



**MINUTES AND RECORD**  
**of the**  
**EXECUTIVE COUNCIL**  
**HELD AT CONGRESS HOUSE, LONDON WC1**  
**ON 18<sup>TH</sup>, 19<sup>TH</sup> & 20<sup>TH</sup> JULY 2011**

---

**PRESENT:**

**MEMBERS:** Bro. K ABRAMS, Sis. L ADAMS,  
Bros. K AGYEMANG-PREMPEH, I ALLINSON,  
Sis. S BENNETT, Bros. C BOND, D BOWYER,  
D BROCKETT, C CADMAN, J COOPER, Sis. R CREANEY,  
J ELLIOT, M ELLIOTT, Bros. P ENTWISTLE, M FORBES,  
D GRAHAM, A GREEN, S HIBBERT, B HOLMES,  
Sis. S HUTCHINSON, Bros. G JACKSON, J JAMES,  
M JOHNSON, J KENDALL, M LYON, Sis. L MALONE,  
Bros. D MATHIESON, P McCOURT, S MILLER,  
J MITCHELL, T MITCHELL, I MONCKTON, J NEILL,  
M PLUMB, P RUSSELL, Sis. M RYAN, S SHARPE,  
J SHEPHERD, Bro. J SHERIDAN, Sis. J STEWART,  
J STILL, P STUART, Bro. M TAJ, Sis. 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

**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, 18<sup>TH</sup> JULY 2011**

---

Minute  
No.096

## 1. APOLOGIES AND LEAVE OF ABSENCE

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

<b>Name</b>	<b>Session</b>	<b>Circumstances</b>
Kingsley Abrams	Wednesday pm	TU Business
Ian Allinson	Wednesday	TU Business
Sean Beatty	All sessions	Holiday
Kevin Bennett	All sessions	Holiday
David Bowyer	Tuesday	TU Business
Chris Cadman	Monday	TU Business
John Cooper	Wednesday	TU Business
Phil Entwistle	Wednesday	TU Business
Des Graham	Wednesday	TU Business
Sharon Hutchinson	Monday	TU Business
Martin Mayer	All sessions	Holiday
Tam Mitchell	Wednesday	TU Business
Therese Moloney	All sessions	Holiday
John Murphy	All sessions	Family business
Sue Sharpe	Monday & Weds. pm	Medical appt.
Jane Stewart	Wednesday	TU Business
John Storey	All sessions	Holiday
Jayne Taylor	Tues pm & Wednesday	TU Business
Meurig Thomas	Wednesday	TU Business
Mark Wood	Tuesday	TU Business
Gaynor Worrell	Monday & Tues. am	TU Business

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

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

## 2. ANNOUNCEMENTS

Minute  
No.097

### 2.1 Obituaries

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

<b>Name</b>	<b>Designation</b>	<b>Date</b>
Bro. A Parish	Former DGS of Society of Lithographic Artists, Designers & Engravers and National Officer of GPMU	18.5.11
Bro. G Colling	Former National Officer GPMU & former Chair of Labour Party NEC	4.6.11

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."

**3. EXECUTIVE COUNCIL MINUTES****Minute  
No.098****3.1 Receipt of Minutes**

The Minutes of the Meeting of the Executive Council held on 17<sup>th</sup>, 18<sup>th</sup> & 19<sup>th</sup> May 2011 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.099****3.1.1.1 Min.021 Report of General Secretary**

A member of the Council referred to the transfer of members in the Servicing & General Industries Sector. In response, the Chief of Staff, Andrew Murray reported that the process had commenced with further work to be carried out and a comprehensive report will be brought back to the Council.

At the close of consideration, the Council

**RESOLVED:** "That the report be accepted."

**Minute  
No.100****3.1.1.2 Min.057 CSEU 35-Hour Week Fund**

A member of the Council requested an update in relation to the Fund. In response, the General Secretary reported on the discussions that had taken place with the QC, highlighting the complexities and problems that exist. AGS, Tony Burke supplemented the report and advised that following a debate at the recent CSEU Conference, it is anticipated that there will be some movement on this issue later in the year.

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 17<sup>th</sup>, 18<sup>th</sup> & 19<sup>th</sup> May 2011 be adopted."

**Minute  
No.101****3.2 Receipt of Minutes**

The Minutes of the Special Meeting of the Executive Council held on 6<sup>th</sup> June 2011 were duly submitted.

