



# 3.1

**MINUTES AND RECORD**  
**of the**  
**EXECUTIVE COUNCIL**  
**HELD VIA ZOOM VIDEO CONFERENCE**  
**ON 1<sup>ST</sup>, 2<sup>ND</sup> & 3<sup>RD</sup> MARCH 2021**

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**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, J COOPER, M DARLINGTON, Sis. P DAVIS, Bro. T DAVISON, Sis. J DOUGLAS, Bros. K DRURY, A DYER, 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, Bro. T MITCHELL, Sis. T MOLONEY, Bros. F MORRIS, T MURPHY, K OWENS, T PEARSON, 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, Bro. N STOTT, Sis. F TATEM, J TAYLOR, Bros. S THOMPSON, N WAREING, D WILLIAMS, P WISEMAN, 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)  
Sis. A JACKSON (Executive Officer, Political & Policy)  
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: Sis. J TAYLOR**

**FIRST DAY, 1<sup>ST</sup> MARCH 2021**

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Minute  
No.174**1. APOLOGIES AND LEAVE OF ABSENCE**

The Chair expressed best wishes on behalf of the Council to Tony Woodhouse who is currently unwell.

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

<b>Name</b>	<b>Session</b>	<b>Circumstances</b>
Debi Bell	Wednesday	Personal
Gary Buchan	Tuesday pm	TU Business
Lisa Colquhoun	All sessions	Illness
John Cooper	Wednesday	TU Business
Andrew Dyer	Wednesday pm	TU Business
Hayley Garner	All sessions	Maternity leave
Wendy Gilligan	Tuesday am	TU Business
Ruth Hayes	Wednesday pm	TU Business
Trudi Lanigan	Wednesday pm	Work related
Jane Stewart	Wednesday pm	TU Business
Nigel Stott	Tuesday	TU Business
Fiona Tatem	Monday pm	Personal
Stephen Thompson	Wednesday pm	TU Business
Dave Williams	Monday pm	TU Business
Tony Woodhouse	All sessions	Illness

Having full appreciation of the circumstances as reported, the Council

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

**2. ANNOUNCEMENTS**

The Chair advised that it is the first anniversary of the death of Ed Sabisky today, 1<sup>st</sup> March, and asked the Council members to reflect on his life and our friendship. A memorial will take place when possible due to the pandemic.

**3. EXECUTIVE COUNCIL MINUTES**Minute  
No.175**3.1 Receipt of Minutes**

The Minutes of the Meeting of the Executive Council held on 14<sup>th</sup>, 15<sup>th</sup> & 16<sup>th</sup> December 2020 were duly submitted.

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

**3.1.1 Matters Arising**Minute  
No.176**3.1.1.1 Min.129 Central Office Departments & Administration**

Council members raised the report into election irregularities in the Irish Region in the 2020 EC elections. It was confirmed that the Chief of Staff had reported to the Irish Executive and that the Executive had declined to endorse the report. The Chief of Staff advised the Council that a number of questions had been received from Irish Executive members and had been answered and that the Irish Regional Secretary had advised that he now regarded the matter as closed. It was agreed however, to leave open the possibility of a further investigation into the matter by EC members should the matter continue to be regarded as unresolved.

At the close of consideration, the Council

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

**Minute  
No.177**

### **3.1.1.2 Min.139 General Secretary Election**

Council members highlighted activities that continue to take place in relation to the General Secretary election which has not yet been called and sought instruction from the General Secretary. In response, the General Secretary advised that he had written to Regional Secretaries pointing out they should not be calling or attending meetings. He pointed out that, as had already been stated, he would be completing his full term which finishes in April next year. There will be an election for General Secretary this year in order for a transitional period for the new General Secretary. He also stated that he is aware of everything that is going on and at the appropriate time permission would be sought from this Executive Council to trigger a General Secretary election. Guidelines for the election will be agreed by this Executive Council.

At the close of consideration, the Council

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

**Minute  
No.178**

### **3.1.1.3 Min.133 Finance, Property & Pensions Report**

A member of the Council referred to the repayment of back pay of branch funds. In response, the General Secretary referred to the decision to pay the funds back in three instalments – one in December, one in March and one in June and advised the Council that the June payment would be brought forward to March. All the funds due back to the branches would be paid in the March quarter. In response to a reference to the 1% regional funds, the General Secretary also confirmed that the funds will be restored to the regions.

