



MINUTES AND RECORD
of the
EXECUTIVE COUNCIL
HELD VIA ZOOM VIDEO CONFERENCE
ON 6TH, 7TH & 8TH JULY 2020

PRESENT:

MEMBERS: Sis. S ABACHOR, Bros. D AGBLEY, J ALLAM, R ALLDAY, N ATKINSON, Sis. D BELL, Bros. C BOWEN, G BUCHAN, C CADMAN, Sis. M CALLAGHAN, M CASEY, Bros. M CASEY, E CASSIDY, Sis. L COLQUHOUN, Bros. J COOPER, M DARLINGTON, Sis. P DAVIS, J DOUGLAS, Bros. K DRURY, A DYER, Sis. H GARNER, Bros. N GIBSON, J GILL, Sis. W GILLIGAN, Bros. J GODDARD, M GOULD, A GREEN, Sis. R HAYES, Bros. S HIBBERT, Z JONES, Sis. T LANIGAN, L MANSELL, Bro. J MASON, Sis. S MATTHEWS, H McFARLANE, Bros. T MITCHELL, F MORRIS, T MURPHY, K OWENS, H PERCIVAL, S ROSENTHAL, D ROTHWELL, Sis. M RYAN, Bro. T SEAMAN, Sis. J SHEPHERD, M SMITH, K SMITH, Bro. K SMITH, Sis. M SORICE, J STEWART, F TATEM, J TAYLOR, Bros. S THOMPSON, N WAREING, D WILLIAMS, P WISEMAN, T WOODHOUSE, C YOUNG

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)

IN THE CHAIR: Bro. T WOODHOUSE

FIRST DAY, 6th JULY 2020

The General Secretary congratulated the newly elected Executive Council members and welcomed them to the meeting. He advised the Council that it is an unusual situation and a virtual EC meeting will be completely different to what normally takes place. It is hoped that in September it will be a physical Executive Council meeting if that is possible due to the Covid-19 pandemic.

The General Secretary outlined the role of Executive Council members and the decisions that have to be taken on behalf of the Union.

**Minute
No.001**

1. ELECTION OF CHAIR

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

On Tony Woodhouse being nominated, the Council

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

The General Secretary thereupon vacated the Chair, in favour of Tony Woodhouse who, in extending a personal welcome to the members of the Council, expressed sincere thanks and appreciation for the confidence placed in him. He also stated that it was a unique day with the first meeting of the Executive Council taking place via Zoom with around 80 people taking part and EC members having previously been asked to indicate which reports they wished to participate in.

**Minute
No.002**

2. APOLOGIES AND LEAVE OF ABSENCE

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

Name	Session	Circumstances
Cliff Bowen	Wednesday	Family business
Chris Cadman	Tuesday pm	TU Business
John Cooper	Wednesday pm	TU Business
Tim Davison	All sessions	Illness
Jas Gill	Wednesday pm	TU Business
Wendy Gilligan	Tuesday pm	TU Business
Steve Hibbert	Monday & Tues pm	TU Business
Trudi Lanigan	Tuesday & Wednesday	TU Business
Tam Mitchell	Monday & Tues pm	TU Business
Tony Pearson	All sessions	TU Business
Dominic Rothwell	Tuesday pm	TU Business
Nigel Stott	All sessions	TU Business

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

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

3. ANNOUNCEMENTS

**Minute
No.003**

3.1 Obituary

The Chair referred to the death of EC member Sean McGovern and advised that when the situation allows, tributes will be paid to both Sean and Ed Sabisky.

The Council clapped for a period as a token of respect and esteem.

It was thereupon

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

4. EXECUTIVE COUNCIL MINUTES

**Minute
No.004**

4.1 Receipt of Minutes

The Minutes of the Meeting of the Executive Council held on 2nd, 3rd & 4th March 2020 were duly submitted.

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

4.2 Matters Arising out of the Minutes

**Minute
No.005**

4.2.1 BAEM

A member of the Council referred to a motion at the Policy Conference relating to proportionality and the top table. The National BAEM Committee are proposing that there should be a BAEM Co-Vice Chair for the Executive Council and for every conference, committee or business of the trade union movement there should be a BAEM member. In response, the General Secretary advised that elections for the Executive Council were about to commence and two Vice-Chairs would be elected, one of whom would be BAEM.

