



3.1

MINUTES AND RECORD
of the
EXECUTIVE COUNCIL
HELD VIA ZOOM VIDEO CONFERENCE
ON 14TH, 15TH & 16TH DECEMBER 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, 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, Bro. N GIBSON, Sis. W GILLIGAN, Bros. J GODDARD, M GOULD, A GREEN, Sis. R HAYES, Bro. Z JONES, Sis. T LANIGAN, L MANSELL, S MATTHEWS, H McFARLANE, Bros. T MITCHELL, F MORRIS, T MURPHY, K OWENS, T PEARSON, S ROSENTHAL, D ROTHWELL, T SEAMAN, Sis. J SHEPHERD, K SMITH, M 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. I DYKES (Head of Constitutional Administration)
Sis. S GRAHAM (Executive Officer)
Sis. D HOLLAND (Assistant General Secretary)
Sis. A JACKSON (Executive Officer, Policy & Political)
Bro. A MURRAY (Chief of Staff)
Bro. S TURNER (Assistant General Secretary)
Bro. A WEIR (Assistant Chief of Staff)
Bro. D ALLAN (Observer, Disabled Members)
Bro. C DUO (Observer, Gibraltar)

IN THE CHAIR: Bro. T WOODHOUSE

FIRST DAY, 14TH DECEMBER 2020

Minute
No.117**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
Dave Allan	Mon a.m & Tues p.m.	TU Business
Julian Allam	Tues p.m.	TU Business
Nigel Atkinson	Weds p.m.	TU Business
Cliff Bowen	Tues a.m.	TU Business
Gary Buchan	Monday	Work commitments
Mary Callaghan	Wednesday	TU Business
Mick Casey	Tues p.m.	TU Business
Tim Davison	All sessions	Personal
Jas Gill	All sessions	Annual leave
Steve Hibbert	All sessions	TU Business
Trudi Lanigan	Monday	TU Business
Lesley Mansell	Monday	Work commitments
James Mason	All sessions	Work commitments
Helen McFarlane	Tues p.m.	Work commitments
Tony Pearson	Tuesday	Personal
Howard Percival	All sessions	Personal
Maggie Ryan	All sessions	Work commitments
Nigel Stott	All sessions	TU Business
Fiona Tatem	Mon p.m.	TU Business
Steve Thompson	Tues & Weds	Illness
EX OFFICIO:	Gail Cartmail	Illness

Having full appreciation of the circumstances as reported, the Council

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

2. EXECUTIVE COUNCIL MINUTESMinute
No.118**2.1 Receipt of Minutes**

The Minutes of the Meeting of the Executive Council held on 5th, 6th & 7th October 2020 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 5th, 6th & 7th October 2020 be adopted."

3. FINANCE & GENERAL PURPOSES COMMITTEEMinute
No.119**3.1 Receipt of Minutes**

The Minutes of the Finance & General Purposes Committee meeting held on 19th November 2020 were duly submitted.

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

3.2 Matters Arising out of the Minutes

Minute
No.120

3.2.1 Min.111 Jewish Voice for Labour

A member of the Council enquired if a contribution had been made yet as it had been left on the table pending further discussion. In response, the Chief of Staff reported that AGS Gail Cartmail had been due to meeting with JVL but due to her illness this had not taken place. When the Assistant General Secretary has returned to work a report will be sought at the earliest opportunity. The General Secretary supplemented the response, reminding the Council of the sensitivity surrounding the on-going debate on anti-semitism.

At the close of consideration, the Council

RESOLVED: "That the report be accepted."

Minute
No.121

4. 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 since the last meeting of the Council a considerable amount of time had been spent on the "Reshaping Unite" which would be discussed later in the meeting. On the political side, an enormous amount of debate and discussion had been taking place.

The General Secretary reported that he had met with the representatives of the Officers, Organisers and Staff who had advised him that they would not be submitting a pay claim for 2021. This is clearly a recognition on their part of the challenges that are faced by the Union.