At the close of consideration, the Council

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

**RESOLVED:** “That the Minutes of the Executive Council held on 14<sup>th</sup>, 15<sup>th</sup> & 16<sup>th</sup> December 2020 be adopted.”

**Minute  
No.179**

## **3.2 Receipt of Minutes**

The Minutes of the Special Meeting of the Executive Council held on 29<sup>th</sup> January 2021 were duly submitted.

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

### **3.2.1 Matters Arising**

**Minute  
No.180**

#### **3.2.1.1 Min.155 General Secretary’s Report**

The General Secretary expressed his heartfelt thanks to the Council for their unanimous decision at the Special Meeting of the Executive Council and his gratitude for the follow-up texts seeking clarification in terms of trustees and further information.

The General Secretary gave a very detailed report to the Council highlighting the list of companies that had been involved in the Birmingham project and read out the names for the Council to note. He went on to outline the problems that had occurred with contractors in relation to direct labour and again reiterated the specific requirement to use British goods and British steel.

Questions and comments from members of the Council were responded to and a discussion ensued on the election of Trustees and the companies involved. 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 29<sup>th</sup> January 2021 be adopted.”

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

**Minute  
No.181**

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

The Minutes of the Finance & General Purposes Committee held on 14<sup>th</sup> January 2021 were duly submitted.

##### **4.1.1 Matters Arising out of the Minutes**

**Minute  
No.182**

##### **4.1.1.1 Min.143 Finance**

A member of the Council commented that the F&GPC do not appear to receive any financial information other than donations. In response, the General Secretary reported that Ed Sabisky used to give a financial report to the Committee, not at every meeting, depending on circumstances and Howard Beckett has also reported to the Committee. The Union is currently without a Finance Director and a replacement is being sought.

The General Secretary proposed that, in relation to property, a property report be given on a quarterly basis to the F&GPC with the Unite Trustees invited to attend that particular meeting. The report would be given by Mike Ryder who will go through the details of what proposals there are for construction and details of the tendering for each of those points.

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 14<sup>th</sup> January 2021 be adopted.”

**Minute  
No.183**

##### **4.2 Receipt of Minutes**

The Minutes of the finance & General Purposes Committee held on 18<sup>th</sup> February 2021 were duly submitted.

##### **4.2.1 Matters Arising out of the Minutes**

**Minute  
No.184**

##### **4.2.1.1 Min.163 General Secretary’s Update**

Members of the Council referred to the Executive Council Guidance – “Holding your branch meeting online” which had previously been circulated to the Council and enquired if it required ratification by the Council. In response, the Council were advised that ratification would not be required but as a consequence of comments from Council members, the General Secretary responded that it would be authorised by the Council.

A member of the Council sought further information in relation to the reference to a possible triple alliance with the GMB. In response, the General Secretary reported that discussions had taken place between the GMB, CWU and Unite in relation to trying to create standards within the post and logistics arena. The discussions are on-going and there will be a report back to the Council in due course.

A member of the Council referred to Reshaping Unite and requested sight of the business plan and equality assessment if that had been carried out. In response, the General Secretary advised that everything is always equality checked and in relation to

a business plan, discussions are continuing with staff representatives. The purpose of Reshaping Unite was to try and give more time for Officers and Organisers to increase membership over and above what is normally done year on year and to take Unite through the pandemic. It is being dealt with through the structures and discussion with representatives.

At the close of consideration, the Council

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

**Minute  
No.185**

**4.2.1.2 Min.165 Application for Grants – Durham Miners Association**

A member of the Council referred to the grant application for £75,000 from the Durham Miners Association and commented on the large amount of money in the current climate. In response, the General Secretary reported that the F&GPC had received a detailed submission regarding the renewal and renovation of the historic Miners Hall, Redhills, Durham and it was agreed to match the donation offered by Unison of £75,000.

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 18<sup>th</sup> February 2021 be noted.”

