



**MINUTES AND RECORD**  
**of the**  
**EXECUTIVE COUNCIL**  
**HELD AT UNITE HOUSE, HOLBORN, LONDON WC1**  
**ON 3<sup>RD</sup>, 4<sup>TH</sup> & 5<sup>TH</sup> SEPTEMBER 2018**

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**PRESENT:**

**MEMBERS:** Sis. S ABACHOR, L ADAMS, Bros. K AGYEMANG-PREMPEH, R ALLDAY, D BANKS, R BENTHAM, C BOWEN, J BRAMWELL, C CADMAN, M CASEY, E CASSIDY, J COOPER, Sis. T COXHILL, A CROZIER, Bros. T DAVISON, N DURKIN, Sis. J ELLIOT, Bros. P ENTWISTLE, N GIBSON, J GILL, Sis. K GILLESPIE, W GILLIGAN, Bros. A GREEN, S GRICE, Sis. A HAWORTH, R HAYES, Bro. S HIBBERT, Sis. D JACKSON, Bros. A JONES, B KNOWLES, Sis. T LANIGAN, P MARSDEN, S MATTHEWS, Bros. S McGOVERN, J MITCHELL, T MITCHELL, Sis. T MALONEY, S MUNA, Bro. T MURPHY, Sis. K OSBORNE, Bros. T PEARSON, H PERCIVAL, A REILLY, S ROSENTHAL, S RUDDOCK, Sis. M RYAN, Bro. T SEAMAN, Sis. J SHEPHERD, Bros. D SMITH, K SMITH, Sis. J STEWART, J STILL, Bro. N STOTT, Sis. J SURAYA, F TATEM, J TAYLOR, Bros. S THOMPSON, H TURNER, Sis. N VERMA, Bros. P WELSH, D WILLIAMS, M WOOD, T WOODHOUSE

**EX OFFICIO:** Bro. L McCLUSKEY (General Secretary)  
Bro. H BECKETT (Assistant General Secretary)  
Bro. T BURKE (Assistant General Secretary)  
Sis. G CARTMAIL (Assistant General Secretary)  
Sis. I DYKES (Head of Constitutional Administration)  
Sis. D HOLLAND (Assistant General Secretary)  
Bro. A MURRAY (Chief of Staff)  
Bro. E SABISKY (Executive Director, Finance, Property & Pensions)  
Bro. S TURNER (Assistant General Secretary)  
Bro. A WEIR (Assistant Chief of Staff)  
Bro. P WISEMAN (Observer, Retired Members)

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

**FIRST DAY, 3<sup>RD</sup> SEPTEMBER 2018**

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Minute  
No.349**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>
Julian Allam	All sessions	Holiday
Roy Bentham	Tuesday & Wednesday	Work commitments
Cliff Bowen	Monday pm & Tuesday	TU Business
Chris Cadman	Monday & Tuesday	TU Business
Mick Casey	Tuesday pm & Weds am	TU Business
Tracy Coxhill	Monday	Tribunal
Ann Crozier	Wednesday pm	TU Business
Tim Davison	Tuesday	TU Business
Donna Donnelly	All sessions	Bereavement
Jenny Douglas	All sessions	Bereavement
Christian Duo	All sessions	Holiday
Michael Farrell	All sessions	Holiday
Ruth Hayes	Monday pm	Funeral
Trudi Lanigan	Monday pm & Wednesday	TU Business
Philippa Marsden	Tuesday am	Unwell
Susan Matthews	Wednesday am	TU Business
Sean McGovern	Wednesday am	TU Business
Frank Morris	All sessions	Bereavement
Suzanne Muna	Tuesday pm	TU Business
Joe Pisani	All sessions	TU Business
Stan Ruddock	Wednesday	TU Business
Tony Seaman	Tuesday pm	TU Business
Nigel Stott	Monday pm & Wednesday	TU Business
Jasmin Suraya	Monday	TU Business
Jayne Taylor	Wednesday pm	TU Business
Mark Wood	Monday	TU Business

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

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

**2. ANNOUNCEMENTS**Minute  
No.350**2.1 Obitary**

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. T Bush	Retired Regional Officer Wales	30.7.18
Bro. L Brindle	Former AEU & AEEU Official	13.8.18
Bro. R Lear	Former ASTMS Officer West Midlands	8.8.18

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.351****3.1 Receipt of Minutes**

The Minutes of the Meeting of the Executive Council held on 4<sup>th</sup>, 5<sup>th</sup>, 6<sup>th</sup> & 7<sup>th</sup> June 2018 were duly submitted.

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

**3.1.1 Matters Arising****Minute  
No.352****3.1.1.1 Min.301 Victimisation Benefit**

A member of the Council enquired if a discussion on victimisation benefit was due to take place and highlighted that it had been removed from the latest leaflet issued. The Council were advised that the General Secretary was advising that victimisation benefit should be removed as it had never been taken up.

At the close of consideration, the Council

**RESOLVED:** "That Victimisation Benefit be withdrawn."

**Minute  
No.353****3.1.1.2 Min.305 General Secretary's Report**

The General Secretary drew the Council's attention to the Industrial Report – Manufacturing Sector that had been submitted to the June meeting of the Council. He advised that he was seeking authority to remove the first sentence from the third paragraph under the Graphical Industry & IT section of the report referring to the Fujitsu dispute.

