MINUTES AND RECORD

of the

EXECUTIVE COUNCIL
HELD AT UNITE HOUSE, HOLBORN, LONDON WC1
ON 4TH, 5TH 6TH MARCH 2019

PRESENT:

MEMBERS:
Sis. S ABACHOR, L ADAMS, Bros. K AGYEMANG-PREMPEH,
R ALLDAY, D BANKS, R BENTHAM, Sis. T BLYTHE,
Bros. C BOWEN, J BRAMWELL, M CASEY, E CASSIDY,
Sis. A CROZIER, Bro. T DAVISON, Sis. D DONNELLY, J DOUGLAS
Bro. N DURKIN, Sis. J ELLIOTT, Bro. J GILL, Sis. W GILLIGAN,
Bros. A GREEN, S GRICE, Sis. A HAWORTH, R HAYES,
Bros. S HIBBERT, A JONES, B KNOWLES, Sis. T LANIGAN,
P MARSDEN, S MATTHEWS, Bros. S McGOVERN, J MITCHELL,
T MITCHELL, Sis. T MOLONEY, Bro. F MORRIS, Sis. S MUNA,
Bro. T MURPHY, Sis. K OSBORNE, Bros. T PEARSON,
H PERCIVAL, J PISANI, 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, Bros. S THOMPSON, H TURNER, Sis. N VERMA,
Bros. P WELSH, D WILLIAMS, T WOODHOUSE

EX OFFICIO:
Bro. L McCULSKEY (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. C DUO (Observer, Gibraltar)
Bro. P WISEMAN (Observer, Retired Members)

IN THE CHAIR: Bro. T WOODHOUSE
1. APOLOGIES AND LEAVE OF ABSENCE

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

<table>
<thead>
<tr>
<th>Name</th>
<th>Session</th>
<th>Circumstances</th>
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<tbody>
<tr>
<td>Julian Allam</td>
<td>All sessions</td>
<td>Holiday</td>
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<tr>
<td>Roy Bentham</td>
<td>Wednesday pm</td>
<td>TU Business</td>
</tr>
<tr>
<td>Chris Cadman</td>
<td>All sessions</td>
<td>Work commitments</td>
</tr>
<tr>
<td>Mary Callaghan</td>
<td>All sessions</td>
<td>Illness</td>
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<tr>
<td>Mick Casey</td>
<td>Wednesday pm</td>
<td>TU Business</td>
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<tr>
<td>John Cooper</td>
<td>All sessions</td>
<td>TU Business</td>
</tr>
<tr>
<td>Tracy Coxhill</td>
<td>All sessions</td>
<td>Illness</td>
</tr>
<tr>
<td>Tim Davison</td>
<td>Monday &amp; Weds pm</td>
<td>TU Business</td>
</tr>
<tr>
<td>Phil Entwistle</td>
<td>All sessions</td>
<td>Illness</td>
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<tr>
<td>Noel Gibson</td>
<td>All sessions</td>
<td>Illness</td>
</tr>
<tr>
<td>Kelly Gillespie</td>
<td>All sessions</td>
<td>Illness</td>
</tr>
<tr>
<td>Andy Green</td>
<td>Tuesday am</td>
<td>TU Business</td>
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<tr>
<td>Alexandra Haworth</td>
<td>Tuesday</td>
<td>TU Business</td>
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<tr>
<td>Steve Hibbert</td>
<td>Monday pm</td>
<td>TU Business</td>
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<tr>
<td>Dawn Jackson</td>
<td>All sessions</td>
<td>TU Business</td>
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<tr>
<td>Trudy Lanigan</td>
<td>Monday pm</td>
<td>TU Business</td>
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<tr>
<td>Tam Mitchell</td>
<td>Monday pm</td>
<td>TU Business</td>
</tr>
<tr>
<td>Frank Morris</td>
<td>Monday &amp; Weds pm</td>
<td>TU Business</td>
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<tr>
<td>Howard Percival</td>
<td>Tuesday</td>
<td>Funeral</td>
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<tr>
<td>Joe Pisani</td>
<td>Wednesday pm</td>
<td>TU Business</td>
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<tr>
<td>Tony Seaman</td>
<td>Tuesday &amp; Weds</td>
<td>TU Business</td>
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<tr>
<td>Jane Stewart</td>
<td>Wednesday pm</td>
<td>TU Business</td>
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<tr>
<td>Joyce Still</td>
<td>Monday pm</td>
<td>TU Business</td>
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<tr>
<td>Nigel Stott</td>
<td>Monday pm</td>
<td>TU Business</td>
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<tr>
<td>Jasmin Suraya</td>
<td>Monday &amp; Weds pm</td>
<td>TU Business</td>
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<tr>
<td>Fiona Tatem</td>
<td>Monday pm</td>
<td>TU Business</td>
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<tr>
<td>Jayne Taylor</td>
<td>All sessions</td>
<td>Illness</td>
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<tr>
<td>Stephen Thompson</td>
<td>Wednesday</td>
<td>TU Business</td>
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<tr>
<td>Mark Wood</td>
<td>All sessions</td>
<td>TU Business</td>
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Having full appreciation of the circumstances, as reported, the Council

