



3.1

MINUTES AND RECORD

of the

EXECUTIVE COUNCIL

HELD AT UNITE HOUSE, HOLBORN, LONDON

AND VIA ZOOM VIDEO CONFERENCE

ON 5TH, 6TH & 7TH SEPTEMBER 2022

PRESENT:

MEMBERS: Suzanne ABACHOR, David AGBLEY, Julian ALLAM, Dave ALLAN, Richard ALLDAY, Nigel ATKINSON, Debi BELL, Cliff BOWEN, Gary BUCHAN, Chris CADMAN, Mary CALLAGHAN, Mick CASEY, Eddie CASSIDY, John COOPER, Mick DARLINGTON, Patricia DAVIS, Jenny DOUGLAS, Ken DRURY, Andrew DYER, Hayley GARNER, Noel GIBSON, Jas GILL, Jacob GODDARD, Matt GOULD, Andy GREEN, Ruth HAYES, Steve HIBBERT, Nick JEFFERY, Zimeon JONES, Trudi LANIGAN, Lesley MANSELL, James MASON, Susan MATTHEWS, Helen McFARLANE, Therese MOLONEY, Frank MORRIS, Tom MURPHY, Kerry OWENS, Howard PERCIVAL, Simon ROSENTHAL, Maggie RYAN, Tony SEAMAN, June SHEPHERD, Michelle SMITH, Kathy SMITH, Ken SMITH, Monica SORICE, Jane STEWART, Nigel STOTT, Fiona TATEM, Jayne TAYLOR, Steve THOMPSON, Nick WAREING, Phil WISEMAN, Tony WOODHOUSE

EX OFFICIO: Sharon GRAHAM (General Secretary)
Gail CARTMAIL (Executive Head of Operations)
Simon COX (Senior Advisor to the General Secretary)
Emma GIBBONS (Finance Director)
Janet HENNEY (Head of Constitutional Administration)
Diana HOLLAND (Assistant General Secretary)
Hannah REED (Co-ordinator of Constitutional Affairs)
Steve TURNER (Assistant General Secretary)
Christian DUO (Observer, Gibraltar)
Mark PORTER (Observer, Aerospace & Shipbuilding Sector)

IN THE CHAIR: Tony WOODHOUSE

FIRST DAY, 5TH SEPTEMBER 2022

Minute
No.532

1. APOLOGIES

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

Name	Session	Circumstances
Lisa Colquhoun	All sessions	Illness
Christian Duo	Tuesday & Wednesday	TU Business
Andrew Dyer	Monday & Tuesday a.m.	TU Business
Jas Gill	Wednesday	Work commitments
Wendy Gilligan	All sessions	Bereavement
Jacob Goddard	Wednesday	Personal
Matt Gould	Monday	Personal
Zimeon Jones	Tuesday	TU Business
Trudi Lanigan	Tuesday	TU Business
Susan Matthews	Wednesday a.m.	Personal
Max O'Donnell-Savage	All sessions	Bereavement
Tony Pearson	All sessions	Holiday
Tony Seaman	Tuesday p.m	TU Business
Nigel Stott	Tuesday	TU Business
Fiona Tatem	Monday	Personal
Jayne Taylor	Monday & Tuesday a.m.	TU Business
Dave Williams	All sessions	Holiday
Phil Wiseman	Wednesday	Personal
Chris Young	All sessions	Holiday

Having full appreciation of the circumstances as reported, the Council

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

2. ANNOUNCEMENTS

There were no announcements to report to the Council.

3. EXECUTIVE COUNCIL MINUTES

Minute
No.533

3.1 Receipt of Minutes

The Minutes of the Meeting of the Executive Council held on 6th, 7th, 8th & 9th June 2022 were duly submitted.

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

3.1.1 Matters Arising out of the Minutes

Minute
No.534

3.1.1.1 Min.496 Report of the General Secretary

A member of the Council requested an update on the review into how to improve the use of Accredited Support Companions in unorganised workplaces. In response, the Executive Head of Operations reported that the Regional Secretaries had been reminded about the use of ASCs and there had been a good response in respect of that. The issue of ASCs will be included in the review of Legal Services which is intended to meet prior to the December meeting of the Council.

At the close of consideration, the Council

RESOLVED: "That the report be accepted."

Minute No.535 3.1.1.2 Min.497 Proposed Policy on Declaration of Interests and Register of Gifts

A member of the Council asked if an amended document would be presented to the Council. The General Secretary reported that the proposed policy had gone to the bargaining groups of Officers, Staff and Organisers who, were supportive of the proposal but had raised a number of issues and requests for clarification. The final document will be sent to the Council when it is agreed.

At the close of consideration, the Council

RESOLVED: "That the report be accepted."

Minute No.536 3.1.1.3 Min.498 Round-up Notes of Officer & Stand Down Officer Recruitment Process

A member of the Council referred to the working group that had been set up and the report that was due to be brought to this meeting of the Council. In response, the Executive Head of Operations reported that it had not been possible for the preliminary meeting of the working group to take place in August due to the unavailability of some members of the group. It is expected that the group will meet prior to the December meeting of the Council and a report of the meeting will be given.

At the close of consideration, the Council

RESOLVED: "That the report be accepted."