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

**RESOLVED:** "That the Minutes of the Special Meeting of the Executive Council held on 6<sup>th</sup> June 2011 be adopted."

**Minute  
No.102****3.3 Receipt of Minutes**

The Minutes of the Special Meeting of the Executive Council held on 13<sup>th</sup> June 2011 were duly submitted.

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

**RESOLVED:** "That the Minutes of the Special Meeting of the Executive Council held on 13<sup>th</sup> June 2011 be adopted."

**4. FINANCE & GENERAL PURPOSES COMMITTEE****Minute  
No.103****4.1 Receipt of Minutes**

The Minutes of the Finance & General Purposes Committee held on 23<sup>rd</sup> June 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.104****4.1.1.1 Min.077 Form AR21**

The General Secretary reported on the submission of the Union's AR21 to the Certification Officer, drawing attention, in particular to the record of payments made to the former Joint General Secretary, Derek Simpson in 2010. A statement and Q&A sheet had been circulated to the members of the Council.

A lengthy and detailed discussion ensued with members of the Council expressing their views and opinions and suggested alterations to the statement.

At the close of consideration, the Council

**RESOLVED:** "That the report be accepted."

**RESOLVED:** "That the Minutes of the Finance & General Purposes Committee meeting held on 23<sup>rd</sup> June 2011 be noted."

**6. STRATEGY FOR GROWTH****Minute  
No.105****6.1 100% Strategy**

A DVD on the 100% Strategy was shown to the Council.

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

The task of information gathering is at a concluding stage which allows a summary assessment to be made of the coverage of national agreements and the scope of targets proposed for Elements 1 and 2. Over 50% of the 343 Officers in the Union now have a designated target. In the top half of Element 1, 86 Officers will work and campaign together with lay activists to grow those targets.

Discussions have taken place with the AGSs and National Officers regarding proposed target areas which have been crucial to moving the process forward.

In Element 3, three Regions have preparation already set after the priority was identified.

In Element 2, Grocery Retail Logistics will bring together 34 individual Officers working as a collective to grow all the targets, whether they are green or brown field sites.

Local Authorities will continue as part of the overall programme with 17,039 new members recruited.

Sainsbury's continues to grow with 1,300 new members which is 600 ahead of last year.

Executive Officer, Tony Woodley reported on the two most important preparation stages of the campaign that are due to commence. The first one starts on 21 July through to mid-September and brings together the first national target, EON. The second one commences from 16<sup>th</sup> September to 5<sup>th</sup> October and will bring together 86 Officers for a planning and mapping session in Element 1.

With reference to retention, 23 people who are ex-Officers, ex-EC members and volunteers from staff have already been trained with 19 further people being trained to try and claw back the members that are being lost.

An exercise has commenced for monitoring standards across the Union and 1800 forms have already been returned. When the results of the pilot scheme are known, these will then be addressed.

At the close of consideration, the Council

**RESOLVED:** "That the report be accepted."

**Minute  
No.106**

**6.2 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 reported on the major developments in the case of Cranberry Foods and their use of the renowned American union busters, the Burke Group, in the fight for recognition. The Ethical Trading Initiative (ETI) have taken a decisive line against the use of union busters in a case involving UK workers. Key retailers including Tesco, ASDA and the Co-op have been told that the ETI view the employment of the Burke Group during the CAC process at Cranberry Foods as a breach of the Base Code. This has created critical pressure on the lead retailers and it is now moving towards a position whereby Cranberry Foods will be forced to hold a further ballot on the issue of recognition within a specific timescale. This is a major step forward in the Union's effort towards making the ETI an effective lever for workers.

In the Republic of Ireland, the Union organised workers in Dunbia Slane but the management have refused to recognise the Union despite a ROI Labour Court decision. A meeting has been arranged with Tesco to enforce the decision.

The Director of Organising gave an update on the situation at Honda following the CAC rejection of the application for de-recognition at Honda. A meeting had taken place with the company and some progress appears to have been made on a number of significant organisational issues. A draft agreement has been reached with the employer that should provide a better interim framework for the Union to operate at the place of work. It is becoming increasingly clear that the employer is hostile to the Union and this will shape the future approach to campaign activity.

Members of the Council expressed their views and opinions which were responded to by the Director of Organising.

The General Secretary gave a brief report on the Japanese car plants and a meeting with the Japanese union to try and get proper agreements within the plants.