RESOLVED: “That necessary leave of absence be facilitated.”

2. ANNOUNCEMENTS

2.1 Obituary

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

<table>
<thead>
<tr>
<th>Name</th>
<th>Designation</th>
<th>Date</th>
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<tbody>
<tr>
<td>Bro. R Golledge</td>
<td>Former Regional Secretary of NGA &amp; GPMU Regional Officer</td>
<td>13.2.19</td>
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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

3.1 Receipt of Minutes

The Minutes of the Meeting of the Executive Council held on 3rd, 4th & 5th December 2018 were duly submitted.

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

RESOLVED: “That the Minutes of the Executive Council held on 3rd, 4th & 5th December 2018 be adopted.”

4. FINANCE & GENERAL PURPOSES COMMITTEE

4.1 Receipt of Minutes

The Minutes of the Finance & General Purposes Committee held on 17th January 2019 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 17th January 2019 be adopted.”

4.2 Receipt of Minutes

The Minutes of the Finance & General Purposes Committee held on 14th February 2019 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 14th February 2019 be noted.”

5. GENERAL SECRETARY’S 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 the number of discussions that have taken place in relation to Brexit and the political arena including the leadership of the Labour Party and Unite MPs. He also referred to his discussions with Greg Clark, Secretary of State for Business.

The General Secretary highlighted his meeting with the German Ambassador, Dr Wittig. Unite was the only union that the Ambassador had asked to meet and demonstrates that Unite is seen in a particular light by many, not just in the trade union movement or wider labour movement but spreads effectively around the world. Unite’s name and image is well known.

The General Secretary made reference to his recent meeting with Leo Gerard, President of USW, who was in the UK to meet with Rio Tinto. It was an interesting discussion about the political situation here and in Ireland, the States and Canada.

The General Secretary briefly referred to his telephone call with the Prime Minister which was followed up by a meeting in 10 Downing Street.
The General Secretary highlighted his meetings with the Political Department and AGSs over a number of issues and also with other unions, both at the TUC and separately and LOTO.

The General Secretary reported on a meeting that took place with John Denham, former Cabinet Minister and Labour MP, who is involved with promoting a Labour England Manifesto. This is an organisation that promotes an English Manifesto because many of the issues around education and health are devolved to Scotland and Wales but these issues are also specific to England. It was an interesting discussion which will be brought back to the Council at a later date. It is based on the belief that in many parts of England, Englishness is more important than Britishness.

The General Secretary drew the Council’s attention to Outokumpo, a company within the Steel Sector, who had taken Unite to the TUC Disputes Committee through Community. The General Secretary had taken the case on behalf of Unite and there were three charges against Unite, two of which the Union was found not guilty but were given censure on the third charge.

The General Secretary reported on an initiative that Unite took up with Sadiq Khan, Mayor of London. In February, when the winter turned cold, Unite engaged in opening up Central Office to give homeless people overnight shelter. Organised by St Mungos together with some of the staff in the building who offered to give up their time to help, beds were laid out on the ground floor.