Questions and comments from members of the Council were responded to and a discussion ensued regarding the inclusion of BAEM members. An amendment to the Standing Orders for the Executive Council would be circulated to the Council.

At the close of consideration, the Council

RESOLVED: “That the report be agreed.”

RESOLVED: “That the Minutes of the Executive Council held on 2nd 3rd & 4th March 2020 be adopted.”

12. CONSTITUTION & ADMINISTRATION

**Minute
No.006**

12.1 Adoption of Standing Orders

In accordance with the provisions of Rule 14.9.16, Standing Orders had been circulated to the Council. As a consequence of the previous discussion in relation to two Vice-Chairs, an amendment would be made to the Standing Orders and circulated to the Council.

At the close of consideration, the Council

RESOLVED: “That the Standing Orders for the Executive Council be adopted in line with the preamble to this Minute.”

5. FINANCE & GENERAL PURPOSES COMMITTEE

**Minute
No.007**

5.1 Receipt of Minutes

The Minutes of the Finance & General Purposes Committee held on 16th April 2020 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 16th April 2020 be adopted.”

**Minute
No.008**

5.2 Receipt of Minutes

The Minutes of the Finance & General Purposes Committee held on 21st May 2020 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 21st May 2020 be noted.”

**Minute
No.009**

6. 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 reported that due to the Covid-19 pandemic, this has been an extraordinary period. He praised the response from staff, Officers and Organisers who have been operating in extremely difficult circumstances trying to keep in touch with members and respond to the issues that have been coming up. He also referred to the assistance he has received from the Assistant General Secretaries who have played a critical role during this difficult period and the Regional Secretaries who themselves have been in regular contact with their Officers and Organisers to make sure all the issues that need to be dealt are being dealt with.

The General Secretary further reported that he, and the senior team, had been involved in various discussions with Ministers including the Prime Minister and the Chancellor of the Exchequer particularly in relation to the job retention scheme and the need to extend it further. There have also been discussions regarding investment and the government has been pressed to come up with packages for different sectors of the economy.

The General Secretary commented that Unite is seen as leading the way and he is in constant discussion with the TUC and other large affiliates of the TUC and they all accept that Unite is at the forefront, not only as the most influential but also the most diverse covering all sectors.

The General Secretary referred to the election of the new Leader of the Labour Party and reported that he had been in conversation with Keir Starmer on many occasions. The Union had also been engaged in the Miliband Report on what happened at the last election and discussions with a number of different MPs seeking guidance and leadership in relation to some of the issues. Following a request from Keir Starmer, Anneliese Midgley is now working with the Labour Party. Amy Jackson, Director of Executive Policy has taken on the additional role of Political Director.

The General Secretary reported that throughout the pandemic, the Union continues to operate in a manner that makes the members feel it is there for them. He praised the work of the Communications Department headed by Pauline Doyle, which has sent out documents to members with information and advice. There are three issues that have guided our advice as we have gone through the process: safety of our members; jobs; and income. Safety of workers has been a case of making it clear that workers have a statutory right to be in a safe environment and any members that felt this wasn’t the case would get the full backing of the Union. It was made clear to employers that anybody attempting to try and engage in sharp practice of bullying or pressurising workers into an unsafe environment would feel the full force of the Union. It was made clear to the Prime Minister and Chancellor that they should use our army of health & safety reps that we have within the industrial arena who can assist with giving confidence to workers and making certain that the general public starts to develop confidence.

The General Secretary highlighted the diversity of the Union and referred to the hundreds and thousands of members who have continued to work during the pandemic including NHS, transport delivery drivers, food processing and the advice was balanced in a way that reflects the diversity of the membership. All kinds of legal issues emanating from different sectors have been dealt with and there have been many debates relating to redundancy situations that are beginning to build. Most of the debates and discussions with employers have been reasonable but there are those causing concern amongst our members and the wider general public. Everyone is aware of the situation that has emerged with British Airways. A company that decided to fire all employees and then rehire on dramatically reduced contracts. The senior team have been playing an important role in that. There are huge problems relating to potential redundancies which the Union will have to keep a very close eye on.

The General Secretary reported that prior to the Covid-19 crisis, he had been involved in various meetings including Mitie, Sellafield and the GMB to resolve the issues. Further meetings with the CEO of GIST who announced he was stepping down, discussions with John Cooper and PSA Group in relation to the future of Ellesmere Port.