**Minute  
No.186**

**5. GENERAL SECRETARY’S REPORT**

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

The General Secretary referred to the on-going situation with British Airways and reminded the Council of the historical dispute and honourable settlement that protected the terms and conditions of our members. He also referred to the creation of Mixed Fleet and the two separate groups of cabin crew who flew on different planes, sometimes to the same destinations, but never mixing. He also highlighted the company who, because of the Covid crisis, subjected cabin crew to fire and rehire. Thanks to the actions of Unite this was stopped. Thousands of Unite members lost their jobs due to what is taking place in the aviation sector and British Airways joined both of the cabin crews together so Mixed Fleet and BASSA are now HCC – Heathrow Cabin Crew and they will all fly together on the same planes. However, there are different conditions that cover them which is a problem and there is animosity between the two branches. The General Secretary reported that discussions have been taking place with the leading reps from both sides in an endeavour to resolve the situation. The discussions are continuing and the Executive Council will be kept advised as the situation moves forward.

The General Secretary referred to the Construction Sector and reminded the Council of the concerns that have been raised at every meeting by the Construction EC members. He had met with both sides together with the Chair of the NISC, the National Officer and AGS, Gail Cartmail in order to try and find a proposition that both sides would be comfortable with. Unfortunately a breakthrough cannot be reported and the General Secretary sought suggestions from the Council for a resolution to the current situation. He further suggested that the Council might consider the setting up of an Executive Panel to meet with both groups to debate and discuss the situation and bring forward recommendations.

The General Secretary reported on the current situation with regard to securing the future of the Ellesmere Port Vauxhall plant. Meetings have taken place with Peugeot who have now merged with Fiat and will be named Stellantis. The company are close

to making a decision and an imminent announcement is expected in relation to the future business at Ellesmere Port. He had also met with the Business Secretary, Kwasi Kwarteng and raised various points which he would discuss with the Prime Minister.

The General Secretary made reference to the discussions with the CWU, the Go Ahead North West dispute, Union Learn and Reshaping Unite.

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

The General Secretary referred to Strike Pay which is currently £50 per day and whether the Council would wish to consider flexibility in the system in relation to the issue of fire and rehire. He suggested that it be discussed when the sector report is taken.

Further questions and comments from members of the Council were responded to and the General Secretary updated the Council on the Roadmap.

A discussion ensued on the Construction Sector and the General Secretary highlighted the historical issues that still apply. The EC Construction members gave a detailed update on the current situation and their problems and concerns. The General Secretary reiterated his earlier comments in trying to find a resolution to the problems and the proposition of setting up an Executive Panel to examine options for a way forward. Some thought would need to be given to the selection of the Panel in order to avoid any accusation of bias from either side.

At the close of consideration, the Council

**RESOLVED:** "That the report be accepted and that an Executive Panel be established in line with the preamble to this Minute."

## **6. STRATEGY FOR GROWTH – REPORT OF THE EXECUTIVE OFFICER**

**Minute  
No.187**

### **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 reported that over the last quarter it has been clear that the type of emboldened behaviour by employers, as previously highlighted, is escalating in what they think they can get out of the pandemic as well as driving down terms and conditions. It is also clear that employers are factoring in the industrial action Unite will take and have a long term strategy. Crisis leverage is becoming very important as things move forward particular in relation to the sacking of stewards and fire and rehire. Taking notice of stewards' movement and where we are losing them from will require a plan of action.

The department's work has been focused on defending our members and it is important that when we show we can win, members come into the Union. Remote organising has been very successful in lockdown, particularly where access to workplaces is either impossible or severely restricted. Sessions have taken place in all regions on how we can bring people to the Union using Facebook mapping. Just by knowing the postcode, 150,000 new members have come in since lockdown. 79% of people who joined in lockdown have been in clusters of over 5 in the same workplace.

The department has also been focusing on where the Union was before Covid as things like automation have not gone away. In some industries where it was known automation would be coming in 5 – 10 years, in Covid that has now been escalated. We cannot forget where we were before Covid as some are waiting in abeyance and some have been escalated.

The Executive Officer gave a very detailed report on the Amazon campaign drawing the Council's attention to various areas of this multi-faceted company.

The Executive Officer referred to the 'Top 10' strategy and highlighted the dissemination progress to constitutional committees. She further commented that as the Union moves out of the pandemic, a lot of companies are falling out of the Top 10 that make up 75% of market share and some of the companies coming in are non-union.

The department has continued to provide full and partial crisis leverage which has taken different forms. Full crises leverage still remains an important feature and additionally, partial crisis leverage has been used, for example, a company's deep financial footprint.