At the close of consideration, the Council

**RESOLVED:** "That the paragraph be removed in line with the preamble to this Minute."

**Minute  
No.354****3.1.1.3 Min.326 Gibraltar**

A member of the Council requested an update on the situation in Gibraltar as emails were being received claiming nothing had happened. In response, the Chief of Staff advised that a formal complaint had been received and an investigation had been carried out according to procedure and the report was now with the General Secretary. The Chair commented on the complaints and highlighted the problems that are being experienced in Gibraltar. The General Secretary advised that he will now convene a meeting of the appropriate people to satisfactorily conclude the situation. He also outlined the situation in Gibraltar, referring to the relationship with the Gibraltar government.

At the close of consideration, the Council

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

**RESOLVED:** "That the Minutes of the Executive Council held on 4<sup>th</sup>, 5<sup>th</sup>, 6<sup>th</sup> & 7<sup>th</sup> June 2018 be adopted."

**Minute  
No.355****3.2 Receipt of Minutes**

The Minutes of the Special Meeting of the Executive Council held on 30<sup>th</sup> June 2018 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 30<sup>th</sup> June 2018 be adopted.”

#### **4. FINANCE & GENERAL PURPOSES COMMITTEE**

**Minute  
No.356**

##### **4.1 Receipt of Minutes**

The Minutes of the Finance & General Purposes Committee held on 19<sup>th</sup> July 2018 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 held on 19<sup>th</sup> July 2018 be noted.”

#### **5. GENERAL SECRETARY’S REPORT**

**Minute  
No.357**

##### **5.1 Report**

A document detailing the General Secretary's activities since the previous meeting had been circulated to the Council and was verbally supplemented.

The General Secretary referred to Napoleon Gomez, the exiled leader of mine workers in Mexico, Los Mineros and Workers Uniting, who had recently been elected as a Senator in the Mexican Congress to serve under the President who won the election. The General Secretary had been personally invited to witness his inauguration in Mexico and gave a detailed report of his visit. He had been asked by Napoleon Gomez to express his thanks to the Executive Council and also the thanks of the mine workers themselves.

The General Secretary commented on the Policy Conference and thanked the Executive Council for the role they played.

The General Secretary highlighted his visit to a care home to make a presentation to one of Unite’s members, Tom Jones, from the London & Eastern Region who has been a member for 84 years and is 100 years old.

The General Secretary referred to his attendance at the Durham Miners’ Gala and thanked the NEY&H Region. AGS Howard Beckett had delivered a fine speech on behalf of Unite.

The General Secretary referred to his meeting with the head of AirBnB who are keen to have a relationship with Unite in the UK.

The General Secretary reported on a further meeting with the European leader of KPS, a private equity company that work with American unions. KPS have signed an agreement with IG Metall in Germany. Executive Officer, Sharon Graham, was in attendance with the General Secretary and has produced an agreement which is now with KPS to see if they are interested in linking with Unite. If they are, that will be reported to the Executive Council.

The General Secretary referred to political meetings, highlighting discussions relating to the Democracy Review, the ‘Labour Live’ event, meetings with various MPs on different subjects and also a meeting with the Secretary of State for Justice in relation to changes in the legal arena and proposals regarding small claims.

The General Secretary reported on a number of meetings with various Regional Secretaries and National Officers. The discussions in Ireland were in relation to a situation in Southern Ireland where Brendan Ogle has now been appointed as Senior

Officer in order to assist and report directly to the Regional Secretary, Jackie Pollock. He further reported that Annmarie Kilcline has been asked to move from East Midlands to take over the role of Regional Secretary permanently in the West Midlands at the end of October. Peter Hughes has been asked to move from the South West to be the Regional Secretary in Wales following the departure of Andy Richards at the beginning of August. The three Regional Secretary posts for East Midlands, South East and South West have been advertised and shortlisting is about to take place.

Detailed and comprehensive discussions have continued with the digital team which is on-going and will take some time to come to fruition.

The General Secretary referred to a meeting that had taken place with AGS Gail Cartmail, Executive Officer Sharon Graham and National Officer Bernard McAulay in relation to Energy from Waste. Problems and difficulties are being experienced with foreign companies looking to undercut the pay and conditions within the national agreements.

The General Secretary reported on a meeting with National Officer Matt Draper and Gist shop stewards in relation to agency workers. He advised that it is his intention to get personally involved in the negotiations with Gist with a view to a proposed agreement that could be used as a model for dealing with agency labour within the whole retail distribution.

The General Secretary highlighted his attendance at the Uniglobal 5<sup>th</sup> World Conference in Liverpool which was well attended and was the last conference of Philip Jennings, General Secretary of UNI.

The General Secretary referred to a discussion with the CEO of Peugeot in relation to CO2 emissions which is a massive issue in Europe. He will be meeting with him before the end of the year to discuss the issues in depth.

The General Secretary commented on a meeting with shop stewards from Marshalls, the largest building materials company, to discuss problems and difficulties they are experiencing and this will be taken up by the National Officer.

The General Secretary referred to a meeting with the Directors of Peel Ports who own Liverpool and a number of other ports. They have done away with agency labour and taken on another 140 workers and they wanted to share some of the problems encountered.

The General Secretary highlighted the Anti-Trump rally in London where he had had the opportunity to speak at the event.