Questions and comments from members of the Council were responded to including a detailed response in relation to the suspension of branch funds. The General Secretary outlined the reasoning for the decision and advised that it is hoped that a report will be brought to the September meeting of the Council when we are in a position to know what is happening in the Union, for decisions to be made when the options are known. It has been made clear to Regions that any branch having difficulties will get the kind of help and assistance that they need.

Further questions and comments from members of the Council were responded to and the General Secretary gave a detailed outline of the proposed continuity membership payment scheme. It is an aftercare pack for our members who have been made redundant and it will also enable the Union to perhaps cushion the financial blow that we are going to suffer. It will allow the Union to take steps to assist the situation so as to avoid the management of decline in the hope that the economy will recover. Again, the success of the initiative will be assessed in September and any problems addressed.

A member of the Council referred to the CSEU fund and enquired what had happened to it. In response, the General Secretary gave a detailed explanation of how the fund originated and about the new fund that has new trustees and a much wider remit on how the fund will be used.

Further questions and comments from members of the Council were responded to and the General Secretary advised that a full report on the continuity membership payment would be brought to the September meeting of the Council.

At the close of consideration, the Council

RESOLVED: "That the report be accepted."

7. STRATEGY FOR GROWTH – REPORT OF THE EXECUTIVE OFFICER

7.1 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 highlighted the strategy that had been used during the lockdown. Covid-19 is obviously a serious health pandemic with far reaching economic consequences and it is crucially important that the Union is with the members and workers throughout this time. Out in the workplace, it is no longer necessary to identify

the issue being faced as it is the same one - Covid-19 and they are beginning to see the Union as a vehicle for change, bringing forward new workers and organising at the same time. Since the 6th March, over 53,000 new members have joined the Union with more of them in cluster groupings from workplaces and different sectors of the economy.

The Union has been operating a “swarm” strategy with organisers going out into the sectors where people are still at work as it was important that they could see the Union as well as hear it. In the Food and Drink sector there were over 12 walkouts in relation to safety and once PPE came in the workers returned to work.

With reference to Work, Voice & Pay, throughout the Covid-19 crisis, we have continued to provide practical support and advice to our frontline shop stewards. The department put together three core templates which were downloaded thousands of times: lockdown agreements; financial disclosure agreement – ‘open the books’; and health & safety checklist.

Health & Safety is the new issue we are going into workplaces with and, since March, over 1,000 pay claims have been downloaded from the pay claim generator and the advice and information required has been given.

In defence of our members – crisis leverage and local action, the Executive Officer reported that under the leverage strategy a document takes 12 weeks to produce and the average time taken to win a campaign is 6 – 9 months. Following BA’s unprecedented decision to impose ‘fire and rehire’ and implement thousands of permanent redundancies, the department was asked to deliver the first ‘Crisis Leverage’ campaign. Whatever the final result of the campaign, it has now been made clear to all that we are capable of delivering comprehensive, multifaceted campaigns in an incredibly pressurised time period. There can be no doubt that ‘Crisis Leverage@’ had the potential to dramatically increase the power of our members.

One of the less known consequences of Covid-19, is the ramp up of new technology underway at many firms, particularly in some of the Top 10 employers. There has been a lot of investment into automation as a result of the pandemic as machines don’t get sick.

The department is continuing to look at who are the Top 10 employers by sector, in each sector who makes up 75% of the market share. Covid has changed the Top 10 which is constantly changing. At the moment, everyone is looking at how we grow and bring workers together but we should not lose sight of what we started prior to Covid and automation will escalate and we need to be ahead of that.

The Executive Officer gave a very detailed report on the leverage campaign that was used in the BA situation which is labelled BA Betrayal.

The Executive Officer drew the Council’s attention to the graphs showing the gross recruitment figures for each of the sectors; direct debits; and workplace campaigns during lockdown.

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, STEVE TURNER

8.1 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 Covid-19 crisis; Manufacturing Matters strategy; apprenticeships; PSA; Security Printing; Steel Industry; Automotive Sector; Job Retention Scheme; and obituaries.