The General Secretary reminded the Council that he had wanted personally to be involved in the discussions regarding the difficulties in the Construction Sector. He had been involved in a number of meetings with both sides of the argument, including the two Executive Council members, in order to try and find a way forward and those discussions are on-going.

The General Secretary referred to the discussion at the previous meeting of the Council in relation to British Airways and the difficulties between Mixed Fleet and BASSA. Both branches operate on separate terms and conditions and the company had made an announcement that they intended to bring together and operate a single fleet. A meeting is being set up where the General Secretary will endeavour to resolve any difficulties that exist between the two groups in order to find common ground to move forward on.

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

The document "Reshaping Unite" had previously been circulated to the Council and was verbally supplemented by the General Secretary.

The roadmap has been produced following previous discussions with the Council in relation to the Covid-19 virus and the impact that it is having on the Union with the massive redundancies and the possibility of losing 100,000 members. A significant drop in membership income remains likely and attention must be focused on how we work, how we organise and how we manage our resources in order to not just maintain but improve the service to members and membership numbers.

The General Secretary highlighted in detail the following areas in the report:

- Regional Membership Units
- Regional Administration Units
- Organising in Regions
- Regional Officers / Organisers
- Role of RCOs
- Role of National Officers
- Television Advertising
- Online Join
- Digital Communications
- Contribution Scales
- Community Coordinators
- Constitutional Committees

Questions and comments from members of the Council were responded to. A commitment to the Organising & Leverage Department was particularly underlined.

The General Secretary thanked the Council for their questions which had been helpful and a reworded document reflecting the comments will be sent out to the Council. The Council will be involved in keeping the changes under review to ascertain that they are working. Discussions have already taken place with Staff and Organisers who are comfortable with the route being taken and are aware that issues can be raised if they are not working.

At the close of consideration, the Council

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

5. STRATEGY FOR GROWTH – REPORT OF THE EXECUTIVE OFFICER

**Minute
No.122**

5.1 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 reported that there is compelling evidence that many employers are becoming more emboldened. Whether that be by increasing attacks on stewards and reps, the use of ‘fire and rehire’ tactics or the suppression of pay, both in public or private sector, it is clear that Unite’s role of putting a ‘stake in the ground’ becomes increasingly important. It will be critical to both defend the members and grow whilst taking on new areas.

Central to the major drive to increase the industrial membership and power of the Union will be the delivery of the ‘Top 10’ plan. The major employers in each of the Sectors have now been identified and the next step will be to set about organising immediately in a number of these companies. The potential for membership growth in the ‘Top 10’ is huge and it is calculated that the employers identified employ over 800,000 workers between them. It is estimated that the Union has just over 400,000 currently in membership. This underpins the fact that organising the ‘Top 10’ is a practical representation of economic power and by targeting these employers we will build our industrial power and increase the strength and influence of Unite in all areas.

The Executive Officer gave a detailed report on the work undertaken in relation to Amazon who employ a vast army of contractors, agency and self-employed personnel and also over 44,000 permanent employees across Britain and Ireland. 32 fulfilment centres that on average employ over 1,000 permanent Amazon workers have been identified together with 60 smaller delivery centres that each employ an average of 70 workers.

The Council's attention was drawn to other 'Top 10' targets included in the Food, Drink and Agriculture Sector, the Pharmaceuticals sub-Sector and Passenger Transport and the work being undertaken.

The Executive Officer reported on Organising and Leverage for 2021/2022, highlighting Work, Voice, Pay; Sector Organising and Leverage and Crisis Leverage.

Throughout the pandemic the work of the Organising and Leverage Department has been significant to growth and the Union's decision to retain focus on growth through workplace campaigns has delivered. Despite the obvious and inevitable challenges, over 101,000 new members have joined Unite through lockdown, with 80% of those coming in clusters of more than 5 new members in a single workplace.

The Executive Officer highlighted statistics in relation to the Pay Claim Generator.

