



## **MINUTES AND RECORD**

**of the**

### **EXECUTIVE COUNCIL**

**HELD AT THE HILTON BRIGHTON METROPOLE HOTEL  
AND VIA ZOOM VIDEO CONFERENCE  
ON 6<sup>TH</sup>, 7<sup>TH</sup>, 8<sup>TH</sup> & 9<sup>TH</sup> SEPTEMBER 2021**

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#### **PRESENT:**

**MEMBERS:** Sis. S ABACHOR, Bros. D AGBLEY, J ALLAM, D ALLAN, R ALLDAY, N ATKINSON, Sis. D BELL, Bros. C BOWEN, G BUCHAN, C CADMAN, 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, Sis. R HAYES, Bro. S HIBBERT, 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, Sis. M RYAN, Bro. T SEAMAN, Sis. J SHEPHERD, K SMITH, M SMITH, Bro. K SMITH, Sis. M SORICE, J STEWARD, Bro. N STOTT, Sis. F TATEM, J TAYLOR, Bros. S THOMPSON, N WAREING, D WILLIAMS, P WISEMAN, T WOODHOUSE, C YOUNG

**EX OFFICIO:** Sis. S GRAHAM (General Secretary)  
Bro. L McCLUSKEY (Former General Secretary)  
Bro. H BECKETT (Assistant General Secretary)  
Bro. T BURKE (Assistant General Secretary)  
Sis. G CARTMAIL (Assistant General Secretary)  
Sis. I DYKES (Head of Constitutional Administration)  
Sis. D HOLLAND (Assistant General Secretary)  
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. C DUO (Observer, Gibraltar)

**IN THE CHAIR: Bro. T WOODHOUSE**

**FIRST DAY, 6<sup>TH</sup> SEPTEMBER 2021**

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Minute  
No.299**1. APOLOGIES AND LEAVE OF ABSENCE**

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>
Chris Cadman	Thursday	Work related
Mary Callaghan	All sessions	Personal
Lisa Colquhoun	Thursday	Personal
John Cooper	Thursday	TU Business
Tim Davison	All sessions	Annual Leave
Christian Duo	Wednesday a.m.	Personal
Jacob Goddard	Thursday	Illness
Matt Gould	Thursday	Personal
Andy Green	All sessions	Work related
Zimeon Jones	All sessions	Work related
Trudi Lanigan	Wednesday p.m.	TU Business
James Mason	Thursday	Work related
Tam Mitchell	Wednesday p.m.	TU Business
Kerry Owens	Thursday	Personal
Dominic Rothwell	All sessions	Work related
Jayne Taylor	Thursday	Personal

Having full appreciation of the circumstances as reported, the Council

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

**2. ANNOUNCEMENTS**

The Chair presented the newly elected General Secretary, Sharon Graham to the Council who expressed their best wishes and support.

**3. EXECUTIVE COUNCIL MINUTES**Minute  
No.300**3.1 Receipt of Minutes**

The Minutes of the Meeting of the Executive Council held on 7<sup>th</sup>, 8<sup>th</sup> & 9<sup>th</sup> June 2021 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 7<sup>th</sup>, 8<sup>th</sup> & 9<sup>th</sup> June 2021 be adopted.”

**4. FINANCE & GENERAL PURPOSES COMMITTEE**Minute  
No.301**4.1 Receipt of Minutes**

The Minutes of the Finance & General Purposes Committee held on 22<sup>nd</sup> July 2021 were duly submitted.

The Council’s attention was drawn to Minute 286 and Minute 287 and were advised that these two Minutes were withdrawn pending further consideration by the General Secretary.

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

**RESOLVED:** “That the Minutes of the Finance & General Purposes Committee held on 22<sup>nd</sup> July 2021 be noted in line with the preamble to this Minute.”

## 5. GENERAL SECRETARY'S REPORT

Minute  
No.302

### 5.1 Report of Former General Secretary, Len McCluskey

Former General Secretary, Len McCluskey recorded his congratulations to the newly elected General Secretary, Sharon Graham, for the fantastic victory that she has achieved and is confident she will now take the Union to the next level with the support of the Executive Council.

The former General Secretary referred to the number of meetings that had taken place prior to the conclusion of the election and the preparation for transition not just within the Union itself but also outside the Union. Sister trade unions have sent congratulations to the new General Secretary.

The former General Secretary highlighted various meetings that he had attended including: North West Regional Committee in Liverpool; the TULO General Secretaries; John Hendy QC and John McDonnell; and Dave Ward, General Secretary CWU.

The former General Secretary referred to a meeting with six of the TULO General Secretaries who were going to form Labour for Socialism but that organisation has not been launched. Those discussions will continue.

The former General Secretary reported his great pleasure in going to Ellesmere Port in order to welcome the decision of PSA to keep the plant open. He made special mention of EC member, John Cooper who has fought valiantly for four years in difficult circumstances and it was rewarded with the plant being given a new vehicle which will extend the plant's existence for perhaps another 10 years.

The former General Secretary referred to a meeting with National Officer, Oliver Richardson regarding issues within civil aviation. The sector has been decimated and the complexities at play make it difficult to deal with.

The former General Secretary made reference to his discussion with the EC members from Construction to talk about the on-going issues in construction and he wished them well in resolving those issues.

The former General Secretary advised that he had dealt with grievance issues with Officers during the last period and had also had the opportunity to examine the staffing at Eastbourne and Birmingham which helped to unravel some of the issues.

The former General Secretary reported: that he had spoken with the candidates during the General Secretary election; dealt with a number of media issues during the period; had meetings with the political team as the situation within the Labour Party gets more depressing; met with the Chair and Secretary of the Officers National Committee who had raised certain issues; had zoom and physical meeting with the Regional Secretaries regarding Regional Legal Officers; had a number of meetings with the Chief of Staff and Administration relating to the Policy Conference; spoke to Workers Uniting as some developments had occurred; and filmed video for solidarity with Cuba.