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.012**

7.2 Retired Members, Community Members 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: the impact of Covid-19; on-line campaigning; engagement with industrial disputes; support for local community campaigns; Black Lives Matter protests; holiday hunger, Universal Credit.

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

At the close of consideration, the Council

RESOLVED: "That the report be accepted."

SECOND DAY, 7TH JULY 2020

IN THE CHAIR: Bro. T WOODHOUSE

9. REPORT OF ASSISTANT GENERAL SECRETARY, GAIL CARTMAIL

**Minute
No.013**

9.1 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: Paramedics stabbed in Walsall; NHS; Public Sector pay freeze; Social Care; new campaign in social care; Local Authority pay cap video; NHS pay rise; overview of effects of pandemic on local authorities and NHS; Construction; PPE; Testing for key workers; Job Retention Payment to construction workers; BAEM members; Unite health & safety expertise; Construction and Energy; and 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."

10. REPORT OF ASSISTANT GENERAL SECRETARY, DIANA HOLLAND**Minute
No.014****10.1 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: the impact of Covid-19; investment in transport; extension of job retention scheme; recognition payment for delivery drivers; Aviation; Road Transport Commercial, Warehousing & Logistics; DFWR – health & safety measures; Food, Drink & Agriculture; membership numbers; and obituaries.

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.015****10.2 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: disproportionate impact of Covid-19; checklist for action and next steps checklist; National Equalities Conferences; Unite Equality Task Group; Equalities Education; Migrant Domestic Workers; and Sean McGovern.

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

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

Advancement of Female and BAEM individuals gaining apprenticeships and employment in manufacturing and construction – The resolution was submitted by the CPPT National Committee and called on the Union to give advice on STEM subjects and promote role models. To ensure contractors have or adopt a diversity and inclusion policy. 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. POLITICAL**Minute
No.016****11.1 Political Report**

A separate written report on political activities had been circulated to the Council and was verbally supplemented by Amy Jackson, Director of Executive Policy.

The Director of Executive Policy referred to events that have taken place since the last meeting of the Council including the election of a new Leader and Deputy Leader of the Labour Party and the Coronavirus pandemic. The mismanagement of the pandemic has created a crisis in the UK where we have suffered the highest death rate of any European country, and are standing on the brink of a severe recession.

The Political Department's role had been to put as much pressure on the Government and the Opposition to respond to the pandemic in three areas: protect jobs, protect incomes and make sure our members are safe at work. There has been a variety of contact with the Government and Opposition to make sure Unite is at the forefront of the discussions.

The Director of Executive Policy referred to the changed landscape in the Labour Party with the new Leader, Keir Starmer and Unite is committed to fight back for a Labour government. She also highlighted the need to engage with the political realities in what happened with the last election and made reference to the leaked report on the investigation within the Party into anti-semitism which exposed possible electoral sabotage and fraud with the misdirection of funds. Unite has been making strong representations to all levels of the Party that this is dealt with properly and not swept under the carpet.

The department is working to make sure the Unite group of MPs is as organised and as vocal as possible and work has already been undertaken on industrial campaigns with MPs in parliament, including British Airways and Manufacturing Matters. There is a need to make sure MPs are not just figureheads for campaigns and one of the key objectives is to bring the industrial closer to the political and to make sure MPs are listening to members industrial and political concerns. Sectors have been matched with their Labour Party front bench MPs so members have someone they can go to and make sure the Labour Party is called for the right things and putting pressure in the right places. Having that direct link between elected MPs and the membership is the right thing and MPs have to be seen to be representing our members in their roles in parliament.

The department is continuing with the future candidates programme. There have been many Unite candidates selected and they have benefited from the training. There is more to be done to improve this and it is hoped to launch a 'nominate a friend' process or scheme where union colleagues can be nominated.

The Director of Executive Policy highlighted the work being undertaken on the key workers for council programme; Laura Pidcock working closely with the political team; detailed research project into what the membership is thinking about politics; and political education.

The Director of Executive Policy indicated that she is keen to work with Sectors, Regions and Nations to make sure that as well as having an overarching national strategy, that we have strategies for different nations and regions.

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

The Chief of Staff, Andrew Murray supplemented the report in relation to the leaked report. He gave a very detailed insight into what had happened and reported that the Union has a responsibility to get clear answers and hold those guilty of wrongdoing to account.