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, 15TH DECEMBER 2020

IN THE CHAIR: Bro. T WOODHOUSE

6. REPORT OF ASSISTANT GENERAL SECRETARY, STEVE TURNER

**Minute
No.123**

6.1 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 manufacturing sector; Rolls Royce – Barnoldswick; Optare; Bombardier; Bifab; Heathrow Airport; Aerospace & Shipbuilding sector; Alstrom; furlough scheme; Spending Review – shift from RPI to CPI on pensions; Covid crisis; post Brexit trade negotiations; Bus sector; giga factories; Automotive industry; transition to greener economy.

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.124**

6.2 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: Continued campaigning; holiday hunger; Universal Credit – day of action; solidarity programme; Christmas Appeal; Retired Members advice; winter death figures; Unity over Division; IG Metall; Unite in Schools.

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, GAIL CARTMAIL

**Minute
No.125**

7.1 Services Sector

A detailed written report had been circulated to the Council and was verbally supplemented by Assistant General Secretary, Tony Burke due to the absence of AGS Gail Cartmail.

The Assistant General Secretary referred to: Construction updates – Taylor Wimpey, Balfour Beatty, Marshalls; Finance & Legal sector – activists webinar.

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

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

HS2 – The resolution was submitted by the UCATT National Committee and called on the Union to capitalise on the PM’s statement about building our way out of the virus by campaigning for union recognition and protections against the practices of the past. In response, the Council supported the resolution.

Highways England – The resolution was submitted by the UCATT National Committee and called on the Union for support in the fight against the attacks upon the T&Cs of members on the Area 10 contract with a statement from the General Secretary in support of members. In response, the Council supported the resolution.

Public Sector Pay Freeze – The resolution was submitted by the Local Authority NISC and called on the Union to co-ordinate a campaign of action to fight the pay freeze. In response, the Council supported the resolution in line with the comments of the General Secretary in relation to research and the joint union forum.

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, DIANA HOLLAND

**Minute
No.126**

8.1 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: Covid – the future of transport and food; Brexit and future trade deals; Aviation; membership figures; Transport Working Group; International Transport Workers Federation: Heathrow Airport Ltd; First Bus; Sainsbury’s; Cornwall – Newquay Airport; ITF Due Diligence Project.

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

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

Establishing Access to Translators and Interpreters – The resolution was submitted by the FDA NISC and called on the Union to establish an adequate language translation resource that is accessible to all Officers and appropriate reps. In response, the

Council supported the sentiments of the resolution and agreed to leave it on the table for further exploratory discussions to take place with the AGS and Equalities team.

At the close of consideration, the Council

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

**Minute
No.127**

8.2 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: Unite Advancing Equality; Impact Assessment; TUC & Labour Party Equalities; Overseas Domestic Workers Visa Campaign launch; SW Equalities – The Equality Act 10 years On; ITF Women Transport Workers Committee; ITF Press Conference; Meeting with Kate Osborne MP; Women’s National Week.

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

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

National Assembly of Women – The resolution was submitted by the North West Regional Committee and called on the Union for regions to have delegates to the annual meeting for the National Assembly of Women. In response, the Council supported the resolution.

Recruitment of Young BAEM Members – The resolution was submitted by the BAEM National Committee and called for the NBAEM Committee to be invited to work with organising structures to ensure comprehensive plans are in place to maximise recruitment of young BAEM workers. In response, the Council agreed to support the sentiments of the resolution and for the Union to see if there is anything it can do in relation to low paid workers.

At the close of consideration, the Council

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

9. DEPARTMENTAL DIRECTORS’ REPORTS

**Minute
No.128**

9.1 Political Report

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

The Executive Director reported that the work of the political team has continued to link industrial with political and supporting industrial campaigns, influencing the Labour Party and engaging the wider membership in politics.