The General Secretary gave a detailed report on his article in the Huffington Post on the question of anti-Semitism. The article had caused some controversy which had been a deliberate attempt to try and put an end to this situation. A discussion ensued on the Huffington Post article and the General Secretary invited Council members to express their views and concerns. At the end of the debate, the General Secretary thanked the Council members for their contributions to the debate.

At the close of consideration, the Council

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

## 7. INDUSTRIAL / EQUALITIES REPORTS

Minute  
No.358

### 7.3 Industrial Report – Transport & Food Sector

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

The Assistant General Secretary referred to: Unite recognition at Ryanair, Crewlink and Jet 2; TNT Fedex; Two Sisters Food Group; Toll Group; ETF and Fair Transport; FDA NISC; Brexit & Automation; Policy Conference – Transport and Food Sectors; Food & Drink Manufacturing – industrial strategy; Heathrow; Rail manufacturing industrial strategy; Inter-Union – BFAWU in Delifrance; Low Pay Commission; Tolpudde Martyrs and Ascott Martyrs; and Sector membership figures.

Questions and comments from members of the Council were responded to.

At the close of consideration, the Council

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

Minute  
No.359

### 7.4 Equalities Report

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

The Assistant General Secretary referred to: Unite Equalities at Policy Conference: Unite Equality Awards; Unite Industrial/Equalities priorities; ILO Convention: Violence & Harassment in the World of Work; Migrant Workers; TUC & Labour Party; Equalities Working Group; Celebrating achievements of trade union women; and Carers Week.

Questions and comments from members of the Council were responded to.

The following resolution was considered by the Council and the response verbally amplified.

*Non-Binary Inclusion* – The resolution was submitted by the North West Regional Committee and called on the Union to change the application form to resolve the problem demonstrated in consultation with LGBT & Equalities Committees. In response, the Council supported the resolution as the changes have already been implemented.

At the close of consideration, the Council

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

Minute  
No.360

### 7.1 Industrial Report – Manufacturing Sector

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: UK Manufacturing & the Economy; Brexit and the Manufacturing Sector; CO2 Emissions and the Automotive Sector; Off-Shore Industry; GKN Takeover by Melrose; and Shipbuilding Campaign.

Questions and comments from members of the Council were responded to.

At the close of consideration, the Council

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

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**SECOND DAY, 4<sup>TH</sup> SEPTEMBER 2018**

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

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**6. STRATEGY FOR GROWTH****Minute  
No.361****6.1 Organising & Leverage Report**

A written report on the work of the department had been circulated to the Council and was verbally supplemented by the Executive Officer, Sharon Graham.

The Executive Officer updated the Council on the Union's broad industrial strategy, 'Work, Voice & Pay' which is now a central part of the Union's work and highlighted the seven practical areas of work.

The Employer Profile Generator is a new WVP tool for shop stewards and reps and was released in the last quarter. It is accessible to all activists with WVP long-in details and a financial and ownership snapshot of an employer can be downloaded in less than five minutes. A detailed leaflet had been circulated to the Council and was verbally supplemented by the Executive Officer.

With reference to pay and anniversary date information, over 85% of the workplace codes are now populated with industrial data and the information is being used relatively well. Over 25,000 pay anniversary dates have already happened this year and 14,000 deals have been entered on the database.

The Executive Officer referred to the Pay Claim Generator and how it has been used in non-recognised sites. As of 27/07/18, over 20,000 shop stewards and/or Officers/Organisers have logged on to the site and approaching 5,000 pay claims have been produced.

In developing the theme of the PCG, the department plans to provide further support to strategic targets in conjunction with 12 week pay campaigns. Advanced Pay Claims will largely be used to support multi-site negotiations, particularly where national/zonal bargaining is being sought.

The Executive Officer highlighted Unite Investigates where the department is committed to preparing a series of investigative reports that both highlight issues and form the basis for a wider consultation with shop stewards and reps.

In referring to Automation, the Executive Officer advised that the dissemination has now been completed to all Officers, NISCs and RISCs. The department is preparing bespoke sector papers that draw on the workshops and the automation survey together with the latest research on key issues relating to the sector.

With reference to insecure non-permanent employment and outsourcing, the Executive Officer advised that, as a first step, she will be consulting on this new Unite Investigates report, whilst the department looks to draft a new template Work, Voice & Pay agreement on Outsourcing. This will complement the existing template on Agency Working.

Bespoke, targeted training for shop stewards and reps will be critical in the development of alternative strategies and the department is preparing a short session on company information and structures for activists in each sector.

A document on the Gig Economy & the Fragmenting Labour Market: Sector by Sector had previously been circulated to the Council and the Executive Officer gave a detailed explanation of an example.

The Executive Officer referred to trigger agreements and advised that many requests have been received from shop stewards in relation to how they work and people can operate them. The department is continuing to develop strategies to deliver 'trigger agreements' as this is particularly relevant for those seeking some form of industry bargaining or bargaining across a defined geographical area covering multiple employers.

The Executive Officer outlined assisted campaigns and unrecognised site campaigns and advised the department has been central in either having secured or expecting to secure twenty four new collective bargaining agreements.

With reference to extending 100% Unite, the Executive Officer reported that solid progress has been made with 50% of the regions recording positive increases in membership since the start of the year. She further highlighted the gross joiners comparison 2016 v 2018, by sector, and leavers by age.

Further reference was made to recognised –v- unrecognised workplaces and the Executive Officer advised that over 83% of members are employed in workplaces with recognition, with over 18,000 workplaces where the employer has 5 or more Unite members in a region. There continues to be many opportunities for new recognition deals and membership growth in workplaces where Unite already has a presence.

