is showing good results. A comprehensive report will be presented at the next meeting of the Council with full results.

Many local authorities are using the process of dismissal and re-engagement as a means of effecting changes to terms and conditions of employment. Unite have just issued claims against Southampton City Council, together with Unison, about the means by which changes were made to the contracts of employment of workers there and the lack of meaningful consultation by the Council with the unions.

The Union's consultation response on the employment tribunal reforms has now been submitted. Most of the proposals seem to be an attempt by the Government to curry favour with small businesses and will lead to a deterioration in worker rights. It is highly questionable whether the proposals will lead to the cost savings envisaged.

The impact of the Jackson Report on the Union's legal income was outlined for the benefit of the new members of the Executive Council.

Members of the Council raised questions in relation to specific situations that had arisen concerning the disciplinary procedure and were responded to by the Chief of Staff.

At the close of consideration, the Council

RESOLVED: "That the report be accepted."

**Minute
No.040**

23. Unite Delegation to TUC Congress 2011

As a consequence of an earlier report, the Council had elected 16 delegates, from the delegates elected at the NISCs and Equalities Conferences, to attend the 2011 Congress:

Manufacturing: Maggie Ryan, Stan Sims, Martin Gleason,
Kwasi Agyemang-Prempeh

Services, Energy & Construction: Vicky Grandon, John Gillespie, Andy Ford,
Carol Montague

Transport & Food: Richard Crease, David Hogg, Mike Dixon,
Scot Walker

Equalities: Sally Tattersall, Alexis Chase, Berni McCrea,
Harry McAnulty

At the close of consideration, the Council

RESOLVED: "That 16 delegates be elected to attend TUC Congress 2011 in line with the preamble to this Minute."

**Minute
No.041**

24. EC Elections – Returning Officer's Report

A written report had previously been circulated to the Council and was verbally supplemented by the Chief of Staff, Andrew Murray.

The full result of the Executive Council Election conducted under the new Rule Book had been declared. Declarations had been delayed in six constituencies due to complaints referred to the Election Commissioner, but in each case, the complaint was dismissed with detailed reasons given by the Election Commissioner for doing so. The Council is bound, under rule, to uphold any decision made by the Election Commissioner.

The Chief of Staff reported on a complaint regarding the BAEM constituency which was withdrawn and a further complaint which was submitted after the result was declared. After investigation, a complaint regarding the eligibility to stand of one of the candidates in the Servicing & General Industries constituency was dismissed.

There are two complaints outstanding with the Certification Officer but a date has not yet been set for the hearing but the Union will defend the decision taken by the Council robustly.

At the close of consideration, the Council

RESOLVED: "That the report be accepted."

25. ELECTION OF COMMITTEES – 2011/2014 ELECTORAL PERIOD

**Minute
No.042**

25.1 Finance & General Purposes Committee

The Council proceeded with the election of members to constitute the Finance & General Purposes Committee during the ensuing electoral period.

At the close of consideration, the Council

RESOLVED: "That the following EC members be appointed to constitute the Finance & General Purposes Committee during the ensuing electoral period:

Tony Woodhouse (Chair)
Mark Lyon (Vice-Chair)
Kingsley Abrams
John Cooper
Steve Hibbert
Brian Holmes
Martin Mayer
Ivan Monckton
John Murphy
Maggie Ryan
John Sheridan
Jayne Taylor
Marie Vannet
Mark Wood"

**Minute
No.043**

25.2 Directors of the Unite Trustee Company

The Council proceeded with the election of the Directors of the Unite Trustee Company.

At the close of consideration, the Council

RESOLVED: "That the following EC members be appointed as Directors of the Unite Trustee Company during the ensuing electoral period:

Kingsley Abrams, Brian Holmes, John Murphy, Mark Wood."

**Minute
No.044**

25.3 EC International Sub-Committee

The Council proceeded with the election of the International Sub-Committee.

At the close of consideration, the Council

RESOLVED: “That the following EC members be appointed to constitute the International Sub-Committee during the ensuing electoral period:

Glenn Jackson, Mark Lyon, Pat Stuart, Dave Williams, Dennis Wilson.”

**Minute
No.045**

25.4 EC Education Sub-Committee

The Council proceeded with the election of the Education Sub-Committee.

At the close of consideration, the Council

RESOLVED: “That the following EC members be appointed to constitute the Education Sub-Committee during the ensuing electoral period:

Kwasi Agyemang-Prempeh, Helen McFarlane, Tam Mitchell, Mark Plumb, Tony Woodhouse.”

**Minute
No.046**

25.5 Trustees of the Unite Pension Funds

The Council proceeded with the election of the Trustees of the Unite Pension Funds to hold office during the ensuing electoral period.

