



**MINUTES AND RECORD**

**of the**

**EXECUTIVE COUNCIL**

**HELD AT THE EASTSIDE ROOMS, BIRMINGHAM**

**AND VIA ZOOM VIDEO CONFERENCE**

**ON 7<sup>TH</sup>, 8<sup>TH</sup> & 9<sup>TH</sup> JUNE 2021**

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**PRESENT:**

**MEMBERS:** Sis. S ABACHOR, Bros. D AGBLEY, J ALLAM, R ALLDAY,  
Sis. D BELL, Bros. C BOWEN, G BUCHAN, C CADMAN,  
Sis. M CALLAGHAN, Bros. M CASEY, E CASSIDY,  
Sis. L COLQUHOUN, Bros. J COOPER, M DARLINGTON,  
Sis. P DAVIS, 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, 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, F TATEM, J TAYLOR,  
Bros. S THOMPSON, N WAREING, D WILLIAMS, P WISEMAN,  
T WOODHOUSE, C YOUNG.

**EX OFFICIO:** Bro. L McCLUSKEY (General Secretary)  
Bro. H BECKETT (Assistant General Secretary)  
Bro. T BURKE (Assistant General Secretary)  
Sis. G CARTMAIL (Assistant General Secretary)  
Sis. I DYKES (Head of Constitutional Administration)  
Sis. S GRAHAM (Executive Officer)  
Sis. D HOLLAND (Assistant General Secretary)  
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: Bro. T WOODHOUSE**

**FIRST DAY, 7<sup>TH</sup> JUNE 2021**

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The Chair welcomed the Council to the first real time meeting since the pandemic began in the Union's new Conference and Education Centre.

**Minute  
No.246**

## 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>
Nigel Atkinson	All sessions	Annual leave
Tim Davison	Wednesday	Work related
Hayley Garner	All sessions	Maternity leave
Matt Gould	Monday & Tuesday	Work related
Ruth Hayes	Tuesday pm	Work related
Steve Hibbert	Tues pm & Wednesday	TU Business
Kerry Owens	All sessions	Work related
Nigel Stott	All sessions	Personal
Jayne Taylor	Tuesday am	TU Business

Having full appreciation of the circumstances as reported, the Council

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

## 2. ANNOUNCEMENTS

There were no announcements at this time.

## 3. EXECUTIVE COUNCIL MINUTES

**Minute  
No.247**

### 3.1 Receipt of Minutes

The Minutes of the Meeting of the Executive Council held on 1<sup>st</sup>, 2<sup>nd</sup> & 3<sup>rd</sup> March 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 1<sup>st</sup>, 2<sup>nd</sup> & 3<sup>rd</sup> March 2021 be adopted."

**Minute  
No.248**

### 3.2 Receipt of Minutes

The Minutes of the Special Meeting of the Executive Council held on 14<sup>th</sup> April 2021 were duly submitted.

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

**RESOLVED:** "That the Minutes of the Special Meeting of the Executive Council held on 14<sup>th</sup> April 2021 be adopted."

## 4. FINANCE & GENERAL PURPOSES COMMITTEE

**Minute  
No.249**

### 4.1 Receipt of Minutes

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

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

**RESOLVED:** "That the Minutes of the Finance & General Purposes Committee held on 14<sup>th</sup> April 2021 be adopted."

Minute  
No.250

#### 4.2 Receipt of Minutes

The Minutes of the Finance & General Purposes Committee held on 13<sup>th</sup> May 2021 were duly submitted.

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

**RESOLVED:** “That the Minutes of the Finance & General Purposes Committee held on 13<sup>th</sup> May 2021 be noted.”

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

Minute  
No.251

#### 6.1 Organising & Leverage

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 on the successful leverage campaign that had been deployed in the Go-Ahead dispute. Unite members showed that ‘Fire and Rehire’ can be beaten. After weeks of action and the deployment of leverage, the company was forced to drop disciplinary charges targeting Unite stewards, remove the threat of ‘Fire and Rehire’ and negotiate a pay rise, rather than impose a settlement. The key leverage was used to threaten contracts in Sweden and Norway.