The General Secretary also supplemented the report and referred to the election of Keir Starmer as Leader of the Labour Party and the 10 point programme on which he was elected. He also advised the Council that he would be bringing certain proposals to the next meeting of the Council in relation to Unite's 'political affiliation and the level of affiliation. Reference was also made to the cancellation of the Labour Party Conference and also to the creation of a new political party in the Irish Republic.

Further questions and comments from members of the Council were responded to.

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

Road Traffic Regulations – The resolution was submitted by the South West Regional Committee and called for the Union to campaign with other appropriate bodies to 1) raise awareness; 2) establish and support a national initiative on this issue in relation to USAAF personnel. 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.”

12. CONSTITUTION & ADMINISTRATION continued/.....

Minute
No.017

12.2 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, in echoing the earlier comments of the General Secretary, wished to place on record his thanks for the way staff and officers have risen to the challenge of working through the pandemic crisis and also singled out the work of the national IT department, the Communications Department and the Central Office Admin Team.

The Chief of Staff referred to the death of EC member, Sean McGovern and advised the Council that the National Disabled Members' seat is now presently vacant. This is one of two seats that require a ballot of the entirety of the union membership and to do that now would be a prohibitive expense. At the last Rules Conference it was mandated that by the start of the next electoral period, those elections should be conducted solely for disabled and LGBT members. In the intervening period the union should compile a comprehensive database of those members. Following discussions with AGS Diana Holland, it is proposed, for the time being, for the seat to be filled by a nominee from the National Disabled Members' Committee. Under Rule, a database to be established for disabled members in order that within 6 months the Union is in a position to hold the by-election restricted to our disabled members only which the Union is mandated to do as soon as possible.

The Chief of Staff referred to the Policy Conference which due to the pandemic was postponed. Having been able to postpone the conference and not cancel it outright, the Union has saved a considerable sum with respect to venue and hotel accommodation charges. It is proposed the rescheduled conference takes place at the end of March 2021.

The Chief of Staff reminded the Council that the Union is entitled to make nominations for the TUC General Council and sought the Council's agreement for the re-nomination of the current nominees as follows. With reference to the Disabled Member's seat previously held by Sean McGovern, AGS Diana Holland is in discussion with other unions regarding the seat.

Section A:

- Len McCluskey (General Secretary)
- Tony Woodhouse (Chair)
- Gail Cartmail (Assistant General Secretary)
- Tony Burke (Assistant General Secretary)
- Steve Turner (Assistant General Secretary)
- Jane Stewart
- Maggie Ryan

Section E:

- Susan Matthews (BAEM Member)

Section H:

- (Disabled Member)

TUC General Purposes Committee

- Linda McCullough (National Officer)

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.

London & Eastern

- Regional Officer Shereen Higginson

North West

- Regional Officer Samantha Marshall
- Regional Officer Richard O'Brien

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

At the close of consideration, the Council

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

THIRD DAY, 8th JULY 2020

IN THE CHAIR: Bro. T WOODHOUSE

12. CONSTITUTION & ADMINISTRATION continued/....

**Minute
No.018**

12.1 Adoption of Standing Orders

As a consequence of the previous debate in relation to raising the profile of BAEM members on the top table, an amendment was made to Standing Orders for a second Vice-Chair which needs to be adopted before proceeding to the election for the Vice-Chairs.

The amendment is as follows:

"3. CHAIR

3.1 *The EC shall elect a Chair who shall, when present, chair all meetings of the EC and the Finance and General Purposes Committee. The EC shall also elect 2 Vice-chairs.*

3.2 *At least one of the Chair and 2 Vice-chairs must be a woman and at least of the Chair and 2 Vice-chairs must be BAEM."*

At the close of consideration, the Council

RESOLVED: "That the Standing Orders be adopted in line with the preamble to this Minute."

12.3 Election of Committees – 2020/2023 Electoral Period

**Minute
No.019**

12.3.1 Election of Vice-Chairs

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

At the close of consideration, the Council

RESOLVED: “That Jayne Taylor and Susan Matthews be elected Vice-Chair of the Executive Council for the period of office of the Council as now constituted.”

**Minute
No.020**

12.3.2 Finance & General Purposes Committee

A member of the Council requested that, should it be required to achieve a broad range of representation of sectors on the Committees, additional seats be allowed. In response, the General Secretary reminded the Council that the F&GPC had been extended a few years ago but he was comfortable with additional seats and the Council agreed.