The Executive Director also referred to the following areas:

- Parliament
- SOS for Jobs
- Fire & Rehire
- Heathrow Strike
- CPPT Sector Conference
- Rolls Royce Barnoldswick Campaign
- Covert Human Intelligence Sources (Criminal Conduct) Bill

- Red Wall Campaigning
- Our Collective Voice
- Research Project
- Policy – Implementing Labour Party Policies
- CLP Motions
- Political Education
- Women's Political School
- Internal Labour Matters
- NEC Elections
- Jeremy Corbyn suspension from the Labour Party

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

The General Secretary supplemented the report with his thoughts and comments on the situation with the Labour Party and advised the Council that he wanted to hear any particular views that the Council may have in relation to any further reduction in the affiliation fees.

The General Secretary also updated the Council regarding the situation concerning Jeremy Corbyn expressing his thoughts. Discussions had taken place with the twelve General Secretaries within TULO in relation to the situation with the Labour Party.

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

The General Secretary thanked the Council for their contributions to the debate and advised that he felt this should be looked at in more depth with a view to bringing a report to the March meeting of the Executive Council and he would discuss the affiliations with the Executive Policy Director and AGS Diana Holland. He would also ask the political department, together with the Chief of Staff, the Executive Policy Director and AGS Howard Beckett to work on a clear way forward.

THIRD DAY, 16TH DECEMBER 2020

IN THE CHAIR: Bro. T WOODHOUSE

9. DEPARTMENTAL DIRECTORS' REPORTS continued/.....

9.1 Political Report continued/....

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

Corona Virus C-19 – The resolution was submitted by the North West Regional Committee and called on the Union to launch a strategy to counter the current government's failed policies, one that recognises the need for secure, well paid employment, housing is provided with services that meet the health, cultural and mobility needs of all. In response, the Council supported the resolution on the basis it is already being done.

Care Home Support during C-19 Pandemic – The resolution was submitted by the West Midlands Regional Committee and called on the Labour Party to press for an independent review of policy with regards to care home provision during the crisis. In response, the Council supported the resolution.

Lowering the State Pension Age – The resolution was submitted by the FDA NISC and called for a campaign to lower the State Pension Age to allow older workers to retire and provide employment opportunities for younger workers. In response, the Council support the resolution.

At the close of consideration, the Council

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

10. CONSTITUTION & ADMINISTRATION

Minute
No.129

10.1 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 elections for the 2021-2023 electoral period are due to start in the New Year. Due to the on-going situation with the pandemic, it is recommended that the process of starting the elections should be put back by 3 months. The existing representatives should stay in office for a further 3 month period.

The Chief of Staff referred to the postponement of the 2020 Policy Conference which it is hoped will now take place in July 2021. The following Policy Conference should take place in July 2022 which would be only a year after the previous one and not practical. It is proposed that the Conference be postponed to 2023 which would give a 2 year gap as normal. However, this would then put it in the same year as the next Rules Conference. It would be possible to hold the Policy Conference followed by the Rules Conference over 6/7 days as it is very likely the delegates for the Rules Conference would also be delegates to the Policy Conference.

Ratification of Officer Appointment

An EC Appointment Panel had met to consider applications for the following appointment for which the endorsement of the Council was sought:

South West (Gibraltar)

- Regional Officer Sam Hennessey

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

The Chief of Staff drew the Council's attention to the Executive Council election in Ireland and referred to the statement that had recently been circulated to the Council. The statement was in reference to a complaint received by the union alleging irregularities in the conduct of the ballot in the Irish regional constituency.

The Chief of Staff gave a full and detailed report to the Council of all that had taken place. An EC member from the Ireland territorial constituency had resigned and a by-election is now under way.

Questions and comments from member of the Council were responded to. In response to particular comments the General Secretary asked the Council if they wanted the by-election to be halted. Further questions and comments from members of the Council were then responded to.

The General Secretary suggested to the Council that the Union proceeds with the by-election and that the Chief of Staff attends the next meeting of the Irish Executive Council to give a full explanation of the situation.

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

Extension of current term of office for branch officials and workplace reps – The resolution was submitted by the NEYH Regional Committee and call on the Union that due to disruptions caused by Covid-19 to extend the current term of office for reps and activists by one year. In response, the Council agreed to review the situation every 3 months.