The Council were given a very detailed update on the progress of the Amazon campaign. Amazon has been asked to sign a declaration of neutrality that guarantees workers the freedom to talk with and form unions without fear of retribution and a worker hotline has been launched from Amazon workers to whistle blow on bad employment practices. It is not expected that the declaration will be signed so phase two of the campaign will be to use leverage against the Amazon Web Services (AWS) contracts.

The Executive Officer reminded the Council that normal business is still continuing and reported that the initial phase has been launched to integrate all the different Work, Voice, Pay tools under a single platform to eventually create a personalised digital dashboard for Shop Stewards.

The Pay Claim Generator (PCG) and Employer Profile Generator (EPG) continue to be developed with alteration and improvements being made every quarter based on an assessment of the feedback received. Since the last Council meeting, 5,395 shop stewards/ reps and Officials have logged onto the PCG with almost a thousand pay claims being generated. A new tool requested by activists on the PCG that can merge everything into the one agreement was launched two weeks ago and a large uptake has been seen.

The Executive Officer highlighted the statistics in relation to other campaigns the department have been involved with.

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

The General Secretary supplemented the report in relation to the Amazon campaign making reference to other unions and organisations. He also highlighted the Union’s strike pay and the effect it has in winning disputes and further referred to fire and rehire.

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

At the close of consideration, the Council

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

Minute  
No.252

## 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 expressed his thanks for this being an in-person meeting and introduced the new facility. He also advised the Council that this would be his last Executive Council meeting as General Secretary and his 42<sup>nd</sup> and final GS report to the Council.

The General Secretary advised that he had been involved in a number of discussions relating to the on-going situation within the Labour Party and a more detailed discussion would take place when the Political Report was presented to the Council later in this meeting.

The General Secretary referred to meetings with John Hendy QC and John McDonnell in relation to a Private Members Bill relating to bogus self-employment and zero hours contracts.

The General Secretary drew the Council's attention to the Covid Memorial Wall that has been created along the bank of the Thames from Parliament. The wall has been created with 150 hand crafted hearts to represent the 150,000 people who have died. On Workers Memorial Day, the General Secretary had the opportunity to walk the wall and spoke to the people behind the creation of the wall who have all lost members of their families and are seeking a public inquiry. He told them Unite will do anything it can to assist as the situation moves forward.

The General Secretary advised that he had met with Ellie Mae O'Hagan, the new Director of CLASS to discuss what her plans are for CLASS over the next few years.

He had also met with the Red Cross to discuss how Covid has affected all workers on a global basis and there are interesting initiatives and suggestions being developed.

With reference to the Union Learning Fund (ULF), the Council had asked for a cost analysis and a report will be presented later during this meeting.

The General Secretary reported that the new Cuban Ambassador had arrived in the UK before lockdown occurred and has been unable to meet up with various trade unions. As lockdown has begun to ease he had the opportunity to meet with her together with Cuba Solidarity.

The General Secretary had also met Jewish Voice for Labour to discuss issues in the Labour Party.

The General Secretary highlighted his meeting with British Airways cabin crew representatives to continue the discussions with both BASSA and Mixed Fleet to smooth the way forward as one cabin crew on the same terms and conditions. All the representatives are committed to represent their members to the best of their ability as the airline begins to open up again.

Following the decision by the Council to set up a Construction Panel to try and resolve the problems, an interim report by Simon Rosenthal, Chair and Tony Burke, AGS will be presented at this meeting later in the week.

The General Secretary reported that a number of meetings to discuss details in relation to the Policy Conference have taken place and it is anticipated that the Conference will take place in October.

The General Secretary reported that he had been involved in discussions on property with Howard Beckett and Mike Ryder, Property Consultant from Purple Apple. In line

with the new procedures, reports on property will be made to the F&GPC. Mike Ryder has made the first report to the Committee which will be the on-going way of dealing with these matters in the future.

The General Secretary highlighted the Equality Conferences which had been conducted on a virtual basis and congratulated everyone involved.

The General Secretary had also met with colleagues on the Board of Trustees of Blackhorse HCC Ltd.

The General Secretary further advised that he continues to be involved in the Reshaping of Unite and the creation of the Regional Membership units, although on-going, is moving in a satisfactory directions within the regions with Regional Secretaries playing a critical role.