The former General Secretary stated that this had been his final report to the Executive Council and questions and comments from members of the Council were responded to.

At the close of consideration, the Council

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

The Chair paid tribute to the former General Secretary and recorded his thanks.

Minute

### 5.2 Report of General Secretary, Sharon Graham

**No.303**

The General Secretary addressed the Council to say what a privilege and honour it is to have been elected as General Secretary of Unite. She would be a GS for all our members and was very proud to be the first woman General Secretary of Unite. Unite has a huge responsibility and everybody's support and focus would be needed to make sure we can do the best job we can for workers .

She went on to say that we needed to refocus of the Union's resources onto jobs, pay and conditions for our members. It is not about saying that what has gone in the past has been wrong. It was a different time with different challenges and we needed to step up to the plate. The Politicians and the Labour Party is not doing what it should be workers and we will have to step into the vacuum.

The General Secretary further stated that she wanted to give the Council a flavour of the manifesto that she was elected on. A programme that would put us into a good position to defend our members.

The General Secretary then gave a very detailed report on some of the core elements of her manifesto.

**Jobs – Pay – Conditions****Mandate – The Workplace**

- Together, we can deliver a Union focused on protecting the Jobs, Pay and Conditions of Unite members – so that we can deal with what workers will face post Covid.
- This will require reform of our operations and a deeper industrial culture.
- Engage constructively with all sections of our Union to bring our Union together.

**The Post COVID Environment**

- What we are facing:
  - Emboldened Employers
  - Suppression of Pay, Terms & Conditions
  - Increased attacks on Reps
  - Attempted expansion of “Fire and Rehire”
  - Mental health crisis
  - Cuts to community services

**My First Week**

- Launched a root and branch review of operations to make sure that we are fully focussed on the workplace.
- Met with Reps in dispute and started a new physical Dispute Support Team.
- Hired professional head-hunters to source a highly-skilled Finance Director.
- Written to all Reps outlining the first stage of our Industrial Programme.
- Arranged to meet Branch Secretaries, Unite Officers, Organisers & Staff.
- Moved the office of the General Secretary to the first floor.
- Installed the new 'Member Hotline'. Launching this week.
- Began meetings with key Departmental heads.

**Immediate priority – Building the Industrial Combines**

- Begin building lay led Industrial Combines in each of our Sectors.
- Reform and strengthen our industrial operations to make sure that our industrial work is joined up, strategic and working to Industrial Planes.
- There will be dedicated resources for each Industrial Combine; bargaining, research, media, political, campaigning, financial, legal, organising, forensic accounting & economist support.
- We are recruiting internal capacity and exploring possible ways that we can plug extra resource straight into the workplace.

### **Manifesto – Jobs, Pay & Conditions**

- The Manifesto has six sections
  - Back to the workplace: Jobs, Pay and Conditions
  - Equalities: Action, Not Words
  - A Democratic Union built on Shop Stewards and Reps
  - Campaigning Beyond the Workplace: Retired and Community
  - Across Our Union: Ireland, Scotland, Wales, Gibraltar, Isle of Man and the Channel Islands
  - A Workers Politics

### **SECTION 1 Industrial Programme – Protecting Jobs, Pay and Conditions**

- This will form the basis of our industrial work going forward.
- Extensive discussions and pooled ideas, so that we can implement promises.

#### **Industrial: Strategic Direction**

- Deliver the ‘Top 10’ strategy. Reset the bar for pay and conditions & organise every major employer in each of our Sectors.
- Organise the Critical National Infrastructure.
- Work with our Shop Stewards to make every workplace ‘strike ready’.
- Organise the unorganised. Stop the race to the bottom by organising workers in Amazon & the service Sector, including hospitality.

#### **Industrial: Examples of Commitments Made**

- Build capacity so that we can ballot and/or deploy Leverage-style tactics wherever cuts are imposed.
- Set up a competent Dispute Support Team to provide one-stop advice and assistance.
- Work with Shop Stewards to deliver local ‘pay and conditions’ campaigns in every major workplace.
- Work with Unions overseas to build Transnational Industrial Combines, where Reps can come together across borders to tackle global employers – including Amazon.
- Bring education back in-house, with training focused on building power as well as servicing individuals.
- Massively extend Work, Voice & Pay to deliver bargaining advice and support to our Reps and Shop Stewards.
- Build a new Industrial Membership System, that allows our Reps to communicate with their members.
- Bargaining ‘targets’ for equalities in every Industrial Plan agreed by Combines.
- Deliver annual ‘Job Risk’ assessments covering all our major employers and using expert accountants.

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

**SECTION 2 Equalities – Action, Not Words**

- As the first female General Secretary of our Union, I will make sure that equalities issues are at the very centre of our new Industrial Strategy.
- It goes without saying that there will be no tolerance of any discrimination.

**Equalities: Examples of Commitments Made**

- I will introduce dedicated budgets for each strand of equalities.
- Together, we will develop an overarching plan containing specific aims and targets.
- Ensure that each Industrial Plan agreed by Combines contains specific commitments relating to equalities.
- Open a dedicated Development Centre for our workplace activists who also belong to our Equalities Sector.
- Produce a series of bargaining guides, templates and advice dedicated to equalities issues, including; period dignity, menopause and fibromyalgia.
- Dedicate resource to organising employers and sectors with the highest density of; women, BAEM, LGBT+, disabled and youth workers.
- Introduce translation services, including up-to-date equipment for simultaneous translation, to ensure every member can be fully involved in the democracy of our Union.

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

**SECTION 3 A Democratic Union**

- Pledged to make our Union the most democratic and transparent it has ever been.
- Committed to increasing lay member oversight at all levels within our Union.

**Democracy: The Democracy Commission**

- We will launch a new Democracy Commission will be launched.
- Tony Woodhouse will Chair the Commission and it will be subject to lay member oversight at every stage, including by the EC.
- Consult as to how we can best structure the Commission so that we have the opportunity to get constructive input from the activist base and wider membership.

