



MINUTES AND RECORD
of the
EXECUTIVE COUNCIL
HELD AT UNITE HOUSE, HOLBORN, LONDON WC1
ON 2nd, 3rd & 4th MARCH 2020

PRESENT:

MEMBERS: Sis. S ABACHOR, L ADAMS, Bros. K AGYEMANG-PREMPEH, J ALLAM, R ALLDAY, D BANKS, R BENTHAM, J BRAMWELL, C CADMAN, Sis. M CALLAGHAN, Bros. M CASEY, E CASSIDY, T DAVISON, Sis. J DOUGLAS, Bro. N DURKIN, Sis. J ELLIOT, Bros. P ENTWISTLE, N GIBSON, J GILL, Sis. 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, F MORRIS, Sis. S MUNA, Bros. T MURPHY, T PEARSON, H PERCIVAL, J PISANI, S ROSENTHAL, S RUDDOCK, Sis. M RYAN, Bro. T SEAMAN, Sis. J SHEPHERD, Bros. T SIMPSON, 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. S GRAHAM (Executive Officer)
Sis. D HOLLAND (Assistant General Secretary)
Bro. A MURRAY (Chief of Staff)
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

FIRST DAY, 2ND MARCH 2020

The Chair referred to the death yesterday of the Executive Director, Finance, Property & Pensions, Ed Sabisky, Members of the Council were grieved to hear the sad news and were invited to voice their sentiments and thoughts in tribute to Ed. The Chair, General Secretary and the Chief of Staff added their tributes in remembrance of him.

The tributes having been voiced, the Council stood silent in their places for a period as a token of respect and esteem.

**Minute
No.710**

1. APOLOGIES AND LEAVE OF ABSENCE

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

Name	Session	Circumstances
Juliam Allam	Tuesday a.m.	TU Business
Dick Banks	Monday p.m.	Work commitments
Roy Bentham	Wednesday	TU Business
Cliff Bowen	All sessions	Work commitments
Chris Cadman	Wednesday	TU Business
Mary Callaghan	Monday p.m.	Work commitments
John Cooper	All sessions	Work commitments
Tracy Coxhill	All sessions	
Ann Crozier	All sessions	Illness
Tim Davison	Tuesday a.m.	TU Business
Donna Donnelly	All sessions	
Kelly Gillespie	All sessions	Illness
Andy Green	Wednesday	TU Business
Ruth Hayes	Tuesday p.m.	Funeral
Andy Jones	Monday p.m.	Work commitments
Barry Knowles	Wednesday	TU Business
Trudy Lanigan	Monday p.m.	TU Business
Philippa Marsden	Monday & Tuesday	Work commitments
Susan Matthews	Tuesday & Wednesday p.m.	TU Business
Sean McGovern	Tuesday & Wednesday p.m.	TU Business
Howard Percival	Monday p.m.	Travel delay
Joe Pisani	Monday p.m.	Work commitments
Alan Reilly	All sessions	Illness
Simon Rosenthal	Monday p.m.	Funeral
Tony Seaman	Tuesday a.m.	TU Business
Dave Smith	All sessions	Illness
Ken Smith	Monday p.m.	Travel delay
Nigel Stott	Monday & Wednesday p.m.	TU Business
Neelam Verma	Monday p.m.	TU Business
Dave Williams	Tuesday	TU Business
Phil Wiseman	Monday p.m.	Travel delay
Mark Wood	Wednesday a.m.	

Having full appreciation of the circumstances as reported, the Council

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

**Minute
No.711**

2. ANNOUNCEMENTS

The Chair advised that a book launch for Len McCluskey's book "Why you should be a Trade Unionist" would take place in Portcullis House on Tuesday evening and that Council members wishing to attend should advise the Administration Department.

3. EXECUTIVE COUNCIL MINUTES**Minute
No.712****3.1 Receipt of Minutes**

The Minutes of the Meeting of the Executive Council held on 2nd & 3rd December 2019 were duly submitted.