The General Secretary referred to a number of videos that have gone out to members during lockdown and thanked the Council for the role they have played during this difficult period that has never been experienced before and had demonstrated Unite at its best in the darkest time.

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.253**

### **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: New Beginnings; Parcels standards; Unite Transport Strategy; Unite Campaign for Aviation; Membership figures; Freeports and Trade Agreements; Fire & Rehire – Transport & Food Sectors; Mental Health in Road Transport & Logistics; ITF; Pladis/McVitie's; RTCWL/FDA/Services Industries – Membership; International Workers Memorial Day; Iggy Vaid obituary.

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

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

*Leeds Bradford Airport* – The resolution was submitted by the NEYH Regional Committee and called on the Union to support the proposed expansion of Leeds Bradford Airport in line with Unite's blueprint to support the aviation industry. In response, the Council supported the resolution.

*Freeports* – The resolution was submitted by the NEYH Regional Committee and called on the Union for support for options to Freeports and cross sectoral organisation of Unite's response; collaborative workplace level relationships across sectors and resource commitment to ensure development of collective bargaining strategy to benefit workers. In response, the Council supported the resolution.

At the close of consideration, the Council

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

**Minute  
No.254**

## **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 Equalities Conferences; Equality Reps Conference; Online Branch Meetings & Equalities; Membership – Equalities; Mental Health; Long Covid; Basic Rights Guides – dealing with discrimination and harassment; Equality Briefings on Covid 19; International Women's Day' Overseas Domestic Workers Visa; Regional Women's – Equalities Officers; TUC Equality Conferences 2021; Labour Party Equalities; ITF Women Transport Workers Committee; ITUC Women's Committee; Matchgirls Memorial.

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

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

*Windrush and Deportations* – The resolution was submitted by the North West Regional Committee and called on the Union to campaign for a Windrush Act; to campaign for legislation ending the Hostile Environment; to campaign for a judge led independent public inquiry; to campaign against the deportations. 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.”

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**SECOND DAY, 8<sup>TH</sup> JUNE 2021**

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

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

**Minute  
No.255**

### **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: Youth Workers, Pension Schemes; EDF; Springfield Nuclear Fuels; Social Care; Pay negotiations update; Vaccinations; Future working arrangements; Long Covid and mental health issues; Cash Summit; Construction.

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

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

*NHS Pay* – The resolution was submitted by the North West Regional Committee and called on the Union to support a pay rise for health workers including: ballot for industrial action; campaign amongst members; demonstrations; Labour Party to support;

publicise petition. In response, the Council supported the sentiments contained in the resolution but referred it back to the Sector.

*Retrofitting of Homes* – The resolution was submitted by the NEYH Regional Committee and call on the Union to campaign with the wider labour movement to work to enable whole house retrofits to be carried out. In response, the Council supported the resolution.

*New National Agreement for the HV Energy Networks Construction Sector* – The resolution was submitted by the UCATT NISC and called on the Union to enter into formal negotiations with companies involved to establish a new national agreement for the HV Energy Networks Construction Sector. 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.”

The General Secretary advised the Council that the report previously mentioned in regard to the Union Learning Fund would not now be discussed at this meeting due to legal developments that it would be prejudicial to discuss it in some depth. The Council agreed to postpone the discussion.

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

**Minute  
No.256**

### **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: the Economy; Disruption to supply chains; Brexit fall-out; Climate crisis – greener economy; Public procurement to support manufacturing; TUC Group on Furlough; GKN Automotive; Liberty Steel; Pandrol; Freeports; Manufacturing Strategy; Transition support; Infrastructure projects.

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.257**

### **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: On-line campaigning; support for industrial members; Palestine Rally; People’s Assembly national demonstration; Unemployment; Universal Credit uplift; Accessing Benefits – new guide; Corporate Welfare; Unity over Division Charter; 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.”

**10. DEPARTMENT DIRECTORS' REPORTS****Minute  
No.258****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: Mental Health Taskforce; the Environment Taskforce; 'Just Transition'; Environmental Charter; Environmental Quarterly; Tutor Training.