**Democracy: Practical Proposals**

- The Commission will be tasked with making practical proposals for change, including:
  - How to increase the role of the Shop Stewards/Reps within our decision-making.
  - Examine how digital tools can be used to supplement rather than sidestep our existing policy-making apparatus.
  - Investigate the best method for taking Union Policy into the workplace.
  - Make recommendations to deliver greater transparency regarding procurement, including prioritising Union firms.
  - Establish criteria for the review of Member Subscriptions.

**SECTION 4 Beyond the Workplace – Retired and Community**

- Campaign with our Retired and Community members on the issues that matter to them.
- Move our Community project forward (not back) and make sure that both sections have dedicated budgets so that we can deliver proper, co-ordinated campaigns outside of the workplace.
- We will look to build solidarity between all the different sections of our Union.

### **Retired Members**

- Lead a new campaign to increase the State Pension across all our nations.
- Campaign against the end of the Retail Price Index – a change with the potential to cut both pay and pensions.
- Look into how best to deliver an Adult Social Care campaign to both organise the workforce and drive-up standards of care.
- Utilise the skills and experience of our retired members by setting up an Industrial Mentoring Project, so that they can provide help and support to less experienced Shop Stewards.
- Establish an Annual Retired Members Conference.

### **Community Members**

- Reinforce the support provided by Community to industrial disputes.
- Establish clear goals for our Community project & look to integrate elements of our Political work.
- Identify key communities and organise both alongside workplaces and outside to help build a movement for change.
- Work collaboratively to define a common working-class platform, incorporation our priorities for industrial, retired and community.
- Take the lead or provide practical support to other groups tackling wider societal issues such as; climate change, the housing crisis and racism.

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

### **SECTION 5 Across Our Union – Ireland, Scotland, Wales, Gibraltar, Isle of Man and the Channel Islands**

- Look to give greater political autonomy to all of our nations and islands.
- Outside of any affiliations covered by Rule, I want our nations and island to have more freedom to make political decisions.
- Decisions to be made more by our activists than Regional apparatus.

#### **Across our Union: Examples of Commitments Made**

- Growth plans for each country and island.
- Re-open the Limerick Office to provide a platform for growth in the South and mid-West of Ireland.
- Refurbish and re-open Transport House in Belfast.
- Hold a Gibraltar Conference of small island (Gibraltar, Isle of Man, Channel Islands) activists.
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### **SECTION 5 A Workers' Politics**

- We must now move beyond internal Labour politics and game playing in Westminster.
- The project of the last 5 years is clearly at an end.
- We will pay our affiliation fees to Labour – but there will be no blank cheques.
- We will develop a Workplace Manifesto from our members and use that as the basis for our work within the Labour Party.
- Relationship with Keir Starmer will be built on policy not personality.

**Workers' Politics: Examples of Commitments Made**

- New candidates for political office should have been a Trade Union Shop Steward or Rep.
- We will oppose any Local Authority, including Labour, if they attempt to force through cuts to jobs and services.
- Ask the EC to support candidates who oppose cuts to Unite members' jobs and services and Councils and Councillors who fights against them.
- Build power and a platform within communities.

**Accountability: My Commitment to the Members**

- An accountable GS, including plans to:
  - Introduce a Member Hotline in my Office.
  - Make sure that my expenses are accessible to members online.
  - Introduce 'General Secretary Live' online Q&A with the wider membership (via video link).
  - Conduct a regular General Secretary 'Workplace Visits' covering every Sector and Region, so that the leadership is at the heart of our Union.

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.304**

**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: Aviation campaign; Our Public Transport; Parcels standards; Fire & Rehire; Freeports; Membership Figures; and National Food Strategy.

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

At the close of consideration, the Council

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

**Minute  
No.305**

**9.2 Equalities**

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 Equality Conferences; Rules Conference Equality Task Group, Equality Monitoring; Equality Working Group; Covid-19 Pregnancy & Vaccination; Long Covid; Evidence to Low Pay Commission for National Minimum Wage/NMW Living Wage; International Domestic Workers Day; Annual Labour Women's Conference; Labour Policy Forum and Equality Round Tables; Summary of agreed action from Conferences.

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

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

*Campaign for a National Care Support and Independent Living Service (NaCSILS)* – The resolutions were submitted by the Health NISC and North West Regional Committee and called on the Union to demand government establish a new NaCSILS which is amongst other demands publicly funded and free at the point of use; not for profit and sets up a taskforce on independent living. In response, the Council supported the resolutions.

*CLPs and Union Branches on uplifting of Legacy Benefits* – The resolution was submitted by the NEYH Regional Committee and called on the Union to pledge support for the DPAC #20More4All campaign sending a message of support; ensure campaigning is inclusive of legacy benefits; write to MPs asking that they support. In response, the Council supported the resolution.

*EU Settlement Scheme: Scrap the Deadline* – The resolution was submitted by the West Midlands Regional Committee and called on the Union to support amongst other points the JCWI campaign to lift the deadline; write to relevant parties to seek and urgent review and investigation into the EUSS; seek support of MPs. In response, the Council agreed to leave the resolution on the table.

At the close of consideration, the Council

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

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

**Minute  
No.306**

### **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: Covid and the on-going crisis; Consumer confidence and demand; UK supply chain resilience; Post-Brexit tariffs and quotas; challenges of climate change; Aerospace; Print Sector & hospitality and tourism; Job insecurity; End of Furlough and fall-out; Long term legacy plant from furlough; Industrial Strategy; Climate Change; Automotive Sector; Green self-sufficient jobs; Universal Credit and legacy benefits; Ellesmere Port – new vehicle; Nissan; Cummins Engines; BAe low wage campaign; Nationalisation of Sheffield Forgemasters; Liberty Steel; Rolls Royce Barnoldswick; GKN Automotive; and Manufacturing Matters Strategy.