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

At the close of consideration, the Council

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

Tony Woodhouse (Chair)
Jayne Taylor (Vice-Chair)
David Agleby
Julian Allam
Richard Allday
Eddie Cassidy
Hayley Garner
Jas Gill
Wendy Gilligan
Andy Green
Howard Percival
Simon Rosenthal
Maggie Ryan
Michelle Smith
Phil Wiseman”

**Minute
No.021**

12.3.3 EC Education Sub-Committee

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

At the close of consideration, the Council

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

Tony Woodhouse (Chair)
Susan Matthews (Vice-Chair)
Suzanne Abachor
Ken Drury
Wendy Gilligan
Ruth Hayes”

**Minute
No.022** **12.3.4 EC International Sub-Committee**

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

At the close of consideration, the Council

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

Jayne Taylor (Vice-Chair)
Susan Matthews (Vice-Chair)
Eddie Cassidy
Jenny Douglas
Tom Murphy
Dave Williams”

**Minute
No.023** **12.3.5 Branch Reorganisation / Rule 6 Appeals Panel / Rule 27 Appeals Committee**

The Council proceeded with the election of the Branch Reorganisation/Rule 6 Appeals Panel/Rule 27 Appeals Committee.

At the close of consideration, the Council

RESOLVED: “That the following EC members be appointed to constitute the Branch Reorganisation / Rule 6 Appeals Panel / Rule 27 Appeals Committee:

Tony Woodhouse (Chair)
Jayne Taylor (Vice-Chair)
Susan Matthews (Vice-Chair)
Julian Allam
Hayley Garner
Andy Green
Jane Stewart
Stephen Thompson”

**Minute
No.024** **12.3.6 Trustees of the Unite Pension Fund**

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

At the close of consideration, the Council

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

Tony Woodhouse (Chair)
Mary Callaghan
Kerry Owens
Maggie Ryan
Fiona Tatem
Dave Williams”

**Minute
No.025** **12.3.7 Directors of the Unite Trustee Company**

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

At the close of consideration, the Council

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

Jayne Taylor (Vice-Chair)
Zimeon Jones
Tom Murphy
Monica Sorice”

**Minute
No.026**

12.3.8 Severance Committee

The Council proceeded with the election of the Severance Committee.

At the close of consideration, the Council

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

Tony Woodhouse (Chair)
Jayne Taylor (Vice-Chair)
Richard Allday
Patricia Davis
Matthew Gould”

**Minute
No.027**

12.3.9 Workers Uniting Steering Committee

The Council proceeded with the election of the Workers Uniting Steering Committee.

At the close of consideration, the Council

RESOLVED: “That the following EC members be appointed to constitute the Workers Uniting Steering Committee during the ensuing electoral period:

Tony Woodhouse (Chair)
Jayne Taylor (Vice-Chair)
David Agbley
Cliff Bowen
Tom Murphy
Maggie Ryan”

**Minute
No.028**

12.3.10 National Labour Party Liaison Committee

The Council proceeded with the election of the National Labour Party Liaison Committee.

At the close of consideration, the Council

RESOLVED: “That the following EC members be appointed to constitute the National Labour Party Liaison Committee during the ensuing electoral period:

Tony Woodhouse (Chair)
Ruth Hayes
Phil Wiseman”

Minute
No.029

12.4 Executive Council Elections 2020

The Report of the Independent Scrutineer, together with a detailed written report by the Returning Officer, Simon Hearn had previously been circulated to the Council and was verbally supplemented by the Chief of Staff, Andrew Murray.

The Chief of Staff reported that this had been a very unusual election due to the Coronavirus pandemic which required the election to be postponed for a period. This decision was taken by the Union on the recommendation of CES (used to be known as ERS) who are our Independent Scrutineer and Returning Officer as established under Rules, and they recommended postponement and then restart. The majority of candidates, apart from 2 or 3, accepted the restart and the election came to a conclusion. The opinion of CES was that the delay did not make a huge difference to the turn out although they cannot be completely sure.