The General Secretary advised that an International audit had been carried out and the Executive Director, Finance, Property & Pensions had produced the figures that he had been looking for. Due to the diversity of Unite, the organisation is involved in many international meetings and the General Secretary wanted to be in control of expenditure in Europe. He had been pleasantly surprised that the amount of money spent on international delegations is very reasonable and well within what he considered to be an acceptable level for an organisation of the nature of Unite. He further advised that there was not a reconciliation procedure for claiming monies back and a new system is being implemented.

The General Secretary reported that he had had an opportunity to visit the NEY&H Regional Committee meeting in Leeds and had addressed them over various matters. He had also joined the picket line of the RMT guards dispute at Leeds station. He further reported that he had been in Leeds to make the inaugural address of the Tom Maguire Lecture who had been a great fighter for working people and the creation of the Labour Party and had died at the age of 29 from pneumonia.

The General Secretary referred to meetings with EDF regarding the new nuclear plant at Sizewell C. There are also problems at Hinckley which the Union are also attempting to resolve.

The General Secretary highlighted his visit to Gibraltar together with the Chair of the Union. A number of issues of concern had arisen and he wanted to ascertain the facts although there had been several investigations. The General Secretary advised that any issues have now been dealt with to his satisfaction and he will be making some changes in Gibraltar to assist in improving the membership which has declined due to different circumstances. He also referred to his meeting with the First Minister and their discussion about various issues including Brexit.

The General Secretary reported that he had had the privilege to speak at the Harry Leslie Smith Memorial in Conway Hall. The ceremony was hosted by Unite and was well attended.

The General Secretary reported that he had spoken at the launch of the ‘Bandit Capitalism’ leaflet in Parliament which highlighted the nature of ‘bandit capitalism’ following the collapse of Carillion and the sub-culture of contracting out.
Questions and comments from members of the Council were responded to.

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

Change to Standing Orders – The resolution was submitted by the CPPT NISC and called on the Union to change NISC standing orders to make a committee meeting valid without a full-time official in attendance. In response, the Council agreed to refer the resolution back to the NISC.

At the close of consideration, the Council

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

8. REPORT OF ASSISTANT GENERAL SECRETARY, GAIL CARTMAIL

8.1 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: Sector report highlights problems of outsourcing; Parliamentary launch of ‘Bandit Capitalism’; Energy Sector – ‘Just Transition’ to a carbon neutral economy; National Grid dispute; Construction Sector; Undercover Cops; Access to Toilets – dignity campaign; and PPI.

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. REPORT OF ASSISTANT GENERAL SECRETARY, DIANA HOLLAND

9.1 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: Building Unite in Transport & Food; Transport & Food and Brexit; Transport & Automation; Clean Air Campaigning; Celebrating the Bus – Bus Services Act Implementation; Rail; Industrial and Sectoral Issues; Institute of Employment Rights 30th Anniversary; Finances of Labour Party.

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

The General Secretary gave the Council a brief report on a meeting with AGS Steve Turner and TALGO, a Spanish financed rail manufacturing company who are intimating that they want to open a factory in Scotland which will manufacture trains from raw material to end product and they want an agreement with Unite.

At the close of consideration, the Council

RESOLVED: “That the report be accepted.”

9.2 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: “Under an Equal Sky” – Remembrance, Migration and Refugees – Canterbury Cathedral; Holocaust Memorial Day; LGBT History Month; Fair Pay and Practices – Audits and Passport – Equalities and Industrial; International Women's Day; Migrant Domestic Workers; Discrimination Law Review – Annual Update at TUC; ACAS Non-Disclosure Agreements and Sexual Harassment event; TUC Women's Committee; Labour Equalities Committee; Labour Women's Conference and BAME Labour.

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. REPORT OF ASSISTANT GENERAL SECRETARY, STEVE TURNER

7.1 Manufacturing Sector

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: the challenging time for manufacturing; Brexit; Manufacturing Sector Conference in Birmingham; Automotive Sector – Honda, Nissan, Vauxhall, Toyota, Emissions; Aerospace & Shipbuilding Sector – closure of Appledore shipyard; Cammell Laird.

Questions and comments from members of the Council were responded to together with an update on the Cammell Laird situation and dispute requested by the General Secretary.