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

At the close of consideration, the Council

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

**11. CONSTITUTION & ADMINISTRATION****Minute  
No.259****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 drew the Council's attention to a report that will be taken later in the meeting in relation to the Constitutional Timetable 2022/28. To avoid any confusion regarding the National Industrial Sector Conferences being held later this year, as contained in the timetable, it is proposed that these conferences take place next year, 2022 and not this year.

**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.

## Central Office

- National Officer (Health) Jacalyn Williams

## South East

- Regional Co-ordinating Officer Jamie Major
- Regional Officer Kushi Hussein

## South West

- Regional Officer John Sweeney

## East Midlands

- Regional Co-ordinating Officer Scott Lennon
- Regional Women's & Equalities Officer Neelam Verma

## West Midlands

- Regional Officer Stuart Davies
- Regional Officer Simon O'Keeffe

## Ireland (ROI)

- Regional Officer Jean O'Dowd

The Chief of Staff reported that the General Secretary Election has been the major focus of the administration of the union over the last period. It has generated an enormous amount of work and he recorded his thanks to the Admin Team to whom the union owes a huge debt of gratitude.

On giving an interim report on the conduct of the election, he reported on correspondence with a number of Council members in regard to eligibility of particular workplaces. The list of workplaces has proved to be a fraught issue even though the list was as robust as it could be made and there were minor mistakes which would not have affected things. The CoS recommended that the Council return to this rule ahead of the next Rules Conference of the union.

The nomination process is coming to an end and as of lunchtime today, 1,302 nominations had been received with 24 hours still to go so the final total could be around 1,500. 75 nominations are waiting to be validated, 46 nominations have been queried and had to be returned for further clarification. 5 nominations were ruled invalid by the Returning Officer. Listed below are the current number of nominations for each candidate:

Gerard Coyne secured 180  
Howard Beckett secured 274  
Sharon Graham secured 293  
Steve Turner secured 429

All candidates seeking nomination have secured enough nominations to be included on the ballot paper. Voting will start from 5<sup>th</sup> July and run until 23<sup>rd</sup> August 2021.

There have been a number of complaints as would be expected. Very little that has been serious, all relatively minor complaints including examples of improper behaviour by employees which has been dealt with through the normal disciplinary procedures. Data and use of data but no breach of the Union's data resources. Only one matter referred to the Election Commissioners and that has been dealt with. Over the next few weeks preparations will be made for the ballot and that will be starting on schedule.

The Chief of Staff drew the Council's attention to the hostile media attacks on the Union which have been dealt with by himself, the General Secretary and Pauline Doyle, Director of Communications. These attacks are not attacks on candidates but on the Union and are designed to besmirch Unite's reputation with our members and the general public but Unite will stand strong in the face of these attacks.

The Chief of Staff advised the Council that it was necessary to agree nominations for the TUC General Council and it was proposed that the current nominees be renominated to which the Council agreed.

#### Section A

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

#### Section E

- Susan Matthews (BAEM Member)

#### Section H

- Dave Allan (Disabled Member)

The Assistant Chief of Staff, Adrian Weir reported to the Council in relation to Rule 27 that complaints had been made describing intimidatory behaviour and including inappropriate use of social media. Authority of the Council was sought to instigate Rule 27 procedure to which the Council agreed. The Chief of Staff gave a detailed explanation in relation to Rule 27 and cyber bullying and drew the Council's attention

to the fact that the General Secretary may suspend a member under delegated powers if this is deemed to be in the interests of the union.

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

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

*TUC Gold Award* – The resolution was submitted by the UCATT NISC and called on the Union to support the call for the Shrewsbury 24 Campaign to be awarded the TUC Gold Award. In response, the Council supported the resolution.

At the close of consideration, the Council

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

**Minute  
No.260**

**11.3 Constitutional Committees – Electoral Period 2021/24**

A document detailing the configuration of outstanding Constitutional Committees for the 2021/24 electoral period had previously been circulated to the Council and was verbally supplemented by Assistant Chief of Staff, Adrian Weir.

At the close of consideration, with the exception of Frank Morris and Tony Seaman who objected to the composition of the UCATT Committees, the Council

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

**Minute  
No.261**

**11.5.1 EC Guidance: Rule 9.9 Young Members’ Seats on RISCs and NISCs**

A written document 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 EC Guidance be agreed.”