The Chief of Staff outlined the second problem that had occurred with the data that had been mistransmitted to CES in relation to 58,000 members. Inquiries and investigation have been made into what happened and the 58,000 members had been assigned to the wrong sector through a glitch. The Membership Department was unable to identify what caused this but has set in place procedures that will stop any repetition of this.

Further complaints regarding the conduct of the election are dealt with in the Returning Officer's report and he has to agree with the Union's handling of all sorts of complaints and he sets out his own views there. There were a number of complaints that were relatively small about the misuse of the Union's logo and complaints about comments candidates had said which weren't a problem unless they were abusive or telling falsehoods about the Union.

The Chief of Staff drew the Council's attention to the volume of complaints from candidates in the UCATT industrial sector. Two candidates had argued from the beginning of the reballoting procedure that a large number should be transferred out of the sector and a smaller number should be transferred into it. The view that was taken was that such a transfer of membership in the middle of an election was not possible and any transfer of membership would be a decision of the Executive Council. He further outlined the situation that had ensued with the two candidates and the intention of Bro Frank Morris to pursue the matter with the Certification Officer.

Questions and comments from members of the Council were responded to and a lengthy debate ensued in relation to the allocation of members, the construction industry, local authorities and the 'red book'. Bro Morris indicated that he had withdrawn his complaint to the Certification Officer. The General Secretary stated that he would convene a meeting to consider the sector allocation issue further.

At the close of consideration, the Council

RESOLVED: "That the report be accepted."

Minute
No.030

12.5 6th Policy Conference

A document outlining the arrangements for the rescheduled 6th Policy Conference had previously been circulated to the Council and was verbally supplemented by Assistant Chief of Staff, Adrian Weir.

The Policy Conference will now take place in Spring next year in Liverpool thus avoiding a considerable cancellation fee.

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. FINANCE

Minute
No.031

13.1 Finance, Property & Pensions Report

The financial results for Unite overall in the first quarter of 2020 had previously been circulated to the Council and were verbally supplemented by Assistant General Secretary, Howard Beckett.

The Assistant General Secretary recorded his thanks to the Finance Department for their assistance during the Covid-19 crisis and following the death of Ed Sabisky.

The financial results in the first quarter of 2020 before Investments and non-recurring items are in line with expectation, being down on last year comparative quarter by £0.2 million.

The audit for the year to 31 December 2019 is progressing well, albeit remotely with Unite House being closed.

The Union now has an excess of £37 million in its Dispute Fund. Dispute Benefit payments totalling £294,677 were made during the period.

The Assistant General Secretary updated the Council on property highlighting the Birmingham 2 project.

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

The Assistant General Secretary reported that the Benevolent Fund will pay £2,000 to families of members who have died from Covid-19 and the Union will reimburse £1,000 to the fund. To date there have been 29 applications for payment.

The General Secretary wished to place on record his thanks to AGS Howard Beckett for stepping into the breach following the death of Ed Sabisky and the work he has undertaken.

At the close of consideration, the Council

RESOLVED: “That the report be accepted.”

12. CONSTITUTION & ADMINISTRATION continued/....

Minute
No.032

12.4 Executive Council Elections 2020 continued/....

A member of the Council had raised concerns in relation to a complaint to the Returning Officer regarding a campaign video circulated by a candidate in Ireland regarding the use of the union's logo, a union office in the video and the financing of the production of the video.

The Chair advised that under Rule it was necessary to ask the EC member from Ireland to leave the meeting as there would be a discussion about the election in Ireland. The EC member voiced comments and displeasure at being asked to leave the meeting.

The Chair advised the Council to adhere to the Returning Officer's report and several EC members voiced their views and opinions on the complaint and the role of the EC

guidelines. The General Secretary and the Chief of Staff responded to the contributions and as the Returning Officer had investigated the complaint the conclusion was commended to the Council.

At the close of consideration, the Council

RESOLVED: “That the report be accepted.”

14. REPORT OF ASSISTANT GENERAL SECRETARY, HOWARD BECKETT

**Minute
No.033**

14.1 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:

- Covid-19 – Report on the assistance offered to Officers and Members during the crisis
- Covid related legislation
- Grenfell Tower Disaster
- Repudiation 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.”

12. CONSTITUTION & ADMINISTRATION continued/.....

**Minute
No.034**

12.6 Rule 27.1.1

A document detailing an amendment to Rule 27.1.1 had previously been circulated to the Council and was verbally supplemented by Assistant General Secretary, Howard Beckett.