At the close of consideration, the Council

**RESOLVED:** "That the report be accepted."

## **5. REPORT OF THE GENERAL SECRETARY**

**Minute  
No.107**

### **5.1 Report**

General Secretary, Len McCluskey reported that the main thrust of everything the Union is engaged in is the continued attacks by the Government. The campaign against the Government is going to be a long one with a need to develop our strategy whilst at the same time maintaining unity with other unions. A meeting had taken place with National Officers to discuss the road map and putting into context where the Union stands. The Director of Policy, Steve Turner has been engaged in producing a range of pamphlets which will be widely circulated to give private sector membership the alternative, highlighting that they should support public sector workers.

The General Secretary updated the Council on the situation at Coventry City Council and Southampton City Council which are an on-going issues and the Council will be advised of any developments.

Further discussions have taken place with BA and the loose ends of the dispute are still in the process of being dealt with.

The General Secretary reported on discussions that had taken place with the Secretary of State for Energy regarding the potential fuel tankers dispute which could bring the country to a standstill very quickly.

With reference to the Bombardier situation, the General Secretary had visited the site in Derby and met with management and shop stewards from around the UK. This will be disastrous for the East Midlands economy if it goes through with implications for the future. We are looking at the prospect of no trains being produced in the UK and a formal meeting with the Government is scheduled for the argument to be put as to why this decision should be reversed.

Discussions had taken place with Jaguar/Land Rover regarding a new engine plant being located in the West Midlands and some problems and difficulties had arisen. The Executive Officer, Tony Woodley was asked to intervene to put this back on the rails which has happened.

The General Secretary highlighted a number of meetings he had attended in the political arena and also referred to the Durham Miners' Gala and Tolpuddle.

The Council were advised that Steve Hart had now been appointed as Political Director and it is anticipated that the strategy document regarding the Labour Party would be brought to the September meeting of the Council to start the discussion.

The General Secretary referred to a number of meetings that had taken place with General Secretaries of other unions and he had also addressed the PCS annual conference. Both PCS and the GMB have expressed the desire to work more closely with Unite.

A meeting had taken place with John McDonnell MP who has started a new socialist network. As previously reported, the Union is keen to develop a Left “think tank” and the announcement is soon to be made of the launch of the “Centre for Labour & Social Studies”. Further details will be given to the next F&GPC meeting. In discussions with other unions, their support for this initiative is being sought.

The announcement of a new group in Parliament of Labour MPs called “Labour Working” had been made. This is based on trade union values and broadly supportive of the current leadership of the Labour Party and it an attempt to counter-balance what is going on in the rest of the Labour Party.

The General Secretary referred to internal developments within the Union and the continuation of organisational issues including community membership and standard terms and conditions currently being negotiated with Officers and staff.

Chief of Staff, Andrew Murray referred to the election of new members to the Council following the Rules Conference decision regarding LGBT and Disabled members. An issue regarding the EC election in London & Eastern Region and North East/Yorkshire & Humberside Region was due to be heard by the Certification Officer and it was proposed that once the CO ruling had been received, the Union would then proceed as rapidly as possible to the election for these seats.

At the close of consideration, the Council

**RESOLVED:** “That the report be accepted.”

**Minute  
No.108**

**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 impact the Government’s cuts are having on public services as a whole, the Construction industry and blacklisting, higher education, energy and the Health Sector.

Members of the Council reported on the current situation within their own sectors including Local Authorities and Public Services.

The Council member from Southampton City Council gave an update on the current situation which is in its ninth week of industrial action.

Members of the Council expressed their views and opinions which were responded to by the Assistant General Secretary.

At the close of consideration, the Council

**RESOLVED:** “That the report be accepted.”

**Minute  
No.109**

**10. Equalities**

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

Equalities is a permanent inclusion on the Government’s Red Tape Challenge and the Equality Act 2010 was a featured area for comment and they have been shocked by the amount of support it has received. Unite

responded strongly challenging the view that protection from discrimination and advancement of equality is “red tape” or a “burden on business”.

The Con-Dem Government have opposed the domestic workers protection which would result in more immigrants being trafficked and abused by their employers. The International Labour Organisation (ILO) adopted the domestic workers convention but the government abstained from the vote as did the CBI. These rights will now be campaigned for at a European level which should ensure the UK government are made to acknowledge these rights.

The new Unite Black Women’s Network was launched during Unite National Women’s Week and was well received. It is beginning, even in small ways, to bring Black Women’s involvement where it has not been before.