At the close of consideration, the Council

RESOLVED: “That the report be accepted.”

7.2 Retired Members, Community Membership and Other Reports

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: Retired Members – national demonstration in support of maintaining free TV licenses for the over 75’s, Bus Pass campaign, winter deaths figure, pensioner and fuel poverty, health and social care; Community – Stop Universal Credit day of action; NHS; regional campaigning; Unite in Schools – building alliances; bi-centenary of the Peterloo massacre; Unite Over Division - training courses in every region; working with Officers, Regional Secretaries and Convenors in areas with problems with far right; United Nations International Day against Racism.

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

The following resolutions were considered by the Council and the response verbally amplified.

Free Television Licence for Over 75’s – The resolution was submitted by the West Midlands Regional Committee and called on the Union to take up the issue of maintaining free TV licences for over 75’s on behalf of pensioners. In response, the Council supported the resolution.
**Fighting Racism** – The resolution was submitted by the North West Regional Committee and called on all sections of the labour movement to organise the TUC “Jobs, Homes, Not Racism” campaign as a matter of urgency. 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.”

**SECOND DAY, 5TH MARCH 2019**

IN THE CHAIR: Bro. T WOODHOUSE

6. **STRATEGY FOR GROWTH**

**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.

As reported to the December EC, the latest Unite Investigates project is focussed on the ‘cost of living’ and whether it is possible to establish a ‘workers index’. At present there is no ready-made inflation index for collective bargaining purposes. From the perspective of a negotiator the CPI is fatally flawed. No index that covers all expenditure in the UK, regardless of whether that expenditure is made by a tourist, a resident, by a rich household or a prison inmate, can be deemed suitable for collective bargaining. The RPI is certainly the best of the existing options as it includes household costs and excludes the top 4% of earners and many pensioners. One of the challenges of the “Unite Inquiry into the Cost of Living” will be to establish whether we can do better. The wide-ranging inquiry will be led by the Executive Officer and chaired by Tony Woodhouse (Chair EC), reporting back to the Executive Council and the General Secretary. As a start point, we have already begun making contact and holding preparatory discussions with experts. Initial dialogue has already led to consideration of options, including: exploring the possibility to exclude the top 20% of earners from the RPI to more accurately reflect a general bargaining group, and floating the concept of establishing a Unite baseline living standard, a “minimum standards” benchmark for the Union.

Building Union Power: The Top 10 strategy – The department is currently checking and modifying the baseline information. We are working with AGSs, National Officials and leading lay activists to establish an agreed Top 10 for each industry. We now have agreements in place with specific sectors that will enable us to move towards developing practical industrial co-ordination, in the first instance through the establishment of effective combines of Shop Stewards / Reps. Agreed sub-groups have already been elected from a number of NISCs who have had the presentation so far. The sub-groups will meet to determine key benchmarks.

As previously reported, a core part of the Top 10 industrial strategy will be the development of advanced pay claims. A critical component required to realise this enterprise is forensic financial analysis. The digital Pay Claim Generator currently provides basic, automated analysis of company accounts. The aim is to both improve what can be provided by the Pay Claim Generator and to set a new standard of financial analysis.
The Shop Stewards toolkit has grown considerably over the last two years. In addition to the various industrial guides/templates and campaign materials, the department has released 3 digital products: the Pay and Anniversary Database, the Pay Claim Generator and the Employer Profile Generator. The department is now working on two new digital tools: a new Unite Collective Bargaining Database and a new Settlements Database.

The Executive Officer drew the Council’s attention to the statistics in relation to the Pay Claim Generator.

The Executive Officer updated the Council on Automation and Non-Permanent Work which has now been disseminated to all regions.

The Council were also updated on new recognition agreements and the results of the first year of the extended growth campaign. The Executive Officer also drew the Council’s attention to the year on year comparison between 2018 and 2016 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.”

10. DEPARTMENTAL REPORTS

Minute No.466

10.1 Political Report

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

The Political Director referred to the following areas:

- Brexit
- Independent Group
- Selections
- Local Elections
- Councillors Network
- Branch Membership
- CLP Affiliations
- London Regional Labour Party Conference

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

A brief discussion on anti-Semitism took place with the General Secretary commenting on the situation and further 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.467

10.2.1 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.