The Executive Officer referred to membership number by region and advised the Council that she had asked that union funded membership be categorised differently in the membership lists.

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

At the close of consideration, the Council

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

## **7. REPORT OF ASSISTANT GENERAL SECRETARY, STEVE TURNER**

**Minute  
No.188**

### **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: Lockdown and Covid-19; Investment in Manufacturing; Redundancies; Apprenticeships; Brexit and post-Brexit trade; The Economy; Automotive Sector; Aerospace Sector; Electrification Products; Green technology; Airbus; Rolls Royce – Barnoldswick; Furlough extension; Astra-Zeneca – Vaccines; Magnificent Seven.

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**SECOND DAY, 2<sup>ND</sup> MARCH 2021**

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**IN THE CHAIR: Sis. J TAYLOR**

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## **7. REPORT OF ASSISTANT GENERAL SECRETARY, STEVE TURNER**

### **7.1 Manufacturing Sector continued/.....**

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.189**

### **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: Christmas Appeal; Universal Credit; Retired Members; Unity over Division; Unite in Schools; and Free TV Licence campaign.

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

At the close of consideration, the Council

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

## **8. REPORT OF ASSISTANT GENERAL SECRETARY, GAIL CARTMAIL**

**Minute  
No.190**

### **8.1 Services Sector**

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

The Assistant General Secretary referred to: Pay negotiations; Zero pay increases; Public Sector pay; Lateral flow testing and vaccines; Workers in Health and Social Care; NHS Property Services; PPE; Carillion’s collapse; Bandit Capitalism; Campaign against outsourcing; Local insourcing; democratic structures and critical issues; Finance Sector; Key workers pay campaign; Energy Sector; Construction Sector; and Procurement.

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

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

*Key Coronavirus Health Workers* – The resolution was submitted by the North West Regional Committee and called on the Union to support the campaign for a better pay increase for health workers and an additional bonus award. In response, the Council supported the resolution and the campaign by sector is already in progress.

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.191**

### **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 situation remains dominated by efforts around the globe to deal with the Covid 19 pandemic. Poorer and developing countries are being disadvantaged in gaining access to vaccines and many governments, such as those of Israel, India, Myanmar, Colombia and Turkey are using the situation to increase attacks and political repression or launch military offensives. In the US, Joe Biden has finally managed to take office but Trump supporters launched an insurrection that was marked by the absence of police and army units taking any restraining action for many hours. In Europe, the UK and EU reached a Free Trade Agreement that is now in force, but major repercussions are already visible on the island of Ireland, at ports and docks where many problems are being encountered, and in many sectors that are struggling to deal with new trading conditions. The provisions to protect labour standards and maintain a level playing field with the EU have been heavily criticised by the European trade union movement as too weak, cumbersome and inaccessible.

The effects of Brexit are already clearly visible in relation to Unite's work around multinational companies and numerous examples already exist of companies trying to exclude UK from participation in current or future EWC structures. Restructurings are taking place in a huge number of multinationals as they seek to adjust to the impact of Covid 19 and the impact of Brexit. In many cases these restructurings appear to disproportionately affect UK workers compared to their European counterparts, such as in the cases of IAG, GE and Safran. This is due to the job protection schemes in other countries often being more far reaching and effective, and Brexit negatively impacting on future investment and production plans in the UK. Amongst others the International Department has provided support to Officers and reps in GE, Siemens Energy, Siemens AG, Amcor, Alstom/Bombardier, Safran, RSA, Nissan, Google, Stellantis, and Engie. A conference for all Unite EWC reps and Officers was held in February 2021.

The work of the European and Global trade union federations remains focused upon dealing with the Covid 19 crisis in the specific manner that their sectors require. European federations are also dealing with responses and inputs to recovery and transition proposals of the EU as well as dealing with the implications of Brexit. All organisations continue to make excellent use of the new video conferencing facilities with a significant demand for trade union coordination meetings in relation to the boom in company restructurings.

The efforts of the USW remained firmly focused on supporting and influencing the presidential transition in the US as well as supporting the Democrat candidates in the Georgia Senate run-off elections, both of which were won. The new administration has taken a number of trade unionists into senior and influential positions, including the USW's Jim Fredericks as the Occupational Health and Safety spokesperson. Preparations for a future steering committee of Workers Uniting are underway as well as preparations for a further Workers Uniting Black Lives Matter event in the aftermath of the Biden victory.