The Council were given an update on direct debit leavers and the pilot to re-sign direct debit leavers has shown potential.

The department is currently operating two Sector Organising campaigns in Energy and Construction which have, so far, delivered over 12,000 new members. 34 Local Authorities have now signed up to the Unite Construction Charter.

Questions and comments from members of the Council were responded to.

At the close of consideration, the Council

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

## **7. INDUSTRIAL / EQUALITIES REPORTS continued/....**

**Minute  
No.362**

### **7.2 Industrial Report – Services Sector**

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: Membership in Health Sector and Finance Sector; Holocaust Memorial Day – 75<sup>th</sup> Anniversary; solid collective bargaining on pay, conditions and pensions; Higher Education; Finance Sector; Tata Consulting Services; Pay freezes and pay awards; public sector procurement; aspirational campaigns; political lobbying; Social Care Forum; Step Change; Policy Conference; Carillion; umbrella companies; Heathrow expansion taskforce; HCA dispute; Energy Sector; NHS pay negotiations & campaigning; and mental health.

Questions and comments from members of the Council were responded to.

The following resolution was considered by the Council and the response verbally amplified.



*Closer Ties to Citizen Advice Bureau* – The resolution was submitted by the South West Regional Committee and called on the Union to work with CAB at local, regional and national level to help CAB provide the services required by our members and general public. In response, the Council accepted the sentiments but agreed to leave the resolution on the table.

At the close of consideration, the Council

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

## **8. DEPARTMENTAL REPORTS**

**Minute  
No.363**

### **8.2 International Report**

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

The Trump administration continues to drive uncertainty and instability around the globe with the imposition of new sanctions against Iran and a new wave of tariffs on Chinese and European products. Europe faces more challenges from the nationalist right with electoral victories in Italy and Austria and the possibility of a new refugee crisis. In Latin America, the Colombian peace process hangs in the balance and Venezuela grapples with huge economic and political difficulties.

Unite welcomed a strong delegation of international guests from sister unions and federations to the Policy Conference. Feedback from the guests was extremely positive on the level of debate especially on Brexit and the organisation of the conference. Many guests had side meetings with reps and officials from relevant sectors and also took part in fringes and staff and members of the International Committee also took part in various solidarity fringes.

Unite has continued to play its full role in the European and International Federations to which it is affiliated. Since the last EC, Unite participated in the UNI Global Congress and UNI Women’s Congress that took place in Liverpool during June, participated in the IndustriALL global meeting on Caterpillar, and participated in the special session on the future of the auto industry in the European parliament.

With reference to Workers Uniting, board member and Mexican miners leader Napoleon Gomez has been elected to the Mexican Congress on the back of a major election victory for the left in Mexico. Solidarity actions to support the USW locked out National Grid workers were undertaken in the UK, and support was given for the Colombian oil and agricultural workers unions and peace process.

Work to support reps and Officers in multinational companies has been undertaken in IAG, Engine, Leonardo, GE, Siemens, Saran, Honda, GKN, ITW, ZF, Delphi, Westinghouse, Vertis, Platts, SPX, and DXC. A major initiative to build a global network and campaign around the packing multinational West Rock has also been started.

Unite sent election observers to Mexico for the historic victory of Obrador and has been central in exploring new ways to galvanize support for the Palestinians inside the Labour Party. Unite has also built further solidarity with the Kurdish struggle, including making Freedom for Ocalan the main international theme of the Durham Miners’ Gala.

Questions and comments from members of the Council were responded to.

The following resolution was considered by the Council and the response verbally amplified.

*Global Trade War* – The resolution was submitted by the NEY&H Regional Committee and called on the EC International Committee together with the International Department to present a plan of action to the next Executive Council. In response, the Council supported the resolution.

At the close of consideration, the Council

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

**Minute  
No.364**

### **8.2.1 Brexit Report**

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

Since the last Executive Council meeting, the key points to note in relation to Brexit have been:

- Unite Brexit position updated at Policy Conference 2018
- Looming deadline for deal or no-deal
- The UK government proposal and resignations
- EU reaction to the proposal
- EU Withdrawal bill now law

Unite has continued to have a strong political input in its attempts to shape the Brexit process:

- Lobbying on EU Withdrawal Bill and other key pieces of Brexit legislation
- Unite Regional Brexit Conference
- Gibraltar

Dealing with Brexit as an industrial issue was identified as a key matter and important actions and issues in this respect have continued:

- Preparations for Unite reps and activists in the event of a ‘no-deal’ Brexit
- Meetings with companies and employers’ organisations
- Sister unions and European federations
- Final Brexit check survey results

As previously reported, there are now some 17 of 21 Unite sectors with specific documents related to Brexit and how it affects their sector, and a further 4 specialist documents covering Ireland, Gibraltar, and the manufacturing and services sector as a whole. Five new jargon busters leaflets have also been produced since the last meeting.

The Unite Brexit check website continues to be updated regularly and is functioning well in providing relevant information to activists and members as well as key news items. This communication tool will become increasingly important as the process of Brexit enters its critical phase in the coming months. A twitter account has also been set up in association with the Brexit check website. Unite is the only union to have established a dedicated website to deal with the issue.