With regard to disabled members, the campaign on stress and mental health in the workplace was launched at the TUC National Disability Conference and it has been tied in with the “Don’t Break Britain” campaign. The campaign is being taken up across the Union and surveys have been used in a number of organising campaigns.

At the TUC LGBT Conference, an emergency motion was agreed and sent to the TUC on “Gay Conversion Therapy” . This is in relation to a conference held in Northern Ireland where they claimed people are not born gay and that they can ‘change’. The motion calls for an investigation into these activities and condemns this vile practice.

With reference to Young Members, following a meeting with the General Secretary and members of the Community, Youth Workers and Not for Profit sector, a Unite Strategy for Young People has been agreed. The strategy covers campaigns, young members in the Union, young people at work, international links with young trade unionists, youth organisations and building links with the wider community.

The Retired Members have volunteered to assist in the pilot project that the union is undertaking on retention of union members and are actively involved in supporting the NHS campaign. Discussions are continuing, in light of the Rules Conference decisions, about the way retired members are included in the Union.

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.110**

#### **18. 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.”

Minute  
No.111

## 22. Branch Mergers and Changes

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

### South East

New National Virgin Cabin Crew Branch located at Gatwick.

At the close of consideration, the Council

**RESOLVED:** “That the report be accepted.”

---

**SECOND DAY, 19<sup>TH</sup> JULY 2011**

---

**IN THE CHAIR: Bro. T WOODHOUSE**

---

Minute  
No.112

## 12. 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 the current situation in manufacturing, pay deals, Japanese car manufacturers and the IT Sector.

At the close of consideration, the Council

**RESOLVED:** “That the report be accepted.”

Minute  
No.113

## 8. Political Report

A separate written report on political activities had been circulated to the Council and was verbally supplemented by the Political Director, Steve Hart.

The Political Director reported on the work of the department, highlighting two key areas: Winning Labour and Winning Britain and the need for a clear strategy regarding policy and encouraging more people to vote Labour.

The early candidate selection process is underway for six counties and every assistance is being given for a Unite candidate in Corby. A detailed programme to develop candidates across the country is required.

The Political Director responded to comments and questions from members of the Council.

The Political Director further reported on CDPs, the new group in Parliament and the Labour Party General Secretary election. He also referred to the structural review of the Labour Party by Peter Hain to modernise the Party where there is a proposition that the trade union vote at conference be reduced to a third.

The General Secretary, in referring to the issues that had been raised, reported that there will be changes going forward. He also referred to

Refounding Labour and a meeting that had taken place with Peter Hain and the view of TULO that voting rights would not be given up at the conference.

At the close of consideration, the Council

**RESOLVED:** "That the report be accepted."

**Minute  
No.114**

## **9. International Report**

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

The International Director reported on the meeting of Finance Ministers due to take place later in the week when it is possible that further money may not be made available to Greece which could trigger a default. The potential impact on the UK economy is enormous with an estimated exposure of in excess of £350 billion of UK banks should Greece default and should it trigger a knock-on collapse in Portugal, Ireland and Spain. America is also on the edge of default and if political agreement is not reached, the US could default on debt payments. The global economy is still in a bad state which could also have an impact.

In the latest move towards the creation of a new federation for industrial workers, the joint Executive Committees have now agreed formally to move in that direction by the end of the year. Tentative dates were agreed for June 2012 for the founding congress of the new organisation.

A small delegation of Canadian and US local Presidents visited Unite, highlighting the problems being encountered in Toronto and they wanted to see the position here with buses. The delegation also participated in the day of action in Southampton and were well received.

With reference to multi-national company issues, due to the high number of requests to provide technical support to EWCs from the international department, the opportunity to reclaim cost provided for in many agreements for such expertise has been maximised.

Unite is continuing to support the work and activities of the Palestine Solidarity Campaign and a fringe meeting at the Labour Party Conference has been arranged where General Secretary, Len McCluskey will speak. An Organiser from the South East Region is currently in Greece waiting to sail as part of the Freedom Flotilla.

Important initiatives are being planned in relation to the continuing campaign against the planned EU-Colombia Free Trade Agreement for later this year. It is intended to hold a conference with the Spanish unions in order to apply more pressure for them to change their position. Pressure is being stepped up in the campaign to free Liliana Obando.