At the close of consideration, the Council

RESOLVED: “That the following members be appointed as Trustees of the Unite Pension Funds:

Len McCluskey (General Secretary), Tony Woodhouse (Chair), Tam Mitchell, Mark Plumb, Agnes Tolmie, Dave Williams.”

**Minute
No.047**

25.6 National Political Committee

The Council proceeded with the election of EC members to the National Political Committee.

The Council voted on the following delegates:

J Elliot	D Brockett	H Turner
K Abrams	K Abrams	R Creaney
L Adams	L Adams	G Jackson
K Agyemang-Prempeh	K Agyemang-Prempeh	P McCourt
I Allinson	I Allinson	P Russell
K Bennett	K Bennett	J Still
S Bennett	S Bennett	A Tolmie
C Bond	C Bond	H Turner
D Brockett	D Brockett	P Welsh
J Cooper	J Cooper	G Worrell
R Creaney	J Elliot	
J Elliot	P Entwistle	
P Entwistle	D Graham	
D Graham	A Green	
A Green	B Holmes	
B Holmes	S Hutchinson	
S Hutchinson	M Johnson	

J James	M Lyon
M Johnson	L Malone
M Lyon	D Mathieson
L Malone	M Mayer
D Mathieson	H McFarlane
P McCourt	S Miller
H McFarlane	J Mitchell
S Miller	T Mitchell
J Mitchell	I Monckton
T Mitchell	J Murphy
I Monckton	M Plumb
J Murphy	M Ryan
M Plumb	J Shepherd
P Russell	J Sheridan
M Ryan	P Stuart
J Shepherd	M Thomas
J Sheridan	M Vannet
J Still	D Williams
P Stuart	D Wilson
M Thomas	F Wood
A Tolmie	M Wood
H Turner	
M Vannet	
S Wallace	
P Welsh	
D Williams	
D Wilson	
F Wood	
M Wood	
G Worrell	

46

37

9

At the close of consideration, the Council

RESOLVED: “That the following EC members be appointed to the National Political Committee during the ensuing electoral period:

Tony Woodhouse (Chair), Davy Brocket, Jennifer Elliot.”

**Minute
No.048**

25.7 Labour Party – NEC

The Council proceeded with the nominations to the National Executive Committee of the Labour Party.

At the close of consideration, the Council

RESOLVED: “That the following members be appointed to the National Executive Committee of the Labour Party:

Rachael Maskell, Jennie Formby, Martin Mayer.”

**Minute
No.049**

25.8 Labour Party – National Policy Forum

The Council proceeded with the nominations to the National Policy Forum of the Labour Party.

At the close of consideration, the Council

RESOLVED: “That the following members be appointed to the National Policy Forum of the Labour Party:

Len McCluskey, Steve Hart, Tony Woodhouse, Adrian Weir, Jennifer Elliot, Maggie Ryan, Gail Cartmail, Tony Burke, Siobhan Endean, Catherine Donovan.”

**Minute
No.050**

25.9 Labour Party – National Constitutional Committee

The Council agreed that Lee Vaizy be re-nominated as the Unite representative on the National Constitutional Committee.

At the close of consideration, the Council

RESOLVED: “That Lee Vaizy be re-nominated as representative to the National Constitutional Committee.”

**Minute
No.051**

25.10 Labour Party Conference – EC Delegates

The Council proceeded with the election of EC members to attend the annual Labour Party Conference 2011.

The Council were asked to vote on the following delegates:

K Abrams	I Monckton	M Thomas	A Tolmie	P Russell
K Abrams	K Abrams	S Hibbert		T Mitchell
L Adams	L Adams	T Mitchell		P Russell
K Agyemang- Prempeh	K Agyemang- Prempeh	J Still M Thomas	K Agyemang- Prempeh	H Turner G Worrell
I Allinson	I Allinson		J Elliot	
K Bennett	K Bennett		B Holmes	
S Bennett	S Bennett		J James	
C Bond	C Bond		L Malone	
D Brockett	D Brockett		J Murphy	
J Cooper	J Cooper		J Shepherd	
R Creaney	R Creaney		J Still	
P Entwistle	J Elliot		M Thomas	
D Graham	P Entwistle		A Tolmie	
A Green	D Graham		S Wallace	
B Holmes	A Green		M Wood	
S Hutchinson	B Holmes		G Worrell	
J James	S Hutchinson			
M Johnson	J James			
M Lyon	M Johnson			
L Malone	M Lyon			
D Mathieson	L Malone			
M Mayer	D Mathieson			
P McCourt	M Mayer			
H McFarlane	P McCourt			
S Miller	H McFarlane			
J Mitchell	S Miller			
I Monckton	J Mitchell			
J Murphy	I Monckton			
M Plumb	J Murphy			
M Ryan	M Plumb			
J Shepherd	P Russell			
J Sheridan	M Ryan			
J Still	J Shepherd			
P Stuart	J Sheridan			
M Thomas	P Stuart			

A Tolmie	A Tolmie
M Vannet	M Vannet
S Wallace	S Wallace
D Williams	D Williams
D Wilson	D Wilson
F Wood	F Wood
M Wood	M Wood
G Worrell	

42

41

4

13

4

At the close of consideration, the Council

RESOLVED: "That the following EC members be appointed to attend the Labour Party Conference 2011:

Kingsley Abrams, Ivan Monckton, Agnes Tolmie."