Solidarity work has been intense in recent months due to the impact of the Covid 19 crisis with many repressive governments launching renewed crackdowns and attacks or discriminating heavily in their handling of the Covid 19 crisis. Work concerning Palestine has covered solidarity actions on Covid 19 and defending free speech on Palestine in the Labour Party, while serious efforts have been made in relation to Kurdish solidarity against the increasing attacks of the Turkish government on Kurds in the entire region. In Colombia violence against human and social rights activists as well as former FARC guerrillas is soaring as the government continues to undermine the peace agreement reached in 2016.

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

At the close of consideration, the Council

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

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**IN THE CHAIR: Sis. S MATTHEWS**

Minute  
No.192

## 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:

- Vaccine roll-out
- The Budget
- Parliamentary Update
- Monthly Newsletter
- Research Project
- Freeports
- CPPT Workers Transition
- Political Education
- BAEM Political Courses
- People Like You
- Leadership Election in Scotland
- NEC and Internal Labour issues
- Liverpool Mayoral Selection
- Community Organising Team
- BAEM Democracy Review

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

The General Secretary supplemented the report in detail with his thoughts and comments on the situation with the Labour Party.

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

*No Recourse to Public Funds* – The resolution was submitted by the London & Eastern Regional Committee and called on the Union to campaign with homelessness organisations to oppose Home Office actions that punish people for being homeless, for a support not deport charter committing them not to facilitate Home Office deportations. In response, the Council supported the resolution.

*Jeremy Corbyn* – The resolution was submitted by the North West Regional Committee and called on the Union to support Jeremy Corbyn in his campaign to have the Labour whip returned. In response, the Council supported the resolution.

*People Before Profit* – The resolution was submitted by the Service Industries NISC and called on the Union to adopt the People Before Profit emergency programme for jobs, services and safety and to campaign in support of its demands. In response, the Council agreed to leave the resolution on the table to allow the General Secretary to investigate further.

At the close of consideration, the Council

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



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**IN THE CHAIR: Sis. S MATTHEWS**

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**11. CONSTITUTION & ADMINISTRATION continued/....****11.1 Central Office Departments & Administration continued/...**

The Chief of Staff referred to a resolution from the CAT NISC which makes reference to extending the term of office for the reps. The resolution is almost entirely about a different issue and having discussed this with the CAT Executive Council member, it was proposed that the issue of the extension of the electoral period be taken under debate during this report and when the Council considers the resolution, the last sentence referring to the election be disregarded.

Questions and comments from members of the Council were responded to and a discussion took place in relation to the postponement of constitutional elections.

In response to a comment from a member of the Council in relation to the constitutional diary, it was proposed that a comprehensive proposal be brought to the June meeting detailing the timetable for constitutional elections and conferences going forward.

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

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

*2021 Equalities Conferences* – The resolution was submitted by the North West Regional Committee and called for representatives to the North West Retired Members Committee to attend the Equalities Conferences. In response, the resolution was rejected. The Equalities Conferences, as with the Industrial Sector Conferences, are for working members to discuss matters affecting them in work.

*Cyber bullying and harassment – shop stewards* – The resolution was submitted by the CAT NISC and called on the Union to write to all members reminding them of social media guidelines and rule concerning cyber bullying and harassment; protect representatives to the fullest extent including taking legal action; give a clear extension to the current electoral period. In response, the matter of the electoral period was dealt with by a separate decision of the Executive Council and the amended resolution was supported by the Council.

As a consequence of the discussion on cyber bullying and harassment, the General Secretary proposed that a specific new rule be drawn up to deal with this issue and show that the Union will not tolerate this any further. The draft rule will be sent to the Council as possible.

At the close of consideration, the Council

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

A document detailing the configuration of outstanding Constitutional Committees for the 2021/24 electoral period had previously been circulated to the Council at the October meeting. A number of concerns were raised and time was allowed for amendments to be made and the proposals were now presented for the endorsement of the Council.

The General Secretary proposed that the document be left until the June meeting when the discussion on constitutional elections would take place.

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.”

**Minute  
No.195**

#### **11.4 EC Guidance: Rule 22 Political Organisation – The Labour Party**

A written document 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.”