The International Director gave a detailed update to the Council on a rapidly changing situation in relation to Brexit as the anticipated exit date is fast approaching. The General Secretary supplemented the update with his own comments and opinions on
the ever changing situation and reiterated what had been said at the December Council meeting that should it be necessary, the Council would be recalled for a one-day debate.

A discussion ensued with Council members expressing their opinions and concerns for which the General Secretary thanked them.

At the close of consideration, the Council

RESOLVED: “That the report be accepted.”

10.2 International Report

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

The overall picture has been one of increasing international tensions with Europe engulfed in the Brexit crisis, complications concerning the Italian budget and significant protests of the gilet jaunes in France. In Spain, the trial of Catalan separatists has begun. The US government was shut down for a period over a budget dispute concerning the building of the border wall with Mexico, while the US and others have moved to try and oust Venezuelan President Nicolas Maduro – including with an apparent willingness to use force if deemed necessary. The Middle East remains extremely fragile in relation to Syria with the sudden announcement of a US troop withdrawal in December. Relations between the US and Iran remain extremely tense while the situation in Turkey continues to deteriorate.

The IndustriALL Global Executive took place in Mexico City with an emotional welcome and intervention by Los Mineros leader and newly elected Senator Napoleon Gomez.

Unite attended the ETF executive at the end of November and the Fair Transport Europe Campaign’s final action week is 22nd – 27th March 2019, when affiliates across Europe will co-ordinate their actions to achieve the largest possible impact.

A delegation from EPSU attended court hearings in Ankara of trade unionists from KESK and DISK confederations arrested in 2012. The charges facing the trade unionists seek to criminalise the unions and effectively make union work illegal.

With reference to Workers Uniting, the long running USW lockout at National Grid in the USA has now ended. The 1,250 USW members signed a six year contract that provides a significant wage increase and a number of other crucial protections for workers. Unite played a big role in supporting the USW members throughout the lockout and also assisted with organising demonstrations and solidarity delegations.

Workers Uniting issued a statement to condemn the US-led recognition of an unelected opposition leader, Juan Guaido, as president of Venezuela – which effectively constituted a right wing coup attempt. The statement also condemned the actions of the governments of the UK, Canada and other countries that followed the US lead.

With reference to multinational companies, Unite has provided substantial support for Princes Food Group, Safran, Yildiz, HPE, and Engie.

Since the election of Donald Trump, the collective rights of the Palestinian people have come under intensifying attacks. Israel has further entrenched its system of oppression; passing a racist nation state law last summer, maintaining its crippling siege on Gaza, and continuing to rapidly expand illegal settlements in defiance of international law. Trump’s cuts to UNRWA funding are part of a wider attempt to redefine the refugee status of millions of displaced Palestinians and erase their
fundamental Right of Return. The PSC campaign targeting HSBC’s complicity with the Israeli arms trade has seen a major success when HSBC fully divested from Israeli weapons manufacturer Elbit Systems. The soft launch of the Labour & Palestine network has just taken place and PSC are organising seminars on how to develop narratives in campaigns without falling foul of anti-semitism.

Unite supported and took part in the City Hall reception to call for an end to the isolation and liberation of Abdullah Ocalan. The Turkish Embassy tried hard to prevent the reception taking place with the Mayor’s office being extremely unhelpful to the organisers. The unions affiliated to the Freedom for Ocalan campaign responded magnificently with every one of the 14 affiliated unions signing a letter insisting that the event went ahead. Unite participated in and fully supported a one day conference in the House of Lords marking the 20th anniversary of the abduction and imprisonment of Abdullah Ocalan. The conference had an exceptionally high level participation of political figures from Syria and Turkey and focused on the current situation and the importance of the ideas and leadership of Abdullah Ocalan.

The situation in Venezuela is in effect a right wing coup and Unite along with other trade unions and the Labour Party have insisted that the problems and difficulties that exist in Venezuela must be resolved democratically by the Venezuelan people, free from outside coercion. It is very concerning that the US have attempted to add Venezuela to the list of state sponsors of terrorism in order to justify any military action.