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

3.1.1 Matters Arising out of the Minutes**Minute
No.713****3.1.1.1 Min.661 International Director's Report**

A member of the Council referred to a previous discussion regarding affiliation to IDC and requested an update. The General Secretary advised that discussions had been taking place in relation to the affiliation fee but due to the death of Ed Sabisky there may be a delay but this item is still very much on the agenda.

At the close of consideration, the Council

RESOLVED: "That the report be accepted."

**Minute
No.714****3.1.1.2 Min.662 General Secretary's Report**

A member of the Council referred a resolution that had been referred back to the Region in September in relation to Works Engineers and advised that confusion still exists including over the cost. It was requested that the decision taken by the Council be reconfirmed and communicated to the Regions in order that it can be progressed. In response, the General Secretary advised that the decision had not been relayed to the Regions but a communication could be drawn up during this week.

At the close of consideration, the Council

RESOLVED: "That the report be accepted."

RESOLVED: "That the Minutes of the Executive Council held on 2nd & 3rd December 2019 be adopted."

**Minute
No.715****3.2 Receipt of Minutes**

The Minutes of the Special Meeting of the Executive Council held on 24th January 2020 were duly submitted.

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

3.2.1 Matters Arising out of the Minutes**Minute
No.716****3.2.1.1 Min.692 BAME Seat on Labour Party NEC**

The General Secretary referred to the decision taken to nominate EC member, Susan Matthews for the BAME seat on the NEC which would entail her stepping down from the TUC General Council. After further discussions in conjunction with the Political Department, Susan has decided to remain on the TUC General Council and the search for another BAME candidate will be pursued.

At the close of consideration, the Council

RESOLVED: "That the report be accepted."

**Minute
No.717**

3.2.1.2 Errata

Several members of the Council advised that their attendance and voting had been erroneously recorded. The Chief of Staff advised that this would be corrected.

At the close of consideration, the Council

RESOLVED: “That the report be accepted.”

RESOLVED: “That the Minutes of the Special Meeting of the Executive Council held on 24th January 2020 be adopted.”

4. FINANCE & GENERAL PURPOSES COMMITTEE

**Minute
No.718**

4.1 Receipt of Minutes

The Minutes of the Finance & General Purposes Committee meeting held on 16th January 2020 were duly submitted.

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

4.1.1 Matters Arising out of the Minutes

**Minute
No.719**

4.1.1.2 Affiliations & Donations

A member of the Council commented on the usefulness of a report on affiliations and donations. In response, the General Secretary reported that this was a long running item and discussions are now taking place.

The General Secretary further reported that discussions are taking place regarding the merging of departments in Central Office to maximise the usage of resources available. A report will be brought to the June meeting of the Council.

At the close of consideration, the Council

RESOLVED: “That the report be accepted.”

RESOLVED: “That the Minutes of the Finance & General Purposes Committee meeting held on 16th January 2020 be adopted.”

**Minute
No.720**

4.2 Receipt of Minutes

The Minutes of the Finance & General Purposes Committee meeting held on 20th February 2020 were duly submitted.

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

4.2.1 Matters Arising out of the Minutes

**Minute
No.721**

4.2.1.1 Min.700 General Secretary’s Report

A member of the Council referred to the Director of Executive Policy appointment and requested an update. In response, the General Secretary reported that he is in the process of looking at merging some departments – Political, International, Research and possibly Campaigns & Communications. The role of Director of Executive Policy is one that the Union has had in the past and it is felt that this may be an important post as the Union moves into the next period. It is a staff appointment.

At the close of consideration, the Council

RESOLVED: “That the report be accepted.”

**Minute
No.722**

4.2.1.2 Min.700 General Secretary’s Report

A member of the Council referred to the 2.5% increase in pay for Officers and raised concerns in relation to the loss of members, finances going forward and that this increase would add to the 40% employment costs. In response, the General Secretary reported that pay negotiations with Officers, Staff and Organisers had resulted in an offer of 2.5%. Negotiations are entered into as with any employer with agreements that make the employees of the Union feel they are respected and appreciated whilst at the same time balancing what is possible and reasonable from a financial standpoint. The General Secretary reminded the Council of the production of the 40% target for employee costs and how it came about and advised that he will continue to keep it at around 40%.