The first meeting of the International Sub-Committee has taken place to establish the terms of reference. A key issue is to increase the awareness amongst the membership of the international agenda and what Unite is trying to achieve.

The International Director responded to questions and comments from members of the Council.

The General Secretary updated the Council on Workers Uniting and the steering committee meeting due to take place at the USW Congress in Las

Vegas. The Workers Uniting conference is due to take place at the end of the year and further details will be reported to the Council in due course.

At the close of consideration, the Council

**RESOLVED:** "That the report be accepted."

**Minute  
No.115**

**11. Education Report**

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

The Director of Education reported that there is going to be a diminishing in government funding of education. Different representative courses are required with courses being arranged for every NISC with 80% already completed.

The focus of education courses is on contacts and the first point of contact by members and potential members is important and it is necessary to look at the interface with people telephoning and visiting offices. All courses have been written to focus on how reps interact with members at the point of contact.

In terms of members, the government's focus on skills and apprenticeships gives Unite an opportunity to change its way. Although there is a fair idea of how the government would like to fund skills and apprenticeships in the future, there is a big initiative going on .

Discussions are taking place with the USW to finalise arrangements for the second phase of the USW/Unite courses. A report on the course will be brought to the Council for further discussion.

The Director of Education responded to questions raised by members of the Council.

At the close of consideration, the Council

**RESOLVED:** "That the report be accepted."

**Minute  
No.116**

**20. Rules Conference 2011 Report**

A written report detailing the decisions taken at the Rules Conference 2011 had previously been circulated to the Council and was verbally supplemented by Chief of Staff, Andrew Murray.

There are four rule amendments where there are particular issues to address:

Rule 10 Retired Members Organisation – two major amendments were carried, both of which deleted the entirety of the rule. The new rule book synthesises the two amendments together to make one coherent rule.

Rule 13 Rules Conference – the amendment passed, in effect, doubles the size of the Rules Conference, raising it from 1 delegate to every 4,000 members to 1 delegate to every 2,000 members. Incorporating that literally into rule made the rule nonsensical. The rule has been amended to read correctly.

Rule 22 Political Organisation – Labour Party – the amendment inserted "and Northern Ireland". The Irish Executive will be discussing the implications of this rule and their view is that it conflicts with other rules and may be a matter

for the Executive Council to discuss in the future. For now, the amendment is incorporated into the Rule Book as passed by Conference.

Rule 27 Membership Discipline – Conference was advised that this amendment was likely to cause problems as it extended membership discipline into trying to vary pension arrangements with employees. Subsequently, advice has been sought and this amendment is ultra vires in that the Rules Conference had extended its authority in discussing this. The amendment should have been ruled out of order. It is proposed that the Union write to all delegates to the Rules Conference explaining why this amendment cannot be introduced.

At the close of consideration, the Council

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

**Minute  
No.117**

**21. Draft Rule Book**

The draft Rule Book had previously been circulated to the Council and was verbally supplemented by the Chief of Staff, Andrew Murray.

The Council’s attention was drawn to Rule 3.3 and a new category of membership. Community membership entitled representation on Area Activist Committees and Regional Political Committees. It was pointed out that the word “political” was missing and this will be amended.

A discussion on the Rules Conference took place which included the issue of the 3-year term for workplace representation. It was agreed that a proposal to integrate elections would be presented to the next EC meeting for consideration.

The Council also agreed that the EC Statement presented to the Rules Conference would be included as an appendix in the Rule Book. The Rule Book will be amended and brought back to the next EC meeting.

At the close of consideration, the Council

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

**15. FINANCE**

**Minute  
No.118**

**15.1 Finance Report**

The preliminary financial results for Unite overall in the first quarter of 2011 had been circulated to the Council and were verbally supplemented by the Director of Finance & Operations, Ed Sabisky.

The financial results for Unite in the first quarter of 2011 are promising and represent an improvement compared with last year, although it needs to be kept in mind that the first quarter is generally the best quarter of the year.

Contribution Income totalled £35.4 million in the first quarter of 2011, down £0.8 million versus the same period a year ago, reflecting the loss of paying membership since that time. Assuming paying membership continues to fall, this will have a negative effect on Contribution Income in the coming quarters.