The first meeting of the Brazil Solidarity initiative took place at the beginning of February to set up an organisation to support democracy and trade unionism in Brazil following the election of Bolsonaro as President.

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

At the close of consideration, the Council

RESOLVED: “That the report be accepted.”

10.3 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: statistics; developing campaigns; union’s artefacts; mental health awareness courses; mental health task force; environment issues; skills testing – young members; and Unity over Division.

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

At the close of consideration, the Council

RESOLVED: “That the report be accepted.”

12. FINANCE

12.1 Report

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

As an overall assessment, the preliminary financial picture for Unite for 2018 was a very positive surplus of £16.5 million. This was driven by a number of large factors –
(1) an extraordinary low year for Employer Dispute costs (£8.1 million lower than the extraordinary high costs of 2017); (2) cessation of the UK pension deficit reduction contributions in May 2018 resulting in year on year savings of £8.2 million; (3) a £5.3 million gain on the sale of the UCATT Clapham property; and (4) a £3.3 million decline in Political Grants and donations following the General Election in 2017.

Total Income amounted to £168.7 million on a preliminary basis in 2018 – a decrease of £3.0 million versus 2017. Contribution Income decreased by £2.6 million year on year due to a fall in paying members primarily during the last half of 2017 and continuing but at a substantially reduced rate in 2018. As anticipated, Legal Income has continued to fall, down £1.4 million. Driver Care and Affinity Income increased somewhat.

Total Recurring Expenditure totalled £147.2 million on a preliminary basis in 2018 – a decrease of £5.7 million versus 2017 with the following comments:

- The cost of Employer Disputes fell £8.1 million versus a very high 2017.
- Employment Costs excluding Organising totalled £62.0 million in 2018, up £0.2 million versus 2017. This increase was driven by the general wage increases implemented during the year partially offset by a reduction in the total number of employees. Taken together, Employment Costs including the National Organising Department amounted to 41.2% of Income in 2018 above last year's figure of 40.2%. This was more the result of falling Income as opposed to rising employment costs.
- Property Costs increased by £2.6 million in 2018 as a consequence of an increase in rates as well as depreciation. It should be noted that Birmingham project costs are being capitalised and thus will only start impacting this cost line when the buildings are opened.
- Irrecoverable VAT costs rose by £2.5 million.

As a consequence, Unite recorded a surplus before Investment Income and Non-Recurring Items of £21.6 million on a preliminary basis in 2018 – an improvement of £2.8 million versus 2017.

Due to the decline in global stock markets in the fourth quarter, Investment Income amounted to a loss of £2.2 million in 2018 – a significant reverse of £5.4 million compared with a year ago. It should be noted that the global markets have recovered much of this decline in the early part of 2019. Non-Recurring Items excluding Pension Deficit Reduction Contributions amounted to a positive £1.6 million on a preliminary basis in 2018 - £4.9 million better than 2016 – due largely to the £5.3 million gain on the sale of UCATT Clapham. Included within the Non-Recurring items were £1.3 million of employee severance and £2.0 million of VAT write-offs on property purchase and refurbishment.

As a consequence, Unite achieved a surplus prior to Pension Deficit Reduction Contributions of £21.0 million on a preliminary basis in 2018 – a result of £2.3 million better than the year before.

Pension Deficit Reduction Contributions totalled only £4.5 million in 2018 - £8.2 million less than 2017 due to the cessation of deficit payments to the UK scheme in May 2018.

Taking everything into account, Unite posted an overall surplus of £16.5 million on a preliminary basis in 2018 – a result which was £10.5 million better than 2017. It was a year containing a number of large variances, virtually all of which moved in a positive direction. The result means that the Union remains on track with its financial plan.

Unite’s liquid assets amounted to £157.7 million as at 31st December 2018 – up by £20.2 million versus year end 2017. Despite the fall of the Union’s marketable
securities at the end of 2018 (reflecting the aforementioned stock market declines), this is a strong position and a clear sign of Unite’s financial strength.