**Minute
No.052**

25.11 EC Disciplinary Sub-Committee

The Executive Council agreed to constitute a Disciplinary Sub-Committee consisting of 7 members of the Council. It was agreed that at least 3 members of the Sub-Committee should be women. 3 women being nominated, Ruth Creaney, Lindsay Adams and Sharon Wallace, were duly elected.

The Council proceeded with the election of 4 EC members to be appointed to the EC Disciplinary Sub-Committee:

C Bond	B Holmes	J Mitchell	M Thomas	Meurig Thomas
K Abrams	K Abrams	L Adams	C Bond	D Graham
L Adams	L Adams	K Agyemang-	J Cooper	S Hibbert
K Agyemang-	K Agyemang-	Prempeh	R Creaney	S Hutchinson
Prempeh	Prempeh	I Allinson	J Elliot	G Jackson
I Allinson	I Allinson	K Bennett	M Forbes	J James
K Bennett	K Bennett	S Bennett	S Hibbert	L Malone
S Bennett	S Bennett	C Bond	G Jackson	M Miller
C Bond	C Bond	D Brockett	M Johnson	T Mitchell
D Brockett	D Brockett	J Cooper	D Mathieson	P Russell
J Cooper	J Cooper	J Elliot	H McFarlane	J Sheridan
R Creaney	R Creaney	P Entwistle	T Mitchell	J Still
J Elliot	J Elliot	D Graham	P Russell	M Thomas
P Entwistle	P Entwistle	A Green	M Thomas	M Wood
D Graham	D Graham	B Holmes	A Tolmie	G Worrell
A Green	A Green	S Hutchinson	S Wallace	
B Holmes	B Holmes	J James	D Williams	
S Hutchinson	S Hutchinson	M Lyon	F Wood	
J James	J James	L Malone	M Wood	
M Johnson	M Johnson	D Mathieson		
M Lyon	M Lyon	M Mayer		
D Mathieson	L Malone	H McFarlane		
M Mayer	D Mathieson	S Miller		
H McFarlane	M Mayer	J Mitchell		
S Miller	H McFarlane	I Monckton		
J Mitchell	S Miller	J Murphy		
I Monckton	J Mitchell	M Plumb		
J Murphy	I Monckton	P Russell		
M Plumb	J Murphy	M Ryan		
M Ryan	M Plumb	J Shepherd		
J Shepherd	M Ryan	J Sheridan		

J Still	J Shepherd	J Still
P Stuart	J Sheridan	P Stuart
A Tolmie	P Stuart	M Thomas
M Vannet	M Thomas	A Tolmie
S Wallace	A Tolmie	M Vannet
D Williams	M Vannet	S Wallace
D Wilson	S Wallace	D Williams
F Wood	D Williams	D Wilson
	D Wilson	F Wood
	F Wood	
	M Wood	
	G Worrell	

38

41

38

18

14

At the close of consideration, the Council

RESOLVED: “That the following EC members be appointed to the EC Disciplinary Sub-Committee during the ensuing electoral period:

Lindsey Adams, Chris Bond, Ruth Creaney, Brian Holmes, James Mitchell, Meurig Thomas, Sharon Wallace.”

**Minute
No.053**

8. Government Cuts continued/...

A document entitled “Cuts Are Not the Answer” had previously been circulated to the Council and a member of the Council, in introducing the document, opened up the discussion on the amendments to the content of the document.

The amendments were moved including two amendments which were rejected by the Council but with Bros. Ian Allinson, Frank Wood, Kevin Bennett and Sis. Sara Bennett recording votes in favour.

At the close of consideration, the Council

RESOLVED: “That the document be adopted in line with the preamble to this Minute.”

**Minute
No.054**

3.1 Obituary continued/....

Following a request from a member of the Council, the General Secretary reported that a donation of £5,000 would be made on behalf of Unite to the Merseyside Rape & Sexual Abuse Centre in memory of Terry Marsland.

At the close of consideration, the Council

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

**Minute
No.055**

26. 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.