### **9. REPORT OF ASSISTANT GENERAL SECRETARY, DIANA HOLLAND**

**Minute  
No.196**

#### **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: “Taking the strain, but ready for the challenge”; Pressure on transport and food workers; Fire and Rehire; Freeports; Trade Deals; Post-Brexit; Sustainability; Membership figures; Aviation; Industrial developments – sectoral approach; ITF Road Transport Due Diligence Project.

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

A discussion ensued on strike pay with the General Secretary emphasising the need for caution and to make it clear that an increase is specifically a temporary measure because of fire and rehire that has started to affect sectors as a result of the Covid virus. It was proposed that temporary strike pay be paid at £70 per day for fire and rehire disputes. A properly worded explanation will be sent out to the Regional Secretaries and National Officers.

At the close of consideration, the Council

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

**Minute  
No.197**

#### **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: National Equalities Conferences; Rules Conference Equality Task Group; Equality Reps Conference; International Migrants Day – Restore the Overseas Domestic Workers Visa Campaign; EU Settlement Scheme and Supporting EU Workers; and Betty Gallagher book.

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

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

*Conversion Therapy (in relation to LGBT+ Community)* – The resolution was submitted by the North West Regional Committee and called on the Union to campaign for an implementation timetable to accompany the PM's condemnation of 'Conversion Therapy'. In response, the Council supported the resolution and agreed to refer it to the NISC to develop policy.

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 continued/...**

**Minute  
No.198**

### **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: Environment – task force up and running; Mental Health; Ruskin College, Oxford; virtual courses; Learn with Unite.

The Council were shown slides of the Learn with Unite education programme.

The General Secretary reported on the situation in relation to Union Learn, reminding the Council of the Government's decision to withdraw funding and that the TUC campaign had failed to change the Government's mind. In Wales, Scotland and Northern Ireland, the Government are still supporting the Union Learn fund and organisers so the funding withdrawal only applied to England at the moment.

The General Secretary gave a detailed outline of a proposal that Unite continues to fund the facility and highlighted the caveat that bringing a number of individuals into employment would impact on the financial strategy to keep employment costs to around 40% of income.

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

The General Secretary advised the Council that more work needs to be done on the proposal and a more detailed cost analysis will be brought to the June meeting. In the intervening three months, a short term employment package could be arranged for the ULF employees until the decision has been made.

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

The General Secretary suggested that a full cost analysis be brought to the June meeting for the decision of the Council and in the interim arrange temporary salaries for the individuals involved. The Council agreed.

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

*Union Learning Fund* – The resolutions were submitted by the London & Eastern Regional Committee, the South West Regional Committee, the North West Regional Committee and the NEYH Regional Committee and called on the Union to continue to support Learn with Unite. In response, the Council agreed to leave the resolutions on the table and the General Secretary to provide information to the June meeting in

relation to costs of taking over the running of Learn with Unite. The interim position is to continue funding for 3 months.

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.199**

#### **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: Green economy; Freeports; CPPT membership; Hospitality; Membership; Young Members; Queen’s University Belfast; Regional structures; Service Sector; CMA; Gibraltar; Membership growth; Covid; Brexit agreement.

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

At the close of consideration, the Council

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

### **12. FINANCE**

**Minute  
No.200**

#### **12.1 Finance, Property & Pensions Report**

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

Total Income amounted to £172.5 million in the year, very slightly up by £0.1 million versus 2019. Contribution Income was £166.2 million in the year, the same as in 2019. Other Income also remained relatively static when compared to the same period in 2019.

Total Recurring Expenditure amounted to £136.9 million in the year which was £22.3 million lower than in 2019. Spending is still reduced as a result of the cessation of many normal Union activities during the year due to the ongoing Covid-19 pandemic.

Employment Costs excluding Organising of £63.3 million were up £0.9 million versus 2019, as a result of the 2020 Pay Award being implemented. Taken together, Employment Costs excluding Organising amounted to 41.9% of Income in the year, up from last year’s comparative figure of 41.0%.

Investment Income, from dividends and interest amounted to £1.4 million in the year, down versus 2019. 2020 saw Global Stock Markets and Worldwide Economies remain extremely volatile during the Covid-19 pandemic and as such any future income from dividends is expected to be extremely low until the markets have fully recovered.