Total Recurring Expenditure totalled £30.8 million in the first quarter of 2011 which was £2.8 million less than last year. This improvement was largely

attributable to the £1.5 million decline in Employment Costs excluding Organising which fell as a consequence of the drop in the number of people employed by Unite as a result of last year's voluntary severance programme offset by the 3.5% pay increase effective 1<sup>st</sup> January 2011. This is a promising result in that a significant number of employees only left in the second quarter (and are still leaving) and thus employment cost should continue to fall throughout the year. IT costs were also favourable by £0.6 million reflecting the decision to abandon Seibel. On the downside, it is worth noting that the costs of the EC elections, the Rules Conference, the all member mailing and the cost of the Union's fight in support of public sector workers will negatively impact the financial results of future quarters.

As a consequence, Unite recorded a surplus from Contribution Income of £4.6 million in the first quarter of 2011 – an improvement of £2 million versus the first quarter of 2010.

Other Income amounted to £1.2 million in the first quarter of 2011, up £0.3 million versus a year ago. Non Recurring Items amounted to a net expenditure of £1.6 million in the first quarter of 2011 with the spending equally split between severance costs and the write-off of VAT on property refurbishment.

Pension deficit recovery contributions totalled £750,000 in the first quarter of 2011 – a drop of £0.5 million compared with the same time last year. Importantly, while the deficit recovery plan resulted in over £30 million in deficit reduction contributions in 2010, the Union is only required to contribute £3 million for the whole of 2011.

Unite posted an overall surplus of £3.4 million for the first quarter of 2011 – a result which was £2.1 million better than last year.

Liquid assets have risen to £65.2 million as at 31<sup>st</sup> March 2011 from £61.7 million as at year end 2010 but down very significantly from year end 2009. This rise reflects the surplus earned in the quarter coupled with diminishing spending on property refurbishment partially offset by VR payments to departing Officers and staff. The Union's cash balances have risen to £13.7 million as a result of the non-reinvested sales of some of its marketable securities. The net liquid asset position should rise in future quarters as the Union is finally able to sell some of its surplus property assets. Most notably, 35 King Street has been sold for some 30% above its valuation.

As the 35 King Street property had previously been pledged as security to the former Amicus Section pension scheme, it is necessary to restructure this pledge in order to sell the property. At its recent meeting, the Trustees of the former Amicus Section pension scheme have agreed the following proposal:

- Release the charge over King Street and Hayes Court
- Contribute by 30.9.11 £5 million in cash to the scheme out of sale of King Street
- Use the £5 million to pay in advance the last year of deficit recovery contributions due under the Recovery Plan
- Reduce the charge from £12 million to £7 million
- Add some combination of new charges over the Union's properties in Glasgow, Liverpool and/or Heathrow (in addition to Esher) to provide the necessary security.

The total paying membership of Unite has increased to 1,199,350 as at 31<sup>st</sup> March 2011, up more than 5,000 from year end 2010.

The Director of Finance & Operations responded to questions and comments from members of the Council, in particular, membership contributions and benefits.

A discussion ensued regarding the decision taken by the Council in May 2009 in relation to core and ancillary membership. Whilst the decision had been clear, the action had not, in fact, been taken previously but details would be included in the all member mailing due to be sent out with the new membership cards. The General Secretary, in responding, advised the Council that further discussions would take place and this matter would be brought back to the Council later in the meeting.

At the close of consideration, the Council

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

**Minute  
No.119**

**15.2 Unite Branch Financing**

A written discussion document had previously been circulated to the Council and was verbally supplemented by the General Secretary, Len McCluskey and the Director of Finance & Operations, Ed Sabisky.

A general discussion ensued during which the General Secretary highlighted proposals contained in the document and advised that this is a discussion document to get the thoughts and ideas of the Council. It will not be implemented until the branch re-organisation has been completed. He also advised that the discussion would be picked up again at the September meeting of the Council.

At the close of consideration, the Council

**RESOLVED:** "That the report be accepted."

**Minute  
No.120**

**16. Membership Report**

A written report had previously been circulated to the Council and was verbally supplemented by the Director of ICT, Dominic Hook.

The final example of the new membership card was shown to the Council and the Director of ICT reported that the new membership card mailing would be going out very soon together with a magazine and letter. The cards show the branch number but not branch names as they are too long in many cases.

The new combined membership system went 'live' at the beginning of June but, unfortunately, the process was not as smooth as would have been wished. The IT Department is working closely with APT, the system provider, in order to resolve these problems as soon as possible. There is much work to do in cleansing the data to make it fit for purpose.