From a starting balance of £32.110 million at the beginning of 2018, the balance of the Dispute Fund has risen to £34.416 million as at 31\textsuperscript{st} December 2018. This reflects inflows of £3,447,881 (the 2.5% diversion from Branch Administration) offset by Dispute Benefit payments totalling £1,141,681. Note that there has been no deduction of expenses/costs reflecting the EC’s previous endorsement of the General Secretary’s recommendation to this effect.

The Council had previously requested an update on developments at Eastbourne from a financial perspective. The Executive Director reported that prior to the implementation of the transformation plan, the Eastbourne Centre (now The View Hotel at Eastbourne) had two basic problems – occupancy and revenues were too low and costs were too high. Progress has been made on both fronts. Occupancy has improved to 79.5% in 2018 from 54.3% in 2013 driving an increase in revenues from £2.5 million in 2013 to £4.7 million in 2018. Eastbourne posted a surplus for the year of £154,000 and is budgeted to improve further in 2019. Even given the eventual loss of revenue to Birmingham, the facility is on track to absorb that loss to still be in surplus.

**Property Update**

The following summarises developments in the property arena since last quarter’s report:

- **Leeds** – Contractor appointed and refurbishment to commence in the next few weeks. Expected completion date of January 2020.
- **Dagenham** – Planning permission expected in March, Regional and tenant plans being finalised, construction to be tendered shortly.
- **Bradford** – Property now purchased and plans approved. Tender package for refurbishment to be put together and then contractor appointed.
- **Birkenhead** – We have now purchased the office we were leasing.
- **Barrow** – Work completed on new office and ready for opening.

The Executive Director updated the Council on the Birmingham project with the scheduled completion remaining at March 2020. More details on a project to buy a site adjacent to the current project will be brought to the Council at their June meeting for consideration.

With reference to lay member expenses, owing to HMRC’s decision not to require receipts for meal allowances for travel on and after 6\textsuperscript{th} April 2019, a revised policy and claim form is now available.

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

The Executive Director referred to the new accommodation arrangements for Council members and sought the Council’s opinion on whether Council members should all stay in the same hotel at a higher cost for rooms or in a small spread of hotels as used to be the case. The General Secretary requested that the Council give this some thought overnight.

The following resolutions were considered by the Council and the response verbally amplified.

*Unity Bank* – The resolution was submitted by the Local Authority NISC and called on the Union that in view of charging branches for services, to see if an alternative provider can offer a better service. The resolution was withdrawn and it was agreed that the Executive Director would write to the NISC.
Direct Labour Organisations – The resolution was submitted by the Local Authority NISC and called on the Union to consider DLOs for construction related activities as a first point of call and that any procurement process should include them as a matter of course. 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.”

11. CONSTITUTION & ADMINISTRATION

Minute No.471

11.4 Distribution of Delegates for 6th National Industrial Sector Conferences

A document detailing the distribution of delegates for the National Industrial Sector Conferences 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.472

11.5 Standing Orders for 6th National Industrial Sector Conferences

A document detailing the Standing Orders for the National Industrial Sector Conferences 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.473

11.6 Amendment to Engineering, Manufacturing & Steel RISC – Scotland

A document detailing an amendment to the make-up of the EMS RISC requested by the Scotland 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.474

11.1 Central Office Departments and Administration Report

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

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.

Central Office
- National Officer (Automotive) Steve Bush
- National Officer (Food, Drink & Agriculture) Bev Clarkson
  Joe Clarke

Scotland
- Regional Officer Charlie McDonald
- Regional Officer (Aberdeen) Shauna Wright
At the close of consideration, the Council

RESOLVED: “That the Officer appointments be ratified in line with the preamble to this Minute.”

THIRD DAY, 6TH MARCH 2019

IN THE CHAIR: Bro. T WOODHOUSE

11. CONSTITUTION & ADMINISTRATION continued/…..

Min 11.1 Central Office Departments & Administration continued/…

Minute No.475

Chief of Staff, Andrew Murray advised the Council that arrangements for the National Industrial Sector Conferences which will be held in Brighton in November are under way. He reminded EC members that they may be elected as delegates to their conference but where they are not a delegate they will be invited to attend the conference of their sector as an observer.