Although until now the Brexit process has proved to be highly volatile and unpredictable, it does seem highly likely that a moment of reckoning has arrived. In this respect there are a number of key areas that Unite needs to focus on during the coming weeks:

- Mobilising to oppose the deal
- Inputting at the TUC and Labour Party conferences

- Continuing preparations for a 'no-deal' scenario
- Brexit discussions at NISC meetings
- Working with sister unions and political allies in Europe
- Continue to be active at the wider international level

The General Secretary supplemented the report, sharing his thoughts and concerns with the Council.

Questions and comments from members of the Council were responded to.

At the close of consideration, the Council

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

**Minute  
No.365**

#### **8.4 Report of AGS Steve Turner**

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

The Assistant General Secretary referred to: Services Sector; Hotel Industry – Park Plaza Group - Melia Hotels Tronc system; Security Industry – Blomberg – Seal Security; CMA; Royal Mail; Post Office; Young Members – Greenwich Leisure Ltd (GLL); Community Membership; Credit Campaign day of action; Grenfell; Unite in Schools; Unity over division – National Committee; and TGI Fridays.

Questions and comments from members of the Council were responded to.

At the close of consideration, the Council

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

**Minute  
No.366**

#### **8.3 Education Report**

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

The Director of Education introduced his report and drew attention to the work the department had undertaken, highlighting the Unite History Group and project.

Questions and comments from members of the Council were responded to.

At the close of consideration, the Council

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

### **9. CONSTITUTION & ADMINISTRATION**

**Minute  
No.367**

#### **9.1 Central Office Departments & Administration**

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

The Council were advised that the Scottish Policy Conference 2019 will take place on 26<sup>th</sup> & 27<sup>th</sup> October 2019 in Ayr and endorsement was sought for the procedures which are in line with past practice.

The Chief of Staff drew the Council's attention to the Branch Report which indicates the number of branches with no branch secretary.

The Council were advised of the need to elect a replacement delegate to attend the TUC Conference as the Vice Chair of the Council was now unable to attend.

#### **Ratification of Officer Appointments**

EC Appointment Panels had met to consider applications for the appointment of the following Officers for which the endorsement of the Council was sought.

North West

- Regional Officer (Isle of Man) Debora Halsall

West Midlands

- Regional Co-ordinating Officer Natalia Stepnowska  
John Walsh
- Regional Officer Zahira Bashir  
Andy Hall  
Suzanne Lowe

Scotland

- Regional Officer Linda Pollock-Wilson

Questions and comments from members of the Council were responded to.

A discussion ensued on the new system for appointment panels which had recently been put into practice and was felt to have worked well. Reference was made to the appointment process for Regional Secretaries and National Officers and it was agreed to leave the procedure as it is to see how it goes.

At the close of consideration, the Council

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

**Minute  
No.368**

#### **9.6 Application for a National Branch: TSB**

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

Questions and comments from members of the Council were responded to.

At the close of consideration, the Council

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

#### **9.3 Policy Conference 2018**

**Minute  
No.369**

##### **9.3.1 Implementation of Policies Passed at Conference**

A detailed document for information purposes had previously been circulated to the Council and was verbally supplemented by Assistant Chief of Staff, Adrian Weir.

At the close of consideration, the Council

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

**Minute  
No.370**

##### **9.3.2 Remitted Motions**

A document detailing motions remitted to the Executive Council had previously been circulated to the Council and was verbally supplemented by Assistant Chief of Staff, Adrian Weir.

Questions and comments from members of the Council were responded to.

In relation to lay companions, the General Secretary reported that each branch should have a full-time Officer allocated responsibility for ensuring it functions properly and Regional Secretaries will be charged with ensuring this is the case. In addition, composite branches should ensure they have a functioning system of lay companions able to assist in representation of members and reporting back to the branch on their work. Composite branches which are not functioning and which cannot deliver this support for their members need to be amalgamated with other branches to ensure that proper representation through the lay companion system can be offered.

At the close of consideration, the Council

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

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**THIRD DAY, 5<sup>TH</sup> SEPTEMBER 2018**

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

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## **10. FINANCE**

An Executive Council member raised the possibility of Sister Tracy Coxhill attending the Finance and Legal sessions on the Council's agenda. The General Secretary responded, explaining the situation and the Council accepted, with the exception of Howard Turner and Jas Gill that Sister Coxhill could not be in attendance.

**Minute  
No.371**

### **10.1 Report**

The preliminary financial results for Unite overall in the second quarter of 2018 had previously been circulated to the Council and were verbally supplemented by the Executive Director, Finance, Property & Pensions, Ed Sabisky.

On the year through to 30<sup>th</sup> June 2018, Unite recorded a surplus of £9.8 million. Netting off the one-off gain of £5.3 million on the sale of the former UCATT headquarters in Clapham, Unite achieved a surplus of £4.5 million in the first six months which is satisfactory. The first benefits of not having to pay circa £1 million per month into the Unite Pensions Scheme are also evident in the results.

Employment Costs including the National Organising Department amounted to 30.7% of income in the first half of 2018 above last year's comparative figure of 40.0% reflecting the decline in Income (as opposed to any increase in Employment Costs).

### **Changes to Enhanced Membership Benefits and Subscriptions**

Given the great success of the 2016 changes – over two thirds of new members are joining as Enhanced members, benefit pay-outs have doubled but the extra subs paid by Enhanced Members continues to exceed benefit paid – and the need to use the scheme to bolster retention, the following changes were agreed:

1. Maternity benefit to be changed from £15 for 10 weeks (£150 total benefit) to £10 for the full 39 week statutory maternity leave period (£390 in total). The current one week waiting period would be eliminated.