**Minute  
No.262**

**11.5.2 EC Guidance: Rule 22.4 Political Fund (Regions)**

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 EC Guidance be agreed.”

**Minute  
No.263**

**11.4 Constitutional Timetable 2022/28**

A detailed written report 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 Constitutional Timetable 2022/28 be adopted.”

**12. FINANCE****Minute  
No.264****12.1 Finance, Property & Pensions Report**

The financial results for Unite overall in the first 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 £42.9 million, down £3.3 million when compared to the same period a year ago. When compared with the quarterly averages for 2019-2020, this quarter's number is down by only £200,000.

Contribution Income excluding Driver Care was down £3.2 million and Legal Income was also down by £0.4 million compared to last year.

Total Recurring Expenditure totalled £34.1 million during the period – a decrease of £5.8 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 the ongoing Covid-19 pandemic.

Employment Costs excluding Organising of £15.2 million were down £0.3 million versus 2020. Taken together, Employment Costs including Organising amounted to 40.8% of Income in the quarter, up from last year's comparative figure of 38.6%. This is however due to the fluctuation in Income rather than an increase in employment costs.

Investment Income, from dividends and interest amounted to £0.1 million in the quarter, up versus 2020. 2020 saw Global Stock Markets and Worldwide Economies suffer extremely volatile 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 £1.73 million when compared to the pre-covid December 2019 value.

As a consequence, Unite recorded an overall surplus for the quarter of £8.5 million.

The Union Dispute fund balance at the end of the quarter was £45.6 million. Dispute Benefits payments totalling £1,034,261 were made during the period.

The Assistant General Secretary updated the Council on property matters.

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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**THIRD DAY, 9<sup>TH</sup> JUNE 2021**

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

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The Chair advised the Council that the 8 month strike at Bromley library had been successfully concluded. The Council member gave a brief outline of how the strike had

progressed and recorded her thanks to the Regional Officer and the Leverage Department.

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

Minute  
No.265

### 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 political context remains dominated by the ongoing Covid-19 crisis and its ramifications. Developed countries are clearly well ahead of developing countries in terms of vaccine roll out with countries such as India and Brazil now in extremely bad situations with the virus and death rates beginning to spiral out of control. Despite the US supporting the Trip Waiver demands to lift patent restrictions for poorer countries, many others, such as the UK and Germany, are still refusing to endorse this call. At the same time repressive regimes throughout the world continue to use the situation to dramatically increase the level of repression and violence used against opposition and civil populations as witnessed in Myanmar, Colombia and Israel.

Multinational companies continue to undertake dramatic restructuring programmes to adapt to the changed circumstances created by the Covid-19 crisis and the negative effects of Brexit. Support and assistance have been given to Officers and Reps in Saffran, GKN, GE, Siemens, Engie, Amcor, Veolia/Suez, Cargill, Goodle, Menzies, Norwegian Air and GSK.

The work of the European and Global Trade Union Federations continues and two full congresses – those of UNI-Europa and IndustriALL-Europe – having taken place online. European organisations have been discussing the ramifications of Brexit and pledging to strengthen solidarity and co-operation in response. Maximum use continues to be made of online meetings in relation to multinational companies and restructurings.

The recent upsurge of violence in Pakistan following attempts to ethnically cleanse the East Jerusalem neighbourhood of Sheikh Jarrah, created a huge demand for support for demonstrations, statements and other actions. The International Department gave full assistance and participated fully in efforts to maximise solidarity and political pressure. Similarly, the appalling situation in Colombia has also led to a surge in demand for support and solidarity actions.

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

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

*Extension of electoral period for CAT Sector* – The resolution was submitted by the CAT NISC and called on the Union for support for an extension of the electoral period for the CAT Sector. In response, the Council agreed to remit the resolution back to the NISC.

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.266

### 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:

- Toxic Cabin Air
- Grenfell Tower Disaster
- Update on Blacklisting cases
- Strategic Review on Undercover Policing Inquiry
- Civil Liabilities Act & Small Claims Limit
- Certification Officer Cases & Judgements and other Tribunal Matters
- Legal Cases of Significance
- Industrial Dispute Report/Industrial Action Statistics

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.267**

**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
- UIA
- Benevolent Fund
- Mental Health Helpline

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.268**

**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: Union funded subscriptions; Furloughed and other reduced rates; PayPal; and Statistics.