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

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**SECOND DAY, 7<sup>TH</sup> SEPTEMBER 2021**

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**IN THE CHAIR: Bro. T WOODHOUSE**

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

Minute  
No.307

## 7.2 Community, Retired Members, UiS & UoD

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: Supporting industrial members in dispute; active in fire and rehire disputes; Universal Credit – cancel the cut; Retired Members – attack on triple lock; Social Care; Unity over Division charter; and 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.”

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

Minute  
No.308

### 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; Autumn Spending Review; Social Care; Covid campaigning activities; Online platforms; Campaign to retain UK’s only nuclear fuel production site; and updates.

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

A discussion on the issues in the Construction Sector ensued and the Council agreed to leave the report from the EC Construction Panel on the table to allow the General Secretary to meet with the relevant parties with a view to resolving the situation.

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

*NHS Pay and campaign of opposition* - The resolution was submitted by the Health NISC and called on the Union to oppose the 3% pay award, prepare an industrial ballot, call on the TUC and public sector unions to prepare to fight the pay freeze/pay cap. Seek adequate resources to regions to ensure a successful outcome to the campaign of opposition. In response, the Council supported the resolution.

*NHS 1% Pay ‘Rise’* – The resolution was submitted by the West Midlands Regional Committee and called on the Union to take the lead in agreeing with other unions a joint struggle for the pay claim. In response, the Council supported the resolution.

*Integrated Care Systems and Health & Care Bill (England)* – The resolution was submitted by the Health NISC and called on the Union to oppose the Bill; report the threats in these proposals to the membership and consider action it could take in conjunction with TUC and other unions. Call for an immediate halt to the rollout of ICSs. In response, the Council supported the resolution.

*Oppose Integrated Care Systems (ICSs) in the English NHS* – The resolution was submitted by the West Midlands Regional Committee and echoed the previous resolution and also called for the use of new technology to be used to improve patient care. In response, the Council supported the resolution.

*The forthcoming Health & Care Bill* - The resolution was submitted by the East Midlands Regional Committee and called on the Union to make Unite’s opposition public, alert members and other trade unions and call on MPs to campaign vigorously against the Bill. In response, the Council supported the resolution.

*RIDDOR – Reporting of Injuries, Diseases and Dangerous Occurrences Regulations –* The resolution was submitted by the Health NISC and called on the government to review all healthcare workers who contracted Covid-19 so that they receive appropriate compensation where infections can be linked to activities in the workplace. Where Covid-19 can be linked to workplaces, to classify Long Covid as an industrial injury. 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.”

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

**Minute  
No.309**

#### **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:

- Fatalities Report
- Toxic Cabin Air
- Grenfell Tower Disaster
- Update on Blacklisting cases
- Strategic Review on Undercover Policing Inquiry
- Certification Officer Cases & Judgements and Other Tribunal Matters
- Legal Cases of Significance

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

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

*McCloud Pension Case – Judicial Review bid to include Unite the Union –* The resolution was submitted by the GDPC NISC and called on the Union to support and be included in the judicial review bid to bring about the Government’s remedy as unlawful and wrong in law regarding the McCloud case. In response, the Council agreed to leave the resolution on the table to enable the Assistant General Secretary to clarify the details of the case.

At the close of consideration, the Council

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

**Minute  
No.310**

#### **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 Members Plus increase
- Member gets Member
- Motor Insurance
- Lottery Income
- 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.311**

**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: Furloughed and staff reduced rates; and breakdown of rates of pay.

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.312**

**13.4 Industrial and Other Membership Group Report**

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

The Assistant General Secretary referred to: CPP&T Sector – Refineries, Just transition; membership figures; Services – CMA pay negotiations; Hospitality and Tourism; Whitbread; Compass; Sodexo; Fair Tips Campaign; global relationships; hospitality hub; Young Members; TUC Award; World Transformed event; Gibraltar; Brexit; Hospitality Sector; Construction Sector; and membership increasing.

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.313**

**12.1 Finance, Property & Pensions Report**

The financial results for Unite overall in the second quarter of 2021 had previously been circulated to the Council and were verbally supplemented by Assistant General Secretary, Howard Beckett.

Total Income during the period amounted to £40.9 million, down £0.3 million when compared to the same period a year ago.

Contribution Income excluding Driver Care was down £0.4 million and Legal Income was up by £0.1 million compared to last year.

Total Recurring Expenditure totalled £36.5 million during the period – an increase of £7.0 million versus the same period in 2020. Spending is still reduced as a result of the cessation of many normal Union activities during the quarter due to ongoing Covid-19 pandemic. The cost of Employer Disputes increased when compared to the same period in 2020. The cost of Payments to Branches increased during the quarter, following the resumption in payments of Branch Administration Allowance as previously agreed by the EC.

Employment Costs excluding Organising of £15.3 million were down £0.2 million versus 2020. Taken together, Employment Costs including Organising amounted to 43.3% of

Income in the quarter, up from last year's comparative figure of 42.9%. However, this is due to the reduction in Income rather than an increase in employment costs.

Investment Income, from dividends and interest amounted to £0.6 million in the quarter, down by £0.1 million versus 2020. 2020 saw Global Stock Markets and worldwide economies suffer extreme volatility during the Covid-19 pandemic. The market value of the Union's investment portfolio has now recovered to above pre-covid levels. At the end of the quarter, the market value was up by £5.2 million when compared to the pre-covid December 2019 value.

As a consequence, Unite recorded an overall surplus for the quarter of £3.9 million.

The Union Dispute Fund balance at the end of the quarter was £44.0 million. Dispute Benefit payments totalling £2,220,143 were made during the period.

The Assistant General Secretary updated the Council in relation to property matters regarding Birmingham 2, Belfast and Esher.

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

The General Secretary referred to the current rate of strike pay and proposed that this should continue at £70 per day and will be reviewed at the December meeting of the Council to which the Council agreed.

At the close of consideration, the Council

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

## 10. DEPARTMENTAL DIRECTORS' REPORTS

Minute  
No.314

### 10.3 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: Tutors; Selection training & accreditation; Unite Education Centre; Mental Health Guide; Environmental Task Force; and Ruskin College Oxford.