2. Top tier Incapacity benefit (to be renamed “Sickness Benefit” to avoid member confusion) to be changed from £25 for 25 weeks to £25 for 51 weeks and Lower Tier from £10 for 25 weeks to £10 for 51 weeks (meaning 52 weeks are covered including the one week waiting period). A minimum payment period of one week would be introduced meaning members could not claim unless they were off work for at least two weeks.
3. Following these extended benefit period, Enhanced members who remain employed but without pay from their employer (often the case for members on maternity leave beyond 39 weeks or on long term sick leave) would be eligible to have all Unite contributions waived for up to three years (in three month increments) from the date the leave commenced upon production of evidence that they meet the above criteria. Note: Enhanced members taking unpaid carer/compassionate leave would also be eligible for this (up to three year maximum) but not those taking other unpaid leaves (for example, career breaks or sabbaticals).
4. Modifying the threshold (benefitting members) for eligibility for Reduced Income Benefit from a loss of 50% of Gross Taxable Pay to include members who are only in receipt of SSP or SMP if that is higher of 50% of Gross Taxable Pay. (Currently low paid workers only in receipt of state mandated level benefits are commonly not eligible for Reduced Income Benefit as those benefits can exceed 50% of their former Gross Taxable Pay).
5. A doubling of funeral benefit for active Enhanced members.
6. The creation of a new category of (accidental) disability benefit – Temporary Total Disability. This would be paid after a year (during which the member can claim Incapacity / Sickness benefit) for Enhanced members who, as a result of an accident, become totally disabled (unable to work at any occupation) and where the condition is expected to last for more than two years. It is proposed that the pay-out be set at £5,000.
7. Allow current Apprentice members to join Enhanced (currently they can only be Basic members) on a voluntary basis and to make Enhanced membership the default option for new apprentice members. Separately, clarify that only those apprentices paid below the full rate for the job are eligible to be apprentice members as opposed to New Hires who being categorised as apprentices just so companies can access the Apprentice levy.
8. During 2019, Unite’s Education Department to place greater emphasis on training Branch Secretaries / Treasurers on Enhanced benefits and how they can benefit members.

The report stated that this package had been fully costed and it is believed that all these very significant improvements could be afforded by increasing the Enhanced membership incremental subscription (versus Basis membership) from 25p to 30p per week. It was agreed that the benefit enhancements and 5p per week subscription increase would come into effect from 1<sup>st</sup> January 2019. It is agreed that these changes should further improve membership retention, especially for members on maternity leave.

### **Finance Strategy – 2018/19 Outlook – Members’ Subscriptions**

Last year, the Executive Officers prioritised membership growth and recruitment in 2018 and, given the uncertainty of the success of that new strategy, recommended that the EC only take a one year forward view of the Union’s finances. Given the strength of the Union’s finances and the projections made at the time, it was judged that it was an acceptable risk not to increase subscriptions in 2018 and to wait and see whether the strategy for membership growth worked and to what extent.

While it is still relatively early days, it can be said that, while the strategy has not delivered growth in membership, it has slowed the rate of decline which is important in and of itself. Nevertheless, Unite's Income is down £3.3 million in the first six months of 2018 versus 2017 (due to the members lost in the second half of 2017 who were still paying in the first half of 2017). That said, the Union's financial picture has been completely (positively) transformed by the recent news that the Unite Pension Scheme is no longer in deficit and the circa £1 million per month in deficit reduction contributions are consequently no longer required.

Taking a step back for a moment, it is worth re-stating Unite's financial strategy as agreed by the EC in late 2014 in advance of the last general increase of membership subscriptions on 1<sup>st</sup> September 2015. (Although it should be noted that Enhanced membership subscription rates were subsequently increased in September 2016 coupled with a very substantial increase in Enhanced membership benefits). The principles of this strategy were:

- Unite must plan to generate a surplus inclusive of all items (normal non-recurring items as well as pension deficit reduction contributions) in each year.
- Unite's net asset base needs to be strong. A long-term target for the General Fund net assets was set at £250 million. In addition, it was recognised that a portion of these net assets should be held as liquid assets (cash or marketable securities) which could be realised quickly in an emergency. A long-term target of £100 million was established for liquid assets over all of which at least £50 million should be held in cash or cash deposits.
- Employments costs, including the National Organising Department, were targeted to be no more than 40% over time.
- Employer pension contributions in respect of future service to be limited to 16% of pensionable pay.
- Member contribution increases were to be applied annually and to relate to increases in average earnings / RPI.

Unite's adherence to the plan can be summarised as follows:

- Unite has achieved a surplus in every year since 2014.
- Unite's General Fund net assets amounted to £285.2 million as at year end 2017. Its liquid assets stood at £158.7 million as at 30<sup>th</sup> June 2018 of which £101.5 million was cash.
- Driven partially by the merger with UCATT and by declining income, Unite's total employment costs are now slightly about the 40% benchmark at 40.7%.
- Unite's future service pension contributions have been confirmed at 16% of pensionable pay through to the next evaluation in 2020.
- Excepting the increase in Enhanced subscriptions tied to member benefit improvements, membership contribution levels have been frozen since 1<sup>st</sup> September 2015 while average earnings and RPI will have increased by 8.5% and 10.0%, respectively, on a cumulative basis through to 31<sup>st</sup> December 2018. This implies that a membership subscription increase of 25-30p per week could now be justified.