Closure of the Women’s National Commission – The resolution was submitted by the National Retired Members Committee and called on the

Union to urge Ministers to restore the Women's National Commission. In response, the resolution was supported by the Council.

Public Service Workers Pensions - The resolution was submitted by the South East Regional Committee and called on the Union to defend public services pensions. In response, the resolution was supported by the Council.

Welfare Reform Bill – The resolution was submitted by the South East Regional Committee and called on the Union to oppose the Bill. In response, the resolution was supported by the Council.

NHS & Social Services – The resolution was submitted by the South East Regional Committee and called on the Union to campaign and bring the NHS & Social Services back under Government control. In response, the resolution was supported by the Council.

Retention of Union Members – The resolution was submitted by the East Midlands Regional Committee and called on the Union to implement a policy of retention of union members. In response, the resolution was supported by the Council.

May Day Motion – The resolution was submitted by the East Midlands Regional Committee and called on the Union to campaign for a new Statutory Bank Holiday in the autumn. In response, the resolution was supported in principle by the Council.

Action Post TUC Rally – The resolution was submitted by the East Midlands Regional Committee and called on the Union to organise members in the public sector to support co-ordinated strike action alongside other public sector trade unions. In response, the resolution was supported by the Council.

Combine Meetings - The resolution was submitted by the East Midlands Regional Committee and called on the Union to formally clarify the EC's position on funding of combine meetings. In response, members attending combines should expect to have expenses paid from branch funds. If there are difficulties or exceptional circumstances, the appropriate National Officer should be advised.

CSEU Conference – The resolution was submitted by the Aerospace & Shipbuilding NISC and called on the Union to ensure the majority of delegates to the CSEU Conference are lay members. In response, the resolution was supported in principle by the Council.

Vocational Training – The resolution was submitted by the RTC, Logistics & Retail Distribution NISC and called on the Union to fund two pilot vocational training courses for CPC/ADR for LGV Drivers. In response, the resolution was supported by the Council.

Political Party Conferences - The resolution was submitted by the Local Authority NISC and called on the Union to continue pressure on Government and its ideological cuts. In response, the resolution was supported by the Council.

Blacklisting – The resolutions were submitted by the Construction NISC and North West Regional Committee and called on the Union to conduct an independent inquiry into alleged blacklisting collusion. In response, the Council agreed to leave the resolutions on the table to allow AGS Gail Cartmail to conclude her investigation.

Welfare Benefit Payments - The resolution was submitted by the North East/Yorkshire & Humberside Regional Committee and called on the Union to strongly condemn the government's plans to reorganise welfare benefit payments. In response, the resolution was supported by the Council.

Socially Responsible Procurement – The resolution was submitted by the Scottish Regional Disabled Workers Committee and called on the Union to adopt a quasi Article 19 approach to enable the union to support the communities in which it works. In response, the resolution was supported by the Council.

“No Cuts” – The resolution was submitted by the North West Regional Committee and called on the Union to formally adopt the policy of “no cuts”. In response, the resolution was supported by the Council.

Defending the Cuts - The resolution was submitted by the North West Regional Committee and called on the Union for co-ordinated and generalised strike action within the law to force this illegitimate government from office. In response, the resolution was supported by the Council.

Mobile Phones – The resolution was submitted by the North West Regional Committee and called on the Union to cease the contract with the mobile phone provider and seek an alternative more reputable network provider. In response, the resolution was accepted in spirit by the Council but could not be implemented immediately.

Cuts Campaign Strategy – The resolution was submitted by the North West Regional Committee and called on the Union to develop a detailed programme of action. In response, the resolution was withdrawn in light of the Council adopting the statement earlier in relation to the cuts.

At the close of consideration, the Council

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

**Minute
No.056**

27. International Affiliations

A proposal to adjust Unite affiliations to Global and European Federations had been circulated to the Council and was verbally supplemented by the General Secretary.

The proposal is to reduce affiliation fees with a number of the GFUs based on actual membership and that will ultimately have an impact of saving £250,000 per year and also to increase affiliation in some areas.

The Council were asked to accept the document with the caveat that affiliations will not be increased until it has been looked into in more detail. Discussions will take place with the appropriate Executive Council members and a report back will be given to the Council.

At the close of consideration, the Council

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

28. ANY OTHER BUSINESS**Minute
No.057****28.1 CSEU 35-Hour Week Fund**

A member of the Council sought an update on the current situation with regard to the 35-Hour Week Fund. In response, the General Secretary briefly outlined the history of the fund and reported that discussions with the QC will be taking place within the next few weeks for his assessment on where and how the union can drive this matter.

At the close of consideration, the Council

RESOLVED: "That the report be accepted."

**Minute
No.058****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 on the Council.

**The Meeting of the Council
thereupon terminated**