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

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

*Climate Breakdown/Change* – The resolution was submitted by the London & Eastern Regional Committee and called on the Union to join the COP26 Coalition; campaign for public investment in green recovery creating climate jobs; join national mobilisation for protests during the COP26 climate summit making donations towards transport to Glasgow. In response, the Council agreed to remit the resolution back to the Region.

At the close of consideration, the Council

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

## 11. CONSTITUTION & ADMINISTRATION

Minute  
No.315

### 11.1 Central Office Departments & Administration

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

The Chief of Staff reported that the main work of the last period had been administering the General Secretary Election. He also apologised for the omission in the report of the election of Dave Allan as the fully elected member of the Council for the Disabled Members.

#### **Ratification of Officer Appointments**

EC Appointment Panels had met to consider applications for the following appointments for which the endorsement of the Council was sought.

##### South West

- Regional Co-ordinating Officer Luke Primarolo
- Regional Officer James Turner

##### North West

- Regional Officer Dave Roberts
- Regional Officer John O'Neill

##### Ireland (NI)

- Regional Officer Neil Moore

##### Scotland

- Regional Officer Siobhan McCready
- Regional Officer Marc Jackson

##### NEYH

- Regional Officer Valerie Clark

##### West Midlands

- Regional Co-ordinating Officer Frank Keogh

The Chief of Staff drew the Council's attention to the nominations for the TUC General Council at the last meeting and sought agreement to modify them by replacing Len McCluskey with Sharon Graham as General Secretary to which the Council agreed.

With reference to Covid-19, the Chief of Staff reported that the HR Department are working very hard to get to a position whereby all Union offices are open for use with a full return to the office of all employees. However, this will take some time.

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

At the close of consideration, the Council

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

**IN THE CHAIR: Bro. T WOODHOUSE**

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**Minute  
No.316**

**10. DEPARTMENTAL DIRECTORS' REPORTS continued/.....**

**10.2 Report of International Director**

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

The international situation remains dominated by dealing with the Covid-19 crisis and its aftermath, the collapse of the Afghani government and Taliban takeover of the country, the ongoing EU-UK tensions over Brexit, and the ever more visible impact of climate change with the numerous examples around the globe of extreme weather patterns.

In addition to the various areas of ongoing work in specific companies, the focus of activity has been in relation to trying to stop a number of multinational companies in their moves to throw UK reps off their EWCs. A further area of dispute has centred around the outstanding question of the jurisdiction of the CAC to still rule on EWC disputes in certain instances. A number of legal cases are in progress, but the rulings made have been inconsistent and in some respects contradictory. Unite will continue to fight for UK participation and to maintain the CAC's jurisdiction where appropriate.

Unite has continued to participate in all the activities of the various federations to which it is affiliated. The Unite delegation played a full role in the IndustriALL-Europe congress held online during July 2021 and will play a full role in the IndustriALL-Global congress that will take place in October 2021. PSI & EPSU have been particularly active around public sector workers during the Covid-19 crisis, while BWI has focused on the efforts to improve workers' rights in Qatar post World Cup.

Solidarity work continues to be at the forefront of international work against the background of sharply increasing repression and conflict that the Covid-19 situation has undoubtedly intensified. Solidarity work in relation to Palestine, Colombia and Turkey/Kurdistan have continued while additional requests and inputs concerning the situations in Haiti and Afghanistan have been received and acted on.

With reference to Workers Uniting, the USW and SEIU, through AFL-CIO, have won the first petition for the US government to bring a labour complaint against Mexico under the new USMCA Free Trade Agreement. Under USMCA's "Rapid Response Mechanism", firms in Mexico and the US can face penalties for failing to ensure worker rights are adhered to, most importantly the freedom of association.

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

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

*Uyghur Solidarity* – The resolution was submitted by the West Midlands Regional Committee and called on the Union to stand in solidarity with, publicly highlight the plight and refrain from using products or services from companies implicit in the repression of the Uyghur people. In response, the Council supported the resolution.

At the close of consideration, the Council

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

**11. CONSTITUTION & ADMINISTRATION continued/....**

**Minute  
No.317**

### **11.1 Central Office Departments & Administration continued/....**

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

*Distortion of Scientific Advice* – The resolution was submitted by the Health NISC and expressed concern at distortion of scientific advice during the pandemic and called on the union to conduct our own reading of research into Covid and other hazards. In response, the Council supported the resolution.

*Use of company e-mail addresses by Unite representatives and members* – The resolution was submitted by the West Midlands Regional Committee and called on the Union to end the use of company e-mail addresses by representatives and members. In response, the Council supported the resolution in principle noting the concerns raised.

At the close of consideration, the Council

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

## **6. STRATEGY FOR GROWTH**

**Minute  
No.318**

### **6.1 Organising & Leverage**

A written report on the work of the department had been circulated to the Council and was verbally supplemented by General Secretary, Sharon Graham.

The General Secretary gave a very detailed update on the Amazon campaign, highlighting activities that have been taking place including hotline testimonies of Amazon workers. The aim of the campaign is for Amazon to sign up to a declaration of neutrality that guarantees workers the freedom to talk with and form unions without fear of retribution. The first formal complaint has been submitted to the UK Competition & Markets Authority (CMA) against Amazon for abuse of its market position in relation to the price gouging. Internationally, the German and American unions have been briefed on the activities and the neutrality statement will be adopted by these other two countries. America, Germany and the UK are the three biggest markets for Amazon.