Using the first six month's results as a basis plus all relevant knowledge and incorporating a 10p per week increase in all member subscription rates (15p increase in Enhanced subscription rates inclusive of the proposal on Enhanced subs and

benefits above) effective 1<sup>st</sup> January 2019, the report summarised the financial projections for Unite for 2018 as a whole and for 2019 under two paying membership scenarios (0% decline and 1.5% decline). The projections showed a planned surplus of between £4.5 – 6.5 million under the two scenarios for membership. The projections assumed a normal year for disputes (and the payment of Dispute Benefit) – substantially lower than 2017 but up on this year – and no General Election. The report confirmed that the membership subscription increase (which will yield an estimated £6 million in Income) is necessary to prevent the plan from being in a loss position should membership decline and effectively at breakeven if paying membership were to hold stable.

The report included a proposal for a substantial increase in the Dispute Benefit and a wide-ranging debate ensued. It was decided to allow the Executive Officers time to reflect on the input they received from the EC and to bring a definitive proposal to the December 2018 EC meeting at which time a decision would be made in time to be implemented effective from 1<sup>st</sup> January 2019.

For the record, while it was agreed that most Basic membership rates would increase by 10p per week and most Enhanced membership rates by 15p, there were some exceptions. Specifically, membership contribution rates for former UCATT members would increase by 10p per week plus the amount stipulated in the amalgamation agreement to bring membership rates for former UCATT members up to Unite levels over five years, part-time rates would increase by 13p per week (in line with the phase out of the part-time membership scale over five years) and the Special Discounted Rate (currently 50p per week which has not been increased since it was established in 2009) applying to Community, Retired and other categories would increase by 5p per week. It was agreed that an 8p increase be applied to the Low Pay scale. In relation to Low Rate scale, the EC was asked to recall that this was originally set at £2.16 per week (two thirds of the full membership rate) but was launched at £2.00 per week as a special introductory offer. To date, there is no evidence that the Low Pay rate has been effective in attracting new members to Unite – the vast majority on it have been transferred down from the full rate. It is proposed that all these increases be effected from 1<sup>st</sup> January 2019. Greater detail on the agreed rates, including those for the Republic of Ireland, is as follows:

**Unite the Union Subscription Rates  
United Kingdom**

	Current Rate (£/wk)	Proposed Rate (£/wk)	Increase (£/wk)
Basic Full Time	3.25	3.35	0.10
Enhanced Full Time	3.50	3.65	0.15
Basic Low Pay	2.00	2.08	0.08
Enhanced Low Pay	2.25	2.38	0.13
Basic Part Time	1.80	1.93	0.13
Enhanced Part Time	1.93	2.08	0.15
Special Discounted Rate	0.50	0.55	0.05
Apprentice Rate Basic			
Year 1	0.65	0.70	0.05
Year 2	1.30	1.40	0.10
Year 3	1.95	2.05	0.10
Year 4	2.60	2.70	0.10
Apprentice Rate Enhanced			
Year 1	N/A	1.00	N/A
Year 2	N/A	1.70	N/A
Year 3	N/A	2.35	N/A
Year 4	N/A	3.00	N/A
Driver Care	1.10	1.10	-



## Republic of Ireland

	Current Rate (€/wk)	Proposed Rate (€/wk)	Increase (€/wk)
Basic Full Time	4.00	4.10	0.10
Enhanced Full Time	4.30	4.50	0.20
Basic Low Pay	2.50	2.58	0.08
Enhanced Low Pay	2.80	2.98	0.18
Basic Part Time	2.22	2.35	0.13
Enhanced Part Time	2.37	2.55	0.18
Special Discounted Rate	0.60	0.65	0.05
Apprentice Rate Basic			
Year 1	0.80	0.85	0.05
Year 2	1.60	1.70	0.10
Year 3	2.40	2.50	0.10
Year 4	3.20	3.30	0.10
Apprentice Rate Enhanced			
Year 1	N/A	1.25	N/A
Year 2	N/A	2.10	N/A
Year 3	N/A	2.90	N/A
Year 4	N/A	3.70	N/A

**Property Update**

The report contained a progress update on Unite's property portfolio. Various questions were asked by Council members and responded to.

**Lay Member Expenses**

It was stated that HMRC had in the last day or so decreed that companies / organisations which pay allowances at the HMRC level would not have to check some expenditure had been made by the claimant effective from the next tax year. This means that Unite's lay members will not have to submit receipts with their claim for travel on or after 6 April 2019. This news was received positively by the EC.

The General Secretary gave a detailed update on the CSEU 35-hour fund and will keep the Council informed of any developments.

At the close of consideration, the Council

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

**11. LEGAL**

**Minute  
No.372**

**11.1 Legal Report**

A detailed report was submitted to the Council including updates on recent developments in various areas of the law. The report was verbally supplemented by Assistant General Secretary, Howard Beckett.