At the close of consideration, the Council

RESOLVED: “That the report be accepted.”

RESOLVED: “That the Minutes of the Finance & General Purposes Committee held on 20th February 2020 be noted.”

**Minute
No.723**

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 advised that this is the first report since the General Election and that he had been engaged in a significant number of meetings in relation to the political scene and would like to thank everybody for the support given to the Labour Party in attempting to win the General Election. We are now engaged in a Leadership election which is still progressing with 4 weeks to go until the result. This Union will continue to do what it has traditionally and historically done and try and bring its influence on behalf of the members and the policies we support.

The General Secretary further advised that he had met with all of the candidates, Lisa Nandy, Keir Starmer and Rebecca Long-Bailey and had spoken to Emily Thornberry. He had also met with some of the Deputy Leader contenders who were seeking support from Unite.

The General Secretary reported that he had been involved in a number of international discussions including with the ITF General Secretary in relation to a number of factors that have direct bearing on our members. Unite is the largest affiliate in ITF and play a critical role and the General Secretary sits on the Executive. IndustriALL will elect a new General Secretary at the end of the year and Unite have been involved in discussions on that together with colleagues in Workers Uniting.

The General Secretary commented that in relation to international matters, he had brought to the attention of the Council before how many unions and ambassadors and ministers of government seek to meet with Unite. Unite is seen as the voice of working people and a radical alternative. He had met with the Venezuelan Ambassador and in a private discussion he revealed a number of issues that shed some light on the terrible situation that is happening in Venezuela at the moment.

The General Secretary reported that he had met with the Mayor of Liverpool, Joe Anderson, on a number of occasions in order to develop a relationship with Unite. The Mayor is presenting the City Deal to government and this is getting significant sums

from the government to link in with green energy. Other city deals being presented to government are from Birmingham and Bristol.

The General Secretary referred to his attendance at the Big 5 meeting and reminded the Council of how the Big 4 came together. USDAW has now joined to make it the Big 5. He further advised that he will be speaking to the General Secretaries in relation to issues in due course.

The General Secretary reported on a number of administrative meetings that have taken place including digitalisation of the union and the departments dealing with that. The new regional membership units are beginning to take root within the regions and he will be looking at the effectiveness of those units.

The General Secretary referred to the issue of retention and the situation in relation to direct debits and the work being carried out to deal with this situation.

The General Secretary highlighted a number of meetings with major companies including PSA and JLR.

The General Secretary referred to his meeting with the CEO of HAL (Heathrow Airport Ltd) and an interesting discussion regarding the third runway and the developments in the last week. He also highlighted the number of jobs that would be created by a third runway and a number of manufacturing plants all over the country. The company are looking for Unite's involvement in an accord that would give recognition in all those areas that they open up.

The General Secretary highlighted the media interviews that have taken place.

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

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

Unite Strike Fund – The resolution was submitted by the Local Authorities NISC and called on the Union to adopt a more flexible policy on strike funds and draw up guidelines for future disputes that may be selective rather than national. In response, the Council, with the exception of Dick Banks, Jennifer Elliot, Mark Wood, Barry Knowles, Andy Jones and Phil Entwistle, did not support the resolution in light of the General Secretary's comments.

At the close of consideration, the Council

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

9. REPORT OF ASSISTANT GENERAL SECRETARY, DIANA HOLLAND

**Minute
No.724**

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: a tribute to Ed Sabisky; Coronavirus; Heathrow legal case announcement; membership; Airline Insolvency – Thomas Cook, Flybe, and Review; Industrial Action in Transport; Action agreed at Transport & Food Sector Conferences; Agriculture Bill – Public Bills Committee; Buses – standards and public control; Transport & Food – industrial update.