The General Secretary gave a detailed report on bespoke homeworking agreements that have been developed highlighting the paragraphs that are included in Unite's homeworking agreement:

- Introduction
- Objectives
- Scope of the Agreement
- The Committee
- Homeworking Review
- Voluntary and Equal
- Homeworking Categories
- Selection Criteria and Guidance
- Regular and Permanent Homeworking Arrangements
- Trial Periods and Reviews
- Appeals
- Equipment and Training
- Safety, Health and Welfare
- The Right to Disconnect
- Communication

The General Secretary reported on The Peoples NHS – The Health and Care Bill which includes the latest attempt by anti-NHS Tories to fun down the NHS and bring in

privatisation by the back door. If it is passed, it will also create opportunities for corruption, lower standards of care and the breakup of national bargaining for the NHS staff. As with the threat to the NHS from TTIP, research has now begun on the impact of the Bill and concrete proposals for a campaign will be brought to the next meeting of the Council.

The General Secretary referred to the Top 10 Disseminations and discussions that have taken place with NISCs around the Top 10 employers by Sector. With Sectors, it is important to have as much information in advance in order to react proactively in each sector. Equalities areas can also be seen and discussions will take place around Top 10 companies where we have women membership, BAEM and Young membership and what agreements are needed.

The General Secretary reported on the Government's plan to scrap RPI altogether in 2030. The logic for this is not only about imposing pay cuts disguised as pay rises. Many defined benefit pension funds buy Government debt linked to inflation which are currently measured using RPI. By changing the rules to pay out at the lower CPIH levels, the Government will avoid pay-outs of about £96 billion. Pension funds are currently in a legal dispute with the government about that. The Department has been working on contingency plans in place to continue calculating RPI if the Government do scrap it. Work is also being done on even better measures to help negotiators accurately calculate the true value of pay, terms and conditions and to calculate real term pay over the long term.

The General Secretary highlighted the breakdown of membership figures.

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

At the close of consideration, the Council

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

## **11. CONSTITUTION & ADMINISTRATION continued/...**

**Minute  
No.319**

### **11.1.1 General Secretary Election – Returning Officer Report**

The Chief of Staff introduced Simon Hearn, Managing Director of Civica Election Services who also serves as Unite's Returning Officer and acts on behalf of the Executive Council throughout the election. A detailed written report by the Returning Officer had previously been circulated to the Council and was verbally supplemented by the Chief of Staff.

The Chief of Staff highlighted the three adjudications by the Election Commissioners attached to the written report. He also referred to two issues: withdrawal of a candidate and rights of workplaces that are not branches that the Union may wish to consider in future and take forward when drawing up guidelines for future General Secretary elections.

The Chief of Staff wished his thanks to be placed on record for Irene Dykes, Cathy Pearce, Vicky Bartlett, Adrian Weir and Lianne Groves for their hard work during the General Secretary election.

Simon Hearn supported the comments of the Chief of Staff, adding his thanks to the staff.

Questions and comments from members of the Council were responded to and included a discussion on complaints that had been received and problems that arose with the withdrawal of one of the candidates in the election.

Further questions raised regarding sampling were responded to.

The General Secretary commented that the report has been given, the election is over and we now need to get on and work for our members.

At the close of consideration, the Council

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

## **10. DEPARTMENTAL DIRECTORS’ REPORTS continued/....**

**Minute  
No.320**

### **10.1 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 since the last meeting, the Department has continued focussing on our political objectives supporting members in dispute. The focus now is on building up to the TUC and Labour Conferences.

As the pandemic is not in the news as it was, it is necessary to make sure members are aware as to who is paying the price for the pandemic. There is concern that the government is implementing austerity by the back door with energy prices rising, talks going on to cut the £20 Universal Credit uplift. The word ‘austerity’ is not being used but that is what it is.

The Executive Director also referred to the following areas:

- Fire and Rehire
- Local Authority Pay Campaign
- NHS Pay Campaign
- John Hendy’s Private Bill in the Lords
- GKN Driveline
- Future of Nuclear and Nuclear Fuels
- Parliamentary Work
- Health and Social Care Bill
- Policing, Crime, Sentencing and Courts Bill
- Elections Bill
- Right to Food Campaign
- Political Education
- Women’s Annual Political Schools
- Lunch & Listen episodes
- Future Leaders Course
- Unite Politics Podcast
- Environment Taskforce
- Labour Party Policy Development
- Stronger Together
- Power in a Workforce
- Policy Project and Review of policy making structures
- Motions to TUC Congress
- Labour Party Issues – Redundancies
- Batley & Spen by-election
- NEC – Proscriptions
- Internal elections
- Labour Party Conference
- Rule Changes - General Secretary Election
- Changes to disciplinary process
- Changes to policy process

- LOTO Rule Changes
- Trigger ballot process
- NEC TU Section ballot

Questions and comments from members of the Council were responded to and a discussion ensued in relation to the election of the General Secretary of the Labour Party. The Council were in support of the rule change and also agreed to vote against the appointment of David Evans as General Secretary.

The political reports in relation to Scotland, Wales, Northern Ireland and the Republic of Ireland had been circulated to the Council and were verbally supplemented by the relevant EC members.

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

*Cashless Society* – The resolution was submitted by the Service Industries NISC and called on the Union to push for primary legislation to protect the use of cash. In response, the Council supported the resolution in principle.

*Rights of Self-employed Workers* – The resolution was submitted by the Service Industries NISC and called on the Union to continue to campaign to defend the rights of self-employed sales agents and seek their adoption in other appropriate sectors. In response, the Council supported the resolution.

*Labour Party NEC Proscriptions* - The resolution was submitted by the London & Eastern Regional Committee and called on the Union to express outrage by the NEC decision to proscribe four organisations; declare solidarity with all the organisations being targeted; demand they are reversed. In response, the Council supported the resolution.

*Defend the right to protest – oppose the new Police Bill* - The resolution was submitted by the West Midlands Regional Committee and called on the Union to oppose attempts by government to limit the right to protest. Campaign to oppose and defeat this. In response, the Council supported the resolution.

*Corporate Fire and Rehire Practices* – The resolution was submitted by the West Midlands Regional Committee and called on the Union to campaign through links with the Labour Party to make this practice illegal. In response, the Council supported the resolution.