The Union now has in excess of £40 million in its Dispute Fund. Dispute Benefit payments totalling £735,237 were made during the year.

The Assistant General Secretary updated the Council on property, highlighting the current situation regarding Esher.

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

The General Secretary reiterated a proposal that had been suggested earlier in the meeting that going forward, every quarter, the F&GPC receive a full and detailed property report from the Property Manager on all the issues relating to properties right through to the tendering process and the choice of contractor to proceed. The Unite Trustees would be invited to be in attendance at that particular meeting.

The General Secretary drew the Council's attention to the election of Trustees, highlighting the 4 elected Unite Trustees – Monica Sorice, Zimeon Jones, Tom Murphy and Jayne Taylor. He reported that it was necessary to elect and confirm the 4 Trustees for Blackhorse HCC Ltd and Unite Legal, a dormant company.

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

The Council agreed that the 4 elected Unite Trustees should also be confirmed as the Blackhorse HCC Ltd and Unite Legal Trustees for the electoral period of the Executive Council and new Trustees to be elected in 2023.

A member of the Council proposed that there be a change in the process of selecting trustees and this should include trustees elected by Policy Conference. In response, the General Secretary suggested that consideration be given to this issue at the June meeting.

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

*Review of membership annual subscription date* – The resolution was submitted by the North West Regional Committee and call for a change in the month for increases in subscription funds to April. In response, the Council agreed to leave the resolution on the table. There is no best time of year to increase subscriptions and there has been no increase this year.

The General Secretary drew the Council's attention to three items for authorisation by the Council:

- Report to F&GPC on property with Trustees in attendance – Council agreed
- Recommendation that F&GPC be increased by 1 seat to ensure Ireland is represented – Council agreed
- List of names for Construction Panel:
  - Simon Rosenthal - Chair
  - Andy Green
  - Jas Gill
  - Matt Gould
  - Wendy Gilligan
  - Dom Rothwell
  - Julian Allam
  - Ken Drury
  - Jenny Douglas
  - John Cooper

The General Secretary advised that AGS Tony Burke would service the panel.

Further questions and comments from members of the Council were responded to and a discussion ensued in relation to the Construction Panel.

The Chair put the proposal for 10 Executive Council members to form a Construction Panel to the vote of the Council.

The proposal was agreed by the Council with the exception of Mick Darlington, Kath Smith, Tam Mitchell and Phil Wiseman. Nigel Stott and Frank Morris abstained from the vote.

The Council also agreed that Therese Moloney be elected to sit on the Finance & General Purposes Committee.

At the close of consideration, the Council

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

### 13. REPORT OF ASSISTANT GENERAL SECRETARY, HOWARD BECKETT continued/....

Minute  
No.201

#### 13.1 Legal Report

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

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

- Small Claims limit increase
- Asbestos Report
- Toxic Cabin air
- Grenfell Tower Disaster
- Update on Legislation
- Certification Officer Cases & Judgements and other Tribunal Matters
- Legal Cases of significance
- Industrial Disputes 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.202

#### 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
- Member gets Member

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

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

*Removal of Free TV Licences from Pensioners over 75* – The resolution was submitted by the East Midlands Regional Committee and called on the Legal Department to issue a statement confirming what legal advice Unite will offer members who refuse to pay the licence fee. In response, the Council supported the resolution and to continue to campaign on the issue and provide legal advice and assistance to members to the extent that we can.

At the close of consideration, the Council

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

**Minute  
No.203**

### **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; Still Here for You; Furlough and other reduced rates.

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.204**

#### **14.1 NEU Rep**

A member of the Council requested that a letter be sent on behalf of the Executive Council in support of NEU Rep, Tracey McGuire who has been targeted for redundancy after putting in a letter relating to Health & Safety. In response, the Chief of Staff requested the contact details in order for the letter to be sent.

At the close of consideration, the Council

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

**Minute  
No.205**

#### **14.2 General Secretary Election**

A member of the Council again raised the issue of electioneering for the General Secretary Election following receipt of unsolicited emails. In response, the Chief of Staff advised that if it was felt that data had been breached, they should write to him and it will be investigated.

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.206**

#### **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 General Secretary and Chief of Staff thanked the two Chairs and the staff.

**The Meeting of the Council  
thereupon terminated**