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

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

Airport X-ray Machines – The resolution was submitted by the London & Eastern Regional Committee and called on the Union to institute a study and provide monitoring equipment for airport x-ray machines. In response, the Council agreed to leave the resolution on the table pending further examination.

At the close of consideration, the Council

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

**Minute
No.725**

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: Holocaust Memorial Day; National Equalities Conferences 2020; Unite Equality Task Group; Bereavement Leave; Migrant Domestic Workers; and Morning Star offensive cartoon.

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

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

Domestic Violence is a Trade Union issue – The resolution was submitted by the East Midland Regional Committee and called on the Union to build a campaign within and externally to unite on this issue to include training and publicising successful workplace negotiations. In response, the Council agreed to leave the resolution on the table pending further discussions with the AGSs. ¹

At the close of consideration, the Council

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

SECOND DAY, 3RD MARCH 2020

IN THE CHAIR; Bro. T WOODHOUSE

6. STRATEGY FOR GROWTH – REPORT OF THE EXECUTIVE OFFICER

**Minute
No.726**

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 Work, Voice & Pay, the Union’s industrial strategy designed to help deliver co-ordinated bargaining and improved central support for shop stewards, representatives and also Officers. The Pay Claim Generator (PCG) continues to be well used and remains an essential part of the WVP toolkit. Over

¹ See also minutes no. 728 in relation to the remit from the East Midlands Regional Committee

14,000 pay claims have been generated with nearly 3,000 generated since the last meeting. The pay claims are retained on file and can be accessed.

The Collective Agreements Database (CAD) continues to make progress with populating the database and as of the end of January 2020, 371 collective agreements covering 4,939 workplaces were accessible for shop stewards and Officers/organisers to search and analyse.

The Employer Profile Generator (EPG) continues to be developed and improvements are made every quarter based on an assessment of the feedback received. The facility to draw down pay claim information for the Republic of Ireland will be live in this quarter.

With reference to the co-ordination of industrial data, the Officers continue to enter headline pay deals and maintain anniversary date information. It continues to be the case that further progress could be made in many regions.

The Executive Officer referred to the Top 10 Industrial Strategy and non-union employers. Since the last meeting, work to confirm the identify of non-union employers, together with their workplaces, has continued with a preliminary analysis that shows that 51 of the top employers in Unite Sectors in the UK are non-union and that they cover over 900 workplaces. In accordance with the strategy to build power in the sectors, these employers are now targets for the next stage of Sector Organising, delivering recognition and collective agreements will be a priority moving forwards.

Work has been undertaken to further develop the Top 10 strategy. To date, the top 10 employers have been listed by Sector and industry where possible and we continue to identify Unite pacesetters and under-cutter organising targets but the British economy as a whole is beginning to be looked at. Compiling a list of the Top 100 employers (by turnover) in the UK which can then be used to try and assess the possibilities of opening up further sectors and industries to organising whilst maintaining a consistent approach to identifying power. Identifying pivotal employers both by Sector and across the economy also gives the option to map the potential importance of different trade negotiations to specific industries and employers. This is particularly important in places where there already are significant members. This means identifying the 'home' country of the employer. This work gives an indication of which trade negotiations may be important to specific employers and jobs in Britain.

Long term, to grow and prosper in a global world in the midst of automation, it is necessary to take this analysis further and more accurately map global trade and practices.

With reference to Unite Investigates, the recent announcement by the Chancellor that the Government wants to end all reference to the RPI within the next few years leads, as part of WVP, to looking at what would replace it. Work continues to look at Unite continuing to produce an RPI equivalent should the need arise and this could be undertaken in-house, reducing reliance on external parties. The preferred short-term option to replace RPI will be to launch a 'Unite Cost of Goods and Services Index'. This RPI replica could provide critical, practical assurance to our industrial activists whilst allowing the time and space to consider and develop more ambitious plans.