At the Rules Conference in June 2019 an EC motion was tabled to amend Rule 27.1.1 and this amendment incorporated Unite employees into the scope of the disciplinary rules that had previously been limited to lay members.

The Officers’ National Committee obtained legal advice indicating that the rule change introduced the potential for what is known as “double jeopardy” into the rules. The ONC was given a commitment that the EC would be approached at the earliest opportunity with a proposal to reverse this change. Employees obviously remain subject to the disciplinary policy of the Union.

Using its authority under Rule 13.6, it is recommended that the Council amend Rule 27.1.1 as follows:

“Delete the word ‘employee’ from 27.1.1 and insert ‘lay representative’:

27.1 A member may be charged with:

27.1.1 Acting in a way contrary to the rules or any duty or obligation imposed on a member by or pursuant to these rules whether in his/her capacity as a member, a holder of lay office or a lay representative of the union or otherwise bringing the union into disrepute.”

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

On putting the amendment to Rule 27.1.1 to the vote of the Council, as a consequence of the meeting being conducted via a Zoom video conference. Council members were asked to participate in an email ballot. In line with rule, at least 75% of the elected members of the Council had to vote in favour for the rule amendment to be adopted. This presently means at least 46 Council members voting affirmatively.

The Executive Council voted by 47 votes to ten, with two abstentions, to approve the rule change, reaching the required threshold. The full result of the email ballot is recorded in Appendix 1 to these Minutes.

At the close of consideration, the Council

RESOLVED: "That the report be accepted."

14. REPORT OF ASSISTANT GENERAL SECRETARY, HOWARD BECKETT continued/.....

**Minute
No.035**

14.2 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:

- Coronavirus Grant
- Benevolent Fund

At the close of consideration, the Council

RESOLVED: "That the report be accepted."

**Minute
No.036**

14.3 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: Furlough and other reduced rates; PayPal; Statistical Trends; and Sector Analysis.

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.037**

14.4 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; Hospitality – Carluccio's; CMA – RMG; Young Members; and Gibraltar.

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

At the close of consideration, the Council

RESOLVED: "That the report be accepted."

15. ANY OTHER BUSINESS**Minute
No.038****15.1 Branch Meetings**

A member of the Council enquired when the Union would be returning to normal business with holding branch meetings. In response, the Chief of Staff advised that branch meetings are able to be held via technological means but the Union has to be led by the government's guidance on physical meetings.

At the close of consideration, the Council

RESOLVED: "That the report be accepted."

**Minute
No.039****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 Chair expressed his thanks to Irene Dykes, Cathy Pearce and Vicky Bartlett for making the meeting possible and helping him. He also thanked the Council members and hoped to see them in September.

**The Meeting of the Council
thereupon terminated**

APPENDIX 1

**Record of Voting
To amend Rule 27 Clause 27.1.1**

For	Against	Abstain
Andy Dyer	Frank Morris	Dominic Rothwell
Andy Green	Jane Stewart	Hayley Garner
Chris Cadman	June Shepherd	
Chris Young	Ken Drury	
Cliff Bowen	Lesley Mansell	
Dave Williams	Nigel Atkinson	
David Agleby	Nigel Stott	
Debi Bell	Noel Gibson	
Eddie Cassidy	Simon Rosenthal	
Fiona Tatem	Tony Seaman	
Gary Buchan		
Helen McFarlane		
Howard Percival		
Jacob Goddard		
James Mason		
Jas Gill		
Jayne Taylor		
Jenny Douglas		
John Cooper		
Julian Allam		
Kathy Smith		
Ken Smith		
Kerry Owens		
Lisa Colquhoun		
Maggie Ryan		
Marie Casey		
Mary Callaghan		
Matt Gould		
Michelle Smith		
Mick Casey		
Mick Darlington		
Monica Sorice		
Nick Wareing		
Pat Davis		
Phil Wiseman		
Richard Allday		
Ruth Hayes		
Steve Hibbert		
Steve Thompson		
Susan Matthews		
Suzanne Abachor		
Tam Mitchell		
Tom Murphy		
Tony Pearson		
Tony Woodhouse		
Wendy Gilligan		
Zimeon Jones		
47	10	2

The Rule change is therefore agreed.