*A Zero Covid Strategy to protect lives and livelihoods* – The resolution was submitted by the Health NISC and called on the Union to develop a Zero Covid strategy and support the Zero Covid Coalition and People's Assembly as part of our work towards the objectives contained in the motion. In response, the Council supported the resolution.

At the close of consideration, the Council

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

11. **CONSTITUTION & ADMINISTRATION continued/...**

11.5 **EC Guidance – Rule 14.2.3**

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

Questions and comments from members of the Council were responded to and the General Secretary proposed that the document be left on the table to allow for further discussion and clarification.

At the close of consideration, the Council

**RESOLVED:** “That the document be left on the table in line with the preamble to this Minute.”

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**FOURTH DAY, 9<sup>TH</sup> SEPTEMBER 2021**

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**IN THE CHAIR: Bro. T WOODHOUSE**

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**11. CONSTITUTION & ADMINISTRATION continued/....**

**Minute  
No.322**

**11.2 Executive Council Report to 6<sup>th</sup> Policy Conference**

A detailed report had previously been circulated to the Council and was verbally supplemented by Assistant Chief of Staff, Adrian Weir.

At the close of consideration, the Council

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

**Minute  
No.323**

**11.4 Implementation of Motions from 5<sup>th</sup> Policy Conference 2018**

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

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

At the close of consideration, the Council

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

**Minute  
No.324**

**11.3 Executive Council Attitudes to Motions on Final Agenda for 6<sup>th</sup> Policy Conference**

A document detailing recommendations on Motions to Policy Conference contained in the Final Agenda of the Unite Policy Conference 2021 had been previously circulated to the Council and was verbally supplemented by the Chief of Staff, Assistant Chief of Staff and Director of Research.

A detailed and lengthy discussion ensued on those motions where the recommendation of the Executive Officers was other than “to support”. The agreed recommendations are contained in Appendix 1.

At the close of consideration, the Council

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

#### **14. ANY OTHER BUSINESS**

**Minute  
No.325**

##### **14.1 People’s Assembly Demonstration**

A member of the Council advised that the National People’s Assembly movement had called a demonstration at the Tory Party Conference on 3<sup>rd</sup> October 2021 in Manchester.

At the close of consideration, the Council

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

**Minute  
No.326**

##### **14.2 Jargon Buster**

A member of the Council requested that a ‘jargon buster’ be added to the Motions to Conference document to assist delegates. In response, the Assistant Chief of Staff advised that it is done by the Regions at the delegation meetings at the Policy Conference and they will be advised to do so.

At the close of consideration, the Council

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

**Minute  
No.327**

##### **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 thanked the Council for their help and support during her first Executive Council meeting. She also outlined her thoughts and plans for the conduct of business at the Council meetings and within the Union going forward.

The Chair also thanked the Council for their support and wished everyone a safe journey home.

**The Meeting of the Council  
thereupon terminated**

## Appendix 1

## POLICY CONFERENCE 2021

## EC RECOMMENDATIONS ON POLICY CONFERENCE MOTIONS

Motion Title	Motion No.	Recommendation
<b>ECONOMY &amp; INDUSTRY</b>		
Manufacturing Matters	1	Support
Manufacturing Matters	2 + Amendment	Support
Manufacturing Matters: An Industrial Strategy of our Own	3	Support
Manufacturing Matters: Procurement	4	Support
Supporting Manufacturing	5	Support
Positive Procurement Policy Post Brexit	6	Support
UK Procurement Legislation	7	Support
Collective Bargaining 2020+	8 + Amendments	Support
Collective Bargaining Across Different Sectors	9	Support
Automation, Digitalisation and a shorter working week	10	Support
Recommendations for the Collective Bargaining Agenda concerning Artificial Intelligence in the Workplace	11	Support
Collective Bargaining Priorities for Protecting Employment against Technical Disruption	12	Remit/Oppose
Automation in the Workplace	13 + Amendment	Support
Workforce Skills	14	Support
Apprenticeships	15	Support
Working Time	16	Support
Modern Industrial Nation – 21 <sup>st</sup> Century Infrastructure	17	Support
Trade Union Facility Time	18 + Amendment	Support
Implementation of Employment Charter	19 + Amendment	Support
The Road from Casualisation	20	Support
Fair Tips 2.0	21	Support
<b>EQUALITIES</b>		
Equality at the Heart of the Union	22	Support
Taking Action on Equality in Unite	23 + Amendments	Support
Equality Representatives	24 + Amendment	Support
Paternity Leave	25	Support
Domestic Abuse	26	Support
Unite Women's Network	27	Support
Women exercising their right to choose are not criminals – decriminalise abortion now	28	Support
Promoting a National Independent Living Support System	29	Support
Meaningful Sector Employment for People with Disabilities	30	Remit
A legal right for Disabled People to have a space on buses	31	Support
Unite to work in conjunction with TUC Disability Passport	32	Support
Putting the Social Model of Disability at the heart of our Union	33	Support
Disability Related Absence	34	Support
The commercialisation of Pride	35	Support
Sexual harassment of LGBT+ People in the Workplace	36	Support
LGBT Education	37	Support
Migrant Women Workers	38	Support
Migrant Workers	39	Support
Resisting the hostile environment: standing up for migrant rights	40	Support
Immigration after Freedom of Movement	41	Support
Online Migrant Workers Forum	42	Support
<b>GLOBAL SOLIDARITY, INTERNATIONAL &amp; EUROPE</b>		
Brexit	43	Support
Post Brexit and Self-Determination in Gibraltar	44	Support
Protecting UK Industry following Brexit	45	Support
Supporting UK Industry in Brexit Trade Deals	46	Support
Multinational Companies and Globalisation	47	Support
Multinational Companies – Protecting Workplace Rights	48	Support
Combatting Nationalism and Division	49	Support
Workers Uniting and International affiliations – strengthening international solidarity and cooperation	50	Support