As part of WVP and as previously reported, work has been undertaken to look at a Cost of Living Index, the reality of Brexit and its potential impact on the Cost of Living means that we have to take trade into account as part of our work. The 'cost of living crisis' is showing no sign of coming to an end and job security remains a critical issue. Through WVP a plan has been developed for the 'Top 10' – to methodically target the most powerful employers in each of our Sectors, to generate industrial power in the workplace to deliver practical campaigns to drive up wages and conditions.

The Executive Officer drew the Council's attention to graphs depicting the Income Share since the 1930s and the Income Share in Ireland, 1980-2016.

With reference to Automation/INPO/Leverage, dissemination is continuing, with workshops still being held with constitutional committees.

With reference to Growth, unfortunately only two regions ended the year with more paying members than they started. However, the continued success of workplace campaigns in delivering sustainable growth in the number of joiners and the success of the retention strategy in Ireland are important and positive outcomes.

Further analysis into the impact of the extended 100% growth campaign shows the significant increase in the number of industrial joiners recorded between 2016 and 2018 has been sustained. This shows the practical, positive and sustainable impact that the union's approach has delivered.

The Executive Officer highlighted various statistics in relation to gross joiners and leavers and also the 2020 industrial growth targets, and the situation in relation to direct debits. Reference was also made to PayPal joiners and also assisted WVP workplace campaigns.

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 DIRECTORS REPORTS

10.2 Report of International Director

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

In Europe the political situation remains very volatile in the context of Brexit and the rise of right wing nationalist movements. Across the Atlantic, preparations for the US presidential elections are in full swing while in Latin America huge instability still exists in a number of countries as a US backed right wing seeks to force its way back to power. The situation in the Middle East remains extremely dangerous with heavy fighting continuing in Syria and North Africa.

Unite has continued to play its full role in all the federations to which it is affiliated. The most pressing political issue for the federations and the ETUC has been the EU Commission's proposal for a European minimum wage which has caused considerable difficulties for parts of the European trade union movement – most notably the Nordic confederations.

Unite has provided assistance to reps and officers in relation to Princess Food, GE, Siemens, HP Inc, Engie, Vertiv, Menzies, Swissport, Westrock and Norwegian Air. Unite is also fully involved in dealing with the transfer of EWC agreements registered in the UK now that Brexit is happening and has been driving for better multinational co-operation within IndustriALL global.

Despite the complications around organising a meeting of the Workers Uniting Steering Committee, due to the UK General Election and changes within the USW, Unite continues to be active in delivering on Member to Member, health and safety and equalities activities, as well as solidarity initiatives in relation to Colombia and Mexico.

Solidarity work in relation to Palestine is becoming even more critical and complex in the current environment but Unite is at the centre of the moves to help resist the Trump

plan and fight proposed Anti-BDS legislation in the UK. Similarly Unite continues to play a central role in the solidarity work around Turkey/Syria situation, Colombia and Latin America.

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

At the close of consideration, the Council

RESOLVED: “That the report be accepted.”

8. REPORT OF ASSISTANT GENERAL SECRETARY, GAIL CARTMAIL

**Minute
No.728**

8.1 Services Sector

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

The Assistant General Secretary referred to: Public Sector pensions; Leisure and culture – Bromley Library, Bradford Library & Museum, Blackburn and Darwen lifeguards, Greenwich Leisure Limited UK; Better Public Services – Unite toolkit for insourcing in local government; Disputes and wins – RSPCA, St Mungos, Dundee Independent Advocacy, East Dumbartonshire Council, Scottish Borders Housing, Veola Waste, biomedical scientists in West Herts Hospital, Council tax staff in Newham, and NHS Northern Ireland; Local Government pay; Finance & Legal Sector; Energy & Utilities Sector; Coronavirus; Construction – UCATT.

Questions and comments from members of the Council were responded to and a detailed discussion on blacklisting ensued.

Further discussion took place in relation to the resolution submitted by the East Midlands Regional Committee on domestic violence is a trade union issue. The discussion centred around council cuts and councils resisting Tory cuts and in light of the General Secretary’s comments that Unite would not be instructing any councils to not make cuts, 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.”