The Chief of Staff drew the Council’s attention to the Branch Report which lists branches that either have no lay officers and are not functioning or are suspended. All Regional Secretaries have been asked to produce a plan for dealing with those branches ideally by bringing them back into compliance by finding lay officers. A larger number in many cases are branches that have been financially suspended and a procedure has now been implemented that no branch should be financially suspended without the Regional Secretary’s prior agreement.

The Chief of Staff referred to a previous discussion in relation to the procedure drawn up by the Officers Committee for when Officers want to complain about members. The HR Director had brought the Council’s concerns to the Committee’s attention and a further procedure will be brought back to the Council.

The Chief of Staff referred to the increase in staffing numbers and explained that this was because of seasonal engagement of staff in Eastbourne. The figures now show a downturn as those members of staff are no longer employed.

The Chief of Staff referred to the Certification Officer’s report into the Gerard Coyne case that was discussed at the previous meeting of the Council. He drew the Council’s attention to the fact that the High Court Judge that heard the case had said, amongst other things, that in his judgement the Acting General Secretary at the time was entitled to take the view that there had been a breach of Rule 5.2 in relation to
the Unite Herald. The Council were advised that the Union had also lodged a complaint with the Labour Party about the misuse of data during the election and that is still in the hands of the Labour Party and there is nothing substantial to report at this stage. The Chief of Staff sought the authority of the Council to write to Mr Coyne drawing his attention to the Certification Officer’s remarks as they were set out in his report and asking him for any observations he would like to make. Any action to follow would be if a response is received which would be reported to the June meeting of the Council. In response, the Council agreed to this action.

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

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

**Name of Sector** – The resolution was submitted by the RTC LRD NISC and called for the Sector’s name to be changed to Road Transport Commercial, Warehousing and Logistics. 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.476**

**11.3 Draft EC Amendments for 3rd Rules Conference**

A document detailing proposed amendments to Rules had previously been circulated to the Council and was verbally supplemented by Assistant Chief of Staff, Adrian Weir. The Council were asked to consider these amendments and any questions to be raised with the Administration Department and approval would be sought at the June meeting of the Council.

At the close of consideration, the Council

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

13. **REPORT OF ASSISTANT GENERAL SECRETARY, HOWARD BECKETT**

**Minute No.477**

**13.1 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:

- Small Claims limits
- Marketing fees
- Fatalities Report
- Toxic Cabin Air
- Grenfell Tower Disaster
- Strategic Case Unit
- Update on Blacklisting cases
- Strategic Review on Undercover Policing Inquiry
- Update on Legislation
- Certification Officer Cases & Judgements
- Unite Legal Department Accounts 2019
- Repudiation Report

Questions and comments from members of the Council.
At the close of consideration, the Council

RESOLVED: “That the report be accepted.”

13.2 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
- Drivercare
- 2018 Revenue Figures
- UIA Insurance
- Unite Motor Insurance
- Apprentices Toolkit
- Financial Advice
- Unite Lottery

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

At the close of consideration, the Council

RESOLVED: “That the report be accepted.”

13.3 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: Branch Portal; Retention of Members; Hardy Evans Call Centre; and Membership Statistics.

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

At the close of consideration, the Council

RESOLVED: “That the report be accepted.”

13.4 Industrial and other Membership Group Report

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

The Assistant General Secretary referred to: CPPT – detailed account of RISCs currently having problems being quorate; Service Industries – Bloomberg; Aberdeen University Student Union; Compass; Housekeeping Health & Safety Working Group; Melia Hotels; and Royal Mail; National Young Members’ Committee – May conference for Young Members; Gibraltar – new National Officer, Stuart Davis; Agency Workers.

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

At the close of consideration, the Council

RESOLVED: “That the report be accepted.”
12.  FINANCE continued/…

Minute No.481  12.1  Finance Report continued/….

Further to the previous discussion regarding EC hotel accommodation, the General Secretary advised that he had been approached by a number of Council members who think it is a good idea for the Council to be accommodated in the same hotel. He inquired if that was the view of all the Council members. Following questions and comments from members of the Council, it was agreed that this matter be left to the next meeting of the Council.

At the close of consideration, the Council

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

Minute No.482  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