At the close of consideration, the Council

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

10.2 EC Guidance

**Minute
No.130**

10.2.1 Rule 18.4: Training for Workplace Reps

A document detailing the draft Executive Council Guidance on Rule 18.4: Training for Workplace Reps had previously been circulated to the Council and was verbally supplemented by Assistant Chief of Staff, Adrian Weir.

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

At the close of consideration, the Council

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

9. DEPARTMENTAL DIRECTORS’ REPORTS

**Minute
No.131**

9.2 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.

The International Director drew the Council’s attention to various graphs depicting statistics in relation to Covid-19 and the effect on the economy in the UK.

The victory of Joe Biden in the US presidential election has fundamentally changed the international political landscape. Despite a very clear recognition that many difficult battles lie ahead and that getting rid of Trump was merely a first step, the consensus is overwhelmingly that a critical force in the growth of the nationalist, xenophobic right wing has been dealt a severe blow and the other nationalist leaders such as Bolsonaro (Brazil), Le Pen (France), Orban (Hungary), Salvini (Italy) etc will be weakened as a result of it. Similarly, Boris Johnson’s government now has a US President for whom a UK trade deal is no longer a priority and who clearly values European unity. There is cautious optimism that the change of US President may have a positive impact on vital areas of Unite solidarity work, such as Turkey, Syria, Palestine and Colombia, and that it may bring about some improvement in the situation on the ground.

With reference to Brexit, even if a deal is done, it is going to be a much worse situation for Britain with the economy. The working time directive has already been lifted in Road Transport sector and no doubt they will go after some of the other labour protections in due course.

In addition to the normal support work around multinational companies, the Covid-19 crisis has created an enormous surge in the number of multinationals embarking on radical restructuring programmes, in most cases aimed squarely at cutting jobs, transferring production and driving down terms and conditions. The International Department has focused on supporting reps and Officers in a range of companies where this is taking place including IAG, Nissan, GE, Siemens, Easyject, Rolls Royce, Bombardier/Alstom, Amcor, Vertis, Swissport, Syneos, Compass, Menzies, Norwegian Air, JLR, ADL, PCA and Saffran.

Despite the attention of the USW being firmly on the US presidential election, Workers Uniting has continued to undertake a range of actions and initiatives, including support for the UK campaign to save jobs at the bus manufacturer ADL, solidarity actions in relation to workers in Mexico and Colombia and preparations for a further Black Lives Matter event. Preparations are underway to hold a Steering Committee meeting in early 2021 as is work for the scheduled education, equality, and member to member activities.

All European and Global Federations have continued to operate effectively in the new circumstances and made excellent use of online meeting and conferencing facilities. Work has focused upon coordinating the work of their affiliates in dealing with the tsunami of restructurings in multinational companies, drawing up demands for sector recovery plans, lobbying global and European institutions in relation to jobs, protections and recovery plans, and maintaining and strengthening solidarity with unions and workers in the developing world and worst affected countries.

Unite's solidarity work has remained extremely important with the Covid-19 crisis often sharpening the conflicts where they were already most pronounced. During this period serious efforts have been made to strengthen and broaden the campaign against Israel's stated intentions to annex swathes of the West Bank, while simultaneously working to protect the right of expression on Palestine. Significant work has also been undertaken with Turkish and Kurdish based organisations aiming to resist further repression by the Turkish state as well as resisting Turkish occupations in Iraq and Syria.

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

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

Brexit – The resolution was submitted by the UCATT National Committee and called on the Union to raise awareness about the impact a hard Brexit will have on construction members who depend on European workers' rights legislation. 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.132**

9.3 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 referred to: Covid-19; Learning with Unite; ULF Funding.

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

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

Union Learning Fund – The resolution was submitted by the NEYH Regional Committee and called on the Union to campaign vigorously against the unjust cut in funding. In response, the Council agreed to leave the resolution on the table until the March 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."