7. REPORT OF ASSISTANT GENERAL SECRETARY, STEVE TURNER

**Minute
No.729**

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: British Steel; Bombardier Rail; job losses in manufacturing – Mondi, Hitachi, Liberty Steel, and JLR; Election defeat; Brexit uncertainty; Coronavirus impact; and Manufacturing Matters strategy.

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.730**

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: Community members; Impact of Coronavirus; Universal Credit; Retired Members - campaigning for free TV licence restoration; Social Care; support of industrial membership; Unity over Division; and 75th Anniversary of the liberation of Auschwitz.

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

At the close of consideration, the Council

RESOLVED: "That the report be accepted."

11. CONSTITUTION & ADMINISTRATION

**Minute
No.731**

11.1 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 Chief of Staff reported that the nomination stage of the election for membership of the Executive Council had now closed and 34 members of the Council have been elected unopposed.

The Chief of Staff referred to the success of the experiment conducted on optimising the political fund on-line joining and as a result of this the number of people joining rose from 10% to 45-50% which is a huge step forward in maintaining the capacity of the political fund. The same methodology will now be used to optimise the overall on-line joining system and a report will be brought to the Council when the results are in.

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

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.

Wales

The Regional Secretary determined that due to the closure of the Ford Bridgend plant, it was no longer necessary to appoint a Regional Officer for the Wales Region.

Gibraltar

The Panel did not make an appointment but agreed to a Stand-Down to fill the post for the rest of this year.

East Midlands

- | | |
|--|--|
| <ul style="list-style-type: none"> • Regional Co-ordinating Officer • Regional Officer | <p>Interviews postponed
Paula Stephens</p> |
|--|--|

West Midlands

- | | |
|--|---------------------------------------|
| <ul style="list-style-type: none"> • Regional Officer | <p>Melvyn Palmer
Lee Wiggetts</p> |
|--|---------------------------------------|

The Chief advised that an issue had been raised in relation to the Officer Appointment Panels always taking place in London. It is now proposed that the Panel chosen for each Officer appointment will be able to determine whether the interviews take place in Central Office or in the relevant Regional Office.

At the close of consideration, the Council

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

10. DEPARTMENTAL DIRECTORS REPORTS continued/.....**Minute
No.732****10.3 Environment Report**

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

The Director of Education gave a detailed update on the climate crisis and the activities being undertaken by the Union. The General Secretary supplemented the report.

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.733****10.3.1 Report of Education Director**

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 the report and drew attention to the work the department had undertaken, highlighting: Learn with Unite; Health & Wellbeing – gambling; Mental Health Reps.

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

At the close of consideration, the Council

RESOLVED: "That the report be accepted."

THIRD DAY, 4TH MARCH 2020

IN THE CHAIR: Bro. T WOODHOUSE

11. CONSTITUTION & ADMINISTRATION continued/.....**Minute
No.734****11.2 Amended Executive Guidance on Rule 28 – Community Membership**

A document detailing the amended Executive Guidance on Rule 28, Community Membership arising from the Rules Conference had previously been circulated to the Council and was verbally supplemented by Assistant Chief of Staff, Adrian Weir.

The Assistant Chief of Staff drew the Council's attention to the rule amendments and the proposal that guidance is necessary as the authority will rest with the Executive Council.

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

At the close of consideration, the Council

RESOLVED: “That the document be agreed in principle.”

**Minute
No.735**

11.3 Executive Guidance on Rule 34 – Health & Safety

A document detailing the proposed EC guidance to implement the new rule arising from the Rules Conference 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.

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

National Branches – The resolution was submitted by the Community, Youth Workers & Not for Profit NISC and called on the Union to establish a sub-committee to review national branches. In response, the Council agreed to refer the resolution back to the NISC.