Questions and comments from member of the Council were responded to by the Director of ICT.

At the close of consideration, the Council

**RESOLVED:** "That the report be accepted."

---

THIRD DAY, 20<sup>TH</sup> JULY 2011

---

IN THE CHAIR: Bro. T WOODHOUSE

---

Minute  
No.121

**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.”

**17. LEGAL**

Minute  
No.122

**17.1 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, Howard Beckett.

As previously reported, 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 and the British Medical Association have approached our lawyers as they wish to join in and support the challenge.

Claims have been issued 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 case is continuing but it is likely to be an industrial solution to the problem rather than a legal one.

Industrial action balloting guidelines have now been updated to take account of recent developments. Further changes need to be included to take account of the integration of systems and the guidelines will then be issued to Officers and relevant staff.

An anecdotal report on specific legal case successes was given to the Council, highlighting the need to be more active in publicising our successes.

The Legal Director reported on one regionalised system and advised that the advantages of each system have been identified and will be incorporated into one system but problems still exist. The system being incorporated will maintain a belief in regionalised systems while insisting on the regions meeting standards. Legal service is of value to the members and it needs to be in regions and the regions need to have ownership.

With reference to problems identified and remedial action, there are different services being offered to members dependent upon which part of the Union

they came from. A memorandum will be sent to Regional Secretaries that will move this process forward. This is work in progress and will only be addressed by exacting higher standards.

All relationships with affiliate providers is under review. These services are of value to our members and are likely to be an integral part of the community membership going forward. Other services are also important and it is expected that these will form the foundation of the Community Membership/Back to Work package.

The Legal Director verbally amplified the report on the Jackson based reforms and their impact on the Union.

Questions and comments from members of the Council were responded to by the Legal Director and a discussed ensued on the one legal system going forward.

At the close of consideration, the Council

**RESOLVED:** "That the report be accepted."

**Minute  
No.123**

### **17.2 EC Directions on Rule 27 Discipline of Members**

Rule 27.2 provides that disciplinary hearings shall be organised and conducted under directions issued by the Executive Council. A document, which should be read in conjunction with Rule 27, setting out those directions had previously been circulated to the Council.

During the following discussion, it was agreed that the document should be added as an appendix to the new Rule Book.

At the close of consideration, the Council

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

### **5. REPORT OF THE GENERAL SECRETARY continued/....**

**Minute  
No.124**

#### **5.1 Report continued/.....**

As a consequence of an earlier request, a copy of the Unite salary structure for Officers and staff was circulated to the Council. The General Secretary gave an indication of what jobs fall within the salary bands.

At the close of consideration, the Council

**RESOLVED:** "That the report be noted."

**Minute  
No.125**

#### **5.2 Public Services Resistance Road Map**

A detailed report was submitted to the Council and was verbally supplemented by the General Secretary, Len McCluskey.

The General Secretary advised that this report presents an analysis of Unite's public service sectors and the potential for delivering effective industrial action. It is based on reports from the relevant National Officers on the current position in their respective areas and research analysis of Unite membership records. It presents a first step in mapping the territory and a basis for further work within the respective sectors.

Members of the Council expressed their opinions and comments and highlighted the situation in their own particular sectors.

At the close of consideration, the Council

**RESOLVED:** "That the report be noted."

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

**15. FINANCE continued/....**

**Minute  
No.126**

**15.1 Finance Report continued/...**

The General Secretary referred to the earlier discussion regarding contributions and benefits and the decision taken by the Executive Council in May 2009 and proposed that the transitional period be extended to 1<sup>st</sup> May 2012. It is also intended that a benefits package be brought to the Council for consideration, hopefully at the September meeting.

At the close of consideration, the Council

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

**Minute  
No.127**

**23. Constitutional Committees and National Industrial Sector Conferences**

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

To allow for the branch reorganisation process to be completed and, therefore, allowing for the eligibility of newly elected branch officers, it is proposed that the constitutional life of the RISCs, AACs and Regional Equalities Committees be extended until Spring 2012.

The currently constituted RISCs, AACs and Regional Equalities Committees will continue to meet for the September and December 2011 cycle of meetings.

The Regional Industrial Sector Conferences, the biennial Area Activists Meetings and the Regional Equalities Conferences will take place in March and early April 2012 and will elect the new RISCs, AACs and Regional Equalities Committees.

The review of RISCs and AACs and any proposals for change will be presented to the December 2011 meeting of the Council.