11. FINANCE**Minute
No.133****11.1 Finance, Property & Pensions Report**

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

Total Income amounted to £42.2 million in the September Quarter 2020, down £2.7 million versus the same period a year ago. Contribution Income was £41.1 million in the quarter, down £2.1 million versus the same period in 2019. On a year to date basis, Contribution Income is down £1.6 million compared to the same periods in 2019. Other income remained static when compared to the same period in 2019.

Total Recurring Expenditure amounted to £30.6 million in the June Quarter which was £8.2 million lower than the same period of 2019. Spending has reduced significantly as a result of the cessation of normal Union activities during the third quarter due to the ongoing Covid-19 pandemic.

Employment Costs excluding Organising of £15.5 million were down £0.4 million versus the same quarter in 2019. Taken together, Employment Costs including Organising amounted to 41.7% of income in the June Quarter, up from last year's comparative figure of 39.8%. However, this is as a result of the reduction in income and not a result of increased employment costs.

Investment Income, from dividends and interest amount to £0.3 million in the September Quarter, up £0.2 million on the same period last year. Global stock markets and worldwide economies remain extremely volatile during the pandemic and as such any future income from dividends is expected to be extremely low.

The Union now has in excess of £37 million in its Dispute Fund. Dispute Benefit payments totalling £40,442 were made during the Quarter.

The Assistant General Secretary updated the Council on property, highlighting Dagenham, Derby, Bradford, Aberdeen, Belfast, Lincoln and the Birmingham projects.

The Council were shown graphs depicting financial comparisons between Unite and other unions and the financial stability of Unite.

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

The General Secretary referred to the previous decision to reinstate branch administration funds and the issue of back pay and proposed that the 6 months of back pay that is owed to branches be paid 2 months in December, 2 months in March and the final 2 months next June and branches would be advised of what is happening.

The General Secretary further advised that although many branches have healthy branch funds, there are also branches that don't. It is proposed that a check is made of the branches that don't have a particularly health fund and the Union will try and pay them the full amount of back pay straight away.

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 in line with the preamble to this Minute."

RESOLVED: "That the Minutes of the Finance & General Purposes Committee held on 19th November 2020 be noted."

12. REPORT OF ASSISTANT GENERAL SECRETARY, HOWARD BECKETT**Minute
No.134****12.1 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:

- Grenfell Tower Disaster
- Update on Blacklisting Cases
- Strategic Review on Undercover Policing Inquiry
- Update on Legislation
- Certification Officer Cases & Judgements and Other Tribunal Matters
- Legal Cases of Significance
- Unite Legal Department Accounts 2020
- Industrial Dispute / Industrial Action Statistics
- 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.”

**Minute
No.135****12.2 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
- Home Insurance
- Unite Lottery
- Benevolent Fund

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.136****12.3 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: New Joiners and retention; Covid – free membership.

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.137**

12.4 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: Chemical Sector – drop in membership; Hospitality – launch of our demands & young members impact; Royal Mail – ballots; Young Members; Gibraltar - Brexit.

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. ANY OTHER BUSINESS

**Minute
No.138**

13.1 Honorarium

The General Secretary sought the endorsement of the Council for the payment of an honorarium to the Chair of the Council.

At the close of consideration, the Council

RESOLVED: “That the honorarium payment to the Chair be endorsed.”

**Minute
No.139**

13.2 General Secretary Election

A member of the Council drew attention to a meeting that had taken place the previous evening in relation to electioneering for the General Secretary Election. As the election had not yet been called, the EC member felt that this was unfair on the other already declared candidates and outwith the rules. In response, the General Secretary advised that the election for his replacement had not yet been set in motion and that he would be writing to the Regional Secretaries advising them that no further meetings of that nature should take place. Once it is announced to the Executive Council that the election will go ahead, they will authorise the dates and guidelines on how people are expected to behave.

At the close of consideration, the Council

RESOLVED: “That the report be accepted.”

**Minute
No.140**

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 thanked the Executive Council for their support and work throughout the year and wished everyone a Merry Christmas and a better New Year.

The General Secretary also wished everyone a Merry Christmas and a happy New Year.

**The Meeting of the Council
thereupon terminated**