At the close of consideration, the Council

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

10. DEPARTMENTAL REPORTS continued/....

**Minute
No.736**

10.1 Report of Political Director

A separate written report on political activities had been circulated to the Council and was verbally supplemented by Chief of Staff, Andrew Murray in the absence of the Political Director, Anneliese Midgley due to illness.

The Chief of Staff gave a detailed commentary on the Labour Party and the General Election and also updated the Council on the Leadership Election.

The Chief of Staff reported that Unite National Officer, Jim Kennedy was standing down from the NEC after many years' service and is being replaced by AGS Howard Beckett.

Reference was also made to forthcoming local elections, mayoral elections and London Assembly elections.

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

The General Secretary supplemented the report and commented on the political situation in Ireland.

At the close of consideration, the Council

RESOLVED: “That the report be accepted.”

12. FINANCE

**Minute
No.737**

12.1 Finance Report

The preliminary financial results for Unite overall in 2019 had previously been circulated to the Council and the General Secretary advised that the report had been prepared prior to the death of the Executive Director, Finance, Pensions & Property, Ed Sabisky. He further advised that members of the Finance Department would be covering the different elements previously covered by Ed Sabisky. Howard Beckett would now be covering property.

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

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

Unity Trust Charges – The resolution was submitted by the Wales Regional Committee and called on the Union to investigate alternative banking models such as Community Banking/Credit Unions. In response, the Council 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.”

13. REPORT OF ASSISTANT GENERAL SECRETARY, HOWARD BECKETT

**Minute
No.738**

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:

- Audits
- Marketing Fees
- Self Insurance Premiums
- Small Claims Limit
- Fatality Case Report
- Toxic Cabin Air
- Grenfell Tower Disaster
- Strategic Case Unit
- Blacklisting Cases Update
- Update on Legislation
- Certification Officer Cases & Judgements

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

The General Secretary reported that an issue had arisen regarding employees of the Union in relation to double jeopardy or the hybrid way they can be disciplined. It was recommended that Rule 27 Membership Discipline be changed. AGS Howard Beckett supplemented the report and recommended that the Rule be reverted back to its previous wording.

Questions and comments from members of the Council were responded to and following discussion, it was agreed to bring a document back to the June meeting of the Executive Council.

At the close of consideration, the Council

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

**Minute
No.739**

13.2 Affiliated Services

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
- Revenue
- Unite Motor Insurance
- Unite the Union Lottery
- Benevolent Fund
- Unite Youth

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.740**

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: Regional Membership Unit; Low Pay; and statistical trends.

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.741**

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: CPP&T; Astra Zeneca/Avara Avlon; BOC; Enquest Sullom Voe; Services Industry; Melia Hotels; Sexual Harassment; CMA, Post Office Ltd; Young Members – Delegates to TUC Conference; Gibraltar – Apprenticeships.

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

At the close of consideration, the Council

RESOLVED: “That the report be accepted.”

14. ANY OTHER BUSINESS

**Minute
No.742**

14.1 STUC

The General Secretary advised the Council that Roz Foyer, Unite Senior Organiser in Scotland, has been appointed as General Secretary of the Scottish TUC. She is the first woman General Secretary of the STUC.

At the close of consideration, the Council

RESOLVED: “That the report be accepted and the Council’s best wishes be sent.”

**Minute
No.743**

14.2 Coronavirus

A member of the Council referred to the announcement by Government to alleviate the threat to workers’ right to statutory sick pay. There are major concerns about what is now an epidemic and it was asked if something could be done for the members or a

statement to the Government asking that all workers should be protected against the threat of this virus. In response, Assistant General Secretary, Howard Beckett advised that an initiative has been shared with all Regions.

At the close of consideration, the Council

RESOLVED: “That the report be accepted.”

**Minute
No.744**

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.

As this was the last Executive Council meeting for the electoral period, the Chair thanked the Executive Council members for their support. He drew attention to the Council members who would not be returning, paying tribute and voicing his thanks to them and wishing them well for the future.

**The Meeting of the Council
thereupon terminated**