The Assistant General Secretary updated the Council on the following areas:

- Personal Injury and IT Update
- Asbestos Report
- Toxic Cabin Air
- Grenfell Tower Disaster
- Strategic Case Unit
- Update on Blacklisting cases

- Strategic Review on Undercover Policing Inquiry
- Update on Legislation
- Regional Legal Officers' Report
- National Legal and Affiliated Coordinator's Report
- Certification Officer Cases & Judgements
- Unite Legal Department Accounts 2018
- CAC Applications
- Industrial Dispute Report / Industrial Action Statistics
- Repudiation Report

Questions and comments from members of the Council were responded to.

The General Secretary advised that it is his intention to seek changes from the Executive Council regarding General Secretary elections going forward. In response to comments from a member of the Council, the General Secretary indicated that he would consider the suggestion of inviting the Election Commissioner to attend the discussion at the Executive Council if he was available.

At the close of consideration, the Council

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

**Minute  
No.373**

**11.2 Affiliated Services Report**

A written report had previously been circulated to the Council and was verbally supplemented by Assistant General Secretary, Howard Beckett.

The Council were updated on the following:

- Retired Member Plus
- Member gets Member
- Unite Home Insurance
- Unite Motor Insurance
- Apprentices Tool Kit
- Financial Advice
- Pensions activity
- Unite the Union Discount Scheme
- Unite Tax Refunds
- Unite Benevolent Fund
- Unite Affiliated Services Providers

The Assistant General Secretary updated the Council on the new Member get Member Scheme rules which came into effect from 1<sup>st</sup> September 2018.

Questions and comments from members of the Council were responded to and a discussion ensued on the Member get Member scheme. The Council agreed to leave the resolution regarding this issue on the table with a review at the March meeting of the Council.

At the close of consideration, the Council

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

**Minute  
No.374**

**11.3 Membership Report**

A membership report had previously been circulated to the Council and was verbally supplemented by Assistant General Secretary, Howard Beckett.

The Assistant General Secretary reported on: Retention procedures; Low Paid membership; Stratum Hawk system; and Statistical Trends.

Questions and comments from members of the Council were responded to.

The following resolution was considered by the Council and the response verbally amplified.

*Retention* – The resolution was submitted by the North West Regional Committee and called on the Union that all NW branches are notified immediately of any changes in membership to facilitate retention within the region. In response, the Council supported the resolution.

At the close of consideration, the Council

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

## **8. DEPARTMENTAL REPORTS continued/.....**

**Minute  
No.375**

### **8.1 Political Report**

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

The Political Director referred to the following areas:

- Polls
- Up-to-date position with Labour Party
- Data Protection Act
- Boundary Review
- Mandatory Selection
- Brexit
- Selection Contests
- Report on NEC – ILHA
- Democracy Review
- Labour Party Conference
- Welsh Democracy Review
- Trade Union Act
- Unite Councillors Network

Questions and comments from members of the Council were responded to.

At the close of consideration, the Council

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

## **9. CONSTITUTION & ADMINISTRATION continued/...**

### **9.4 3<sup>rd</sup> Rules Conference 2019**

**Minute  
No.376**

#### **9.4.1 Distribution of Delegates**

A document detailing the distribution of delegates by sector and region had previously been circulated to the Council and was verbally supplemented by Assistant Chief of Staff, Adrian Weir.

At the close of consideration, the Council

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

**Minute  
No.377**

#### **9.4.2 Standing Orders**

A document detailing the Standing Orders for the Rules Conference 2019 and the procedure to elect from the Conference the Standing Orders Committee for the following Conference in 2023 had previously been circulated to the Council and was verbally supplemented by Assistant Chief of Staff, Adrian Weir.

Questions and comments from members of the Council were responded to.

A member of the Council referred to the 4 delegates from the National Equalities Committees and requested that these be brought to the attention of the Regional Secretaries. He also referred to the procedure for filling casual vacancies on the SOC and suggested that this be added as an appendix to the Standing Orders.

At the close of consideration, the Council

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

**Minute  
No.378**

#### **9.5 Outcome of Constitutional Committee Elections 2018/21**

A document detailing the results of the Constitutional Committee Elections earlier in the year had previously been circulated to the Council and was verbally supplemented by Assistant Chief of staff, Adrian Weir.

The document highlights the sectors where RISCs have not been constituted and a discussion ensued on the problem areas.

Questions and comments from members of the Council were responded to the Council were advised that between now and the Rules Conference next year a review may need to take place to assess if anything needs to be done more generally.

At the close of consideration, the Council

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

**Minute  
No.379**

#### **9.5.1 Variation of RISC Constitution**

A document detailing variations in the constitution of the NEY&H Passenger RISC and the North West CAT RISC had previously been circulated to the Council and were verbally supplemented by Assistant Chief of Staff, Adrian Weir.

Questions and comments from members of the Council were responded to.

At the close of consideration, the Council

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

**Minute  
No.380**

#### **9.5.2 Constitution of Base Metals Advisory Committee**

A document detailing the constitution of the Engineering, Manufacturing & Steel Base Metals Advisory Committee had previously been circulated to the Council and was verbally supplemented by Assistant Chief of Staff, Adrian Weir.

At the close of consideration, the Council

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

**9. CONSTITUTION & ADMINISTRATION continued/...****Minute  
No.381****9.1 Central Office Departments & Administration continued/....**

An emergency motion on Israel / Palestine for submission to the forthcoming TUC Conference had previously been circulated to the Council for their agreement.

Questions and comments from members of the Council were responded to.

The Council elected Suzanne Abachor as the replacement delegate to attend the TUC Conference.

At the close of consideration, the Council

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

**Minute  
No.382****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**