Workers Uniting: Developing a Trade Union approach to International Trade	51	Support
Black Lives Matter and International Solidarity	52	Support
Crisis in India and Kashmir	53	Support
Palestine	54 + Amendment	Support Oppose
International Holocaust Remembrance Alliance (IHRA) definition of antisemitism	55	Withdraw/Remit
Free Software, Cloud Computing & Latin America Solidarity	56	Remit/Oppose
Latin America	57	Support
Colombia	58	Support
Turkey, Kurds and the Middle East	59	Support
<b>GREEN INDUSTRIAL REVOLUTION</b>		
Climate Change & Just Transition	60	Support
Sustainable secure jobs in a low carbon world	61	Support
Sustainability, the environment and net zero emissions	62 + Amendment	Support
Climate Change	65	Support
Climate Change and the elderly	68	Support
Green New Deal	71	Support
Green New Deal	74	Support
Balanced Energy Policy	63	Support
Employer Involvement in Climate Change	64	Support
Climate Control Action	66	Support
Climate Change	69	Support
Climate Emergency	70 + Amendment	Support
Environmental Reps	73	Support
Fuel Poverty	67	Support
Addressing Fossil Fuels and Climate Change	72	Remit/Oppose
<b>IMPROVING HEALTH &amp; SAFETY</b>		
Mental Health in the Work Place	75	Support
Accredited Mental Health Reps and Descriptive Role	76	Remit/Oppose
Tackling Alcohol Harm	77	Remit/Oppose
<b>ORGANISING</b>		
Organising in Hospitality and Tourism	78	Support
Precarious Workers	79	Support
Organising Precarious Workers	80	Support
Precarious Workers	81	Support
Growing Unite and our BAEM Membership	82	Support
Organising Young Workers in 2020 and beyond	83	Support
<b>PENSIONS AND RETIREMENT</b>		
State Pension, Ill Health Early Retirement	84	Remit/Oppose
Back to 65	85	Support
State Pension	86	Support
Pension Protection Fund	87	Support
Pensions in Retirement	88 + Amendment	Support
National State Pension	89	Support
National Pensioners Convention	90 + Amendment	Support
Dignity for Older People	91	Support
Older People – Fuel Poverty, Social Care and Older Peoples Rights	128	Support
<b>POLITICAL &amp; LABOUR PARTY</b>		
Unite for a new voting system	92	Oppose
Voting system reform	93	Oppose
Make Votes Matter – Electoral Reform	95	Oppose
For a new socialist clause 4 – in the words of Tony Benn	96	Support
For a new socialist clause 4 – in the words of Tony Benn	97	Remit/Oppose
<b>RIGHTS FOR WORKERS AND THEIR UNIONS</b>		
Conservatives degrading labour rights and the right to strike	98 + Amendments	Support
Mass Action on Anti-Union Laws	99	Support
Defend the Right to Strike	100	Support
Outcome of General Election	101	Support
Strengthening Agency Workers Regulations	102	Support
Decriminalisation of sex work	103	Remit
ILO Convention on Violence and Harassment at Work	104	Support

Employee Privacy and Monitoring in the Workplace and Home Office	105	Support
Overuse of Covert CCTV Recording	106 + Amendment	Support
Solidarity & Policy Support for EU27 Workers	107	Support
Workplace rights and a hard Brexit	108	Clarification
Changes to Workplace Relations Act 2015 (ROI)	109	Remit
<b>SOCIAL ACTION</b>		
NHS – Halt the Extortion Charges by Staff Agencies	110	Support
National Health Service	111 + Amendment	Support
Ramp up the fight for our NHS	113 + Amendment	Support
Restoring our NHS after privatisation, cuts and Covid-19	112	Support
Fighting Back Against Local Government Cuts	114	Support
Local Government at Breaking Point	115	Support
Public Service Cuts	116	Support
Fighting Cuts	117	Support
Campaign Against Council Cuts	118	Support
Insourcing of Services	119	Support
Public Services	120 + Amendment	Support
End Unfair Evictions	121	Support
Fighting for an Accessible Welfare System	122 + Amendment	Support
Automating Poverty	123	Support
The Digital Divide	124	Support
Campaign against unfair overdraft charges	125	Support
Care Home Contracts	126	Support
Bring Residential Care for older people back into public ownership	127	Support
Power of Attorney access	129	Support
<b>UNION ADMINISTRATION AND MEMBERSHIP SERVICES</b>		
Review of Constitutional Committee Meeting Frequency	130	Remit
Transport into London from Heathrow Airport	131	Support
Pre-Retirement Courses	132	Support
Pension Education	133	Support
Mental Health Training	134	Support
Improving Unite Job Adverts, Recruitment & Selection Process	135	Support
National Youth Co-ordinator Role	136	Support
Unite Agency Workers	137	Support
Sustainable and Responsible Hospitality	138 + Amendment	Support
New Builds	139	Support
Reduce, Reuse and Recycle	140	Support
A Carbon Negative Unite	141	Support
IT for Branches	142	Support
Support for Trade Councils	143	Remit/Oppose
<b>COVID-19 AND THE CORONAVIRUS CRISIS</b>		
Adapting to New Ways of Communicating/Holding Meetings	144	Support
A Radical Recovery	145	Support
Organising Home Workers during and post the Covid crisis	146	Support
Organising during Covid and beyond	148	Support
Covid-19 Pandemic	147	Support
Global Pandemic	153	Support
Long Covid	155	Support
Impact of Covid-19 in the workplace	149	Support
Support the Mental Health of Reps	156	Support
The Devastation caused by the Pandemic	150	Support
Covid-19: Economic Recovery through Investment in Education and Skills	151	Further discussion
Covid-19 Crisis	152	Support
Impact of COVID on cash and bank	154	Support
Safeguarding Black and Asian ethnic minority workers against the effects of Covid-19 and future pandemics	157	Support
Covid-19 Crisis, Ensuring Rights of Disabled Workers	158	Support
The Impact of Covid-19 on LGBT+ People	159	Support
Covid-19 Equality Impact Assessments (EQIA) Now!	160	Support
Care in the Community	161	Support