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.269**

**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: CPPT; Workers Transition; Syngenta; Services; Hospitality; Chefs health & safety; Sexual Harassment; CMA; Post Office accepted offer; Royal Mail; Young Members; Fire & Rehire; Gibraltar – Workers' Memorial Day; and Workers' Rights – Recognition.

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

At the close of consideration, the Council

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

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

**Minute  
No.270**

### **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 reports that the work of the political team continues to link industrial with political and supporting industrial campaigns. The focus has also been on bringing about a change in legislation in relation to Fire and Rehire.

The Executive Director also referred to the following areas:

- The Queen's Speech
- Fire and Rehire
- Parliamentary Activity
- Industrial Work
- Freeports
- The Budget
- International Solidarity
- Political Campaigns
- Shadow Cabinet reshuffle
- Political Education – Lunch & Listen
- Labour Party – Delegate Recruitment
- Super Thursday – elections
- Election fallout

The Executive Director advised the Council that nominations had now closed for the Labour Party NEC and the following Unite nominees were confirmed.

NEC	Howard Beckett and Jayne Taylor
NCC	Lesley Mansell and Julian Allam
CAC	Mick Murphy

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

The General Secretary supplemented the report in detail and shared his comments and thoughts on the situation with the Labour Party. He then invited the Council to share their thoughts and ideas in relation to the Labour Party and a detailed discussion ensued.

Assistant General Secretary, Howard Beckett commented on the current situation with the Labour Party and his view going forward.

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

The General Secretary thanked the Council for their comments and contributions and remarked that he took an element of fighting back from the debate which is what he had wanted to hear from the Council as it is the Executive Council who will have to make difficult decisions going forward.

At the close of consideration, the Council

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

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

**Minute  
No.271**

##### **14.1 Unite Conference & Education Centre, Birmingham**

A member of the Council drew the Council’s attention to the Union’s policy of free sanitary products in all Unite buildings and asked that the new Conference & Education Centre be included in that. In response, the Council were advised that this would be complied with.

At the close of consideration, the Council

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

**Minute  
No.272**

##### **14.2 Construction Panel Report**

A member of the Council enquired if the report from the Construction Panel had been forgotten. In response, the Council were advised that the panel had requested an extension to enable further interviews to be conducted and the report will be presented to the next meeting of the Council.

At the close of consideration, the Council

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

**Minute  
No.273**

##### **14.3 Hotel Review**

A member of the Council requested that Council members post a review of the new hotel and facilities on the hotel website and Trip Advisor. In response, the Council were encouraged to post reviews as it will show members what is available for people to use in the future.

At the close of consideration, the Council

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

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

**Minute  
No.274**

##### **10.1 Political Report continued/...**

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

*Covid-19 Job Retention Payment Scheme & Self Employment Financial Assistance Scheme* – The resolution was submitted by the UCATT NISC and called on the Union to act urgently to ensure that members who work in industries where employment changes are frequent to not miss out on financial support. 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.275****11.1 Central Office Departments & Administration continued/..**

The Chief of Staff updated the Council on the latest nomination figures with 1,473 nominations received and advised that the final numbers would be emailed to Council members tomorrow.

Gerard Coyne secured 189  
Howard Beckett secured 311  
Sharon Graham secured 337  
Steve Turner secured 510

34 nomination papers had been ruled invalid by the Returning Officer for breach of guidelines.

At the close of consideration, the Council

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

**Minute  
No.276****Documentation**

The Executive Council noted that all documents specified within the Minutes had been circulated to all members of the Council and were filed on the records of the Council.

As this would be Len McCluskey's last Executive Council meeting as General Secretary, the Chair paid a personal and professional tribute to him highlighting his many achievements over the years in office. The Council responded with a standing ovation for the General Secretary.

The General Secretary then addressed the Council for the last time. He expressed his feelings and gratitude to many of his colleagues in Unite, including the Central Office administration team, the Assistant Chief of Staff, the executive officers of the union, the Chief of Staff and the Executive Council. He also express his particular personal thanks to the Chair, Bro. Tony Woodhouse.

**The Meeting of the Council  
thereupon terminated**