The currently constituted Regional Committees, National Industrial Sector Committees and National Equalities Committees will also be extended until Spring 2012 and will meet for the October 2011 and January 2012 cycle of meetings.

The Regional Committees, National Industrial Sector Committees and National Equalities Committees will be reconstituted in April 2012 after the March cycle of RISCs, AACs and Regional Equalities Conferences.

The Council were invited to consider if, in the future, the new biennial period for constitutional committees will start in the Spring or should revert back to

the Autumn. If the latter were the case, the coming period would need to be a shortened period. A document will be presented to the September meeting of the Council which will address this issue.

Members of the Council raised questions in relation to specific situations which were responded to. In particular, a member of the Council asked for consideration to be given to extending the life of existing branches which would bring everything into line. It was agreed that a report would be brought back to the September meeting of the Council.

The Council also agreed to the postponement of Regional Industrial Sector Conferences but the National Industrial Sector Conferences would take place as normal.

At the close of consideration, the Council

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

**Minute  
No.128**

**19. 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.

*Defend Council Housing Group* – The resolution was submitted by the North East/Yorkshire & Humberside Regional Committee and called on the Union to affiliate to the DCH campaign and give consideration to funding a part-time worker. In response, whilst the Council supported the principles contained in the resolution, it was agreed to remit it for further consideration by the Executive Officers.

*Single Equalities Act* – The resolution was submitted by the North East/Yorkshire & Humberside Regional Committee and called on the Union to defend the Act. In response, the resolution was supported by the Council.

*Workers Companions* – The resolution was submitted by the East Midlands Regional Committee and called on the Union to produce guidelines to implement a strategy of 'Accredited Support Reps'. In response, whilst the Council sympathised with the sentiments contained in the resolution, it was agreed to remit it to the Executive Officers for further consideration.

*Remploy Factory Closures* – The resolution was submitted by the National Disabled Members Committee and called on the Union to condemn in the strongest terms the closure of Remploy factories. In response, the resolution was supported by the Council.

*Defending the Cuts* – The resolution was submitted by the Health NISC and called on the Union to call for co-ordinated and generalised strike action within the law to force this illegitimate government from office. In response, in light of the paper agreed by the Council at its May meeting, "Cuts are not the Answer – Organising and Fighting for the Alternative", the Council agreed that this resolution should stay on the table.

*NHS Pensions* – The resolution was submitted by the Health NISC and called on the Union to continue to campaign vigorously alongside other unions to defend the NHS pensions. In response, the resolution was supported by the Council.

*“38 Degrees”* – The resolution was submitted by the Health NISC and called on the Union to circulate the ‘38 Degrees’ petition on the NHS. In response, the resolution was supported by the Council.

*National & Regional Political Committees* – The resolution was submitted by the Health NISC and called for National and Regional Political Committees to be required always to act in accordance with Unite policy. In response, the Council noted that all committees were required to act in this way and supported the resolution.

*Organising Drive* – The resolution was submitted by the Health NISC and called for the organising drive to include a specific focus on the Health Sector. In response, the resolution was supported by the Council, bearing in mind the additional support allocated and agreed to refer it to Tony Woodley and the Organising Department to carry it forward.

*Hotel Accommodation* – The resolution was submitted by the National LGBT Committee and called on the Union to compile a list of recommended hotel accommodation for use in all regions. In response, the Council supported the resolution.

*Challenging Racial Inequality* - The resolution was submitted by the National BAEM Committee and called on the Union to make an application for a judicial review on behalf of Black Workers Group to determine whether Wirral Council is in breach of its statutory duties under the RRA to eliminate race discrimination and harassment and promote equality. In response, the Council supported the principle contained in the resolution and agreed to refer it to the Legal Department and the Senior Officer team with a view to proceed as above but, if necessary, to alternative means to progress this effectively.

At the close of consideration, the Council

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

## **24. ANY OTHER BUSINESS**

**Minute  
No.129**

### **24.1 Policy Decisions**

A member of the Council referred to the difficulties experienced by members without access to the website in being able to receive Union policy decisions. It was suggested that a booklet be produced for circulation. In response, Chief of Staff, Andrew Murray advised that a booklet of decisions taken at the Policy Conference is produced and the Union would look at ways of circulating it more widely.

At the close of consideration, the Council

**RESOLVED:** “That the report be accepted.”

**Minute  
No.130**

### **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**