Minute No.537 3.1.1.4 Min.508 Constitutional Matters

A member of the Council referred to the intended discussion on shop stewards in relation to how many and where they are and also in relation to guidance on invitations to meetings. In response, the Executive Head of Operations reported that there is a lot of work and analysis involved in relation to these issues and there is a response in the Equalities report to the question that was raised in association with newly elected representatives. In respect of EC guidance on constitutional issues and who can be invited to meetings, there is a note on that which can be issued to the Council.

At the close of consideration, the Council

RESOLVED: "That the report be accepted."

Minute No.538 3.1.1.5 Min.508 Constitutional Matters

A member of the Council referred to the discussion at the previous meeting in relation to Community membership in the South East region and the need to cleanse the membership in all regions and requested an update on this issue. In response, the Executive Head of Operations reported that all Regional Secretaries have been asked to cleanse the membership and the criteria for financing proposals has been issued to them. The reports from the regions on the cleansing show that in most cases it has been completed with just one or two still in progress.

At the close of consideration, the Council

RESOLVED: "That the report be accepted."

RESOLVED: "That the Minutes of the Executive Council held on 6th, 7th, 8th & 9th June 2022 be adopted."

4. FINANCE & GENERAL PURPOSES COMMITTEE

Minute
No.539

4.1 Receipt of Minutes

The Minutes of the Finance & General Purposes Committee held on 14th July 2022 were duly submitted.

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

At the close of consideration, the Council

RESOLVED: "That the Minutes of the Finance & General Purposes Committee held on 14th July 2022 be noted."

5. GENERAL SECRETARY'S REPORT

Minute
No.540

5.1 Report of the General Secretary

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

The General Secretary reported that it had been a very busy twelve weeks since the last meeting. Liz Truss is about to become the new Prime Minister against a backdrop of the retail price index at 12.3% which is currently predicted to move to 16% and beyond before it starts to level out. These are serious issues for the Union in the deals being achieved for our members. The Tory Government also intends to pass a number of anti-union laws. The General Secretary made the point that the Union will be ready for all eventualities. If the Union is organised then it can mobilise and meet the challenges. So, most of the focus will be in the industrial arena and making sure the Union is prepared for the eventualities coming down the road. Employers are now aware that the General Secretary is involved in the disputes.

The General Secretary referred to the Unite Investigates document on profiteering which has been very successful as we have been looking at things happening in the economy and not just accepting what we are told. For example, the energy price cap has just moved to £3,450 - it has gone up to £2,200 this year - and £680 of that increase - over 30% - is pure profit. A second document is coming out which will be featured in the Financial Times looking at the industries where we believe there are huge profits but wages are being pushed down because of inflation and not keeping up with inflation.

The focus that Unite has been taking for more than a year on 'Jobs, Pay and Conditions' is being picked up by many other trade unions who are moving to take action and defend their members. There is, however, no point calling for general strikes if we don't have a strategy and if we don't know how we are going to win. The most important thing is that we do our best to win for our members.

The General Secretary reported that over the last 12 months we have been engaged in more instances of industrial action than at any time in our history. The fact that more and more of our members are willing to take action to defend their jobs, pay and conditions, points to a growing confidence within our ranks. The more disputes that we are having by sector and we win, more other members feel that they can win. There are 46 bus disputes and many double digit pay rises achieved where that produced confidence for other members to take action.

This spirit of confidence and winning has been on show in no better way than in Coventry. After 6 months of continuous strike action and a determined strike plus campaign, the dispute ended with a double digit above inflation pay rise and the Senior Shop Steward who was threatened to be sacked is back at work. This campaign proves

the point once again, that when we commit to the long haul, Unite can win, even in very difficult circumstances.

The General Secretary referred to the discussion at the last meeting in relation to political mobilisation and what the Union is doing. The message that 'the economy is broken' is resonating with our members who are experiencing the cost of living crisis. A number of communities have been identified where Unite will work to deliver deep organising around issues such as food poverty, pensions and the NHS.

The General Secretary highlighted the list of meetings she had been involved in since the last meeting.

The General Secretary referred to the Birmingham Hotel and Conference Centre and reported that the QC, Martin Bowdery is still conducting his investigation. It had been hoped that the report would be ready by now. However, it is important that it is done properly. Once the report is ready it will be made available to the Council and a conversation will be had as to how this could be narrated to our members and the wider public.

The General Secretary reported that the major focus of her work since being elected has been to get the Union on a very strong industrial footing. The Union needs to be strong to win pay negotiations for our members and although politics matter, we must get the industrial right. Since last year, an unprecedented 75,000 members have gone into dispute with a success rate of 80%. Over £150 million has been won for Unite members during a historic cost of living crisis with a total number of 450 disputes which has doubled since last August. The Council's attention was drawn to the list of significant wins/movements since the last Council meeting.

The General Secretary referred to the current bus disputes and the example of what the Union is trying to do with combines who are there for the co-ordination of the action within the sector. There have been 46 resolved disputes in the bus industry.

The General Secretary made reference to her discussion with a number of general secretaries of other unions with regard to the co-ordination of action.

The General Secretary reported on the first of the new development centres which had taken place. 100 activists had attended and due to the rail strike it had to take place via zoom. It was a very good event with excellent people on the call, some of whom have successfully applied for jobs.

The General Secretary advised the Council that she had spoken with around 150 Equality Reps and Equality Branch Officers to discuss plans for the future and emphasise the importance of the equality strands in the Union and also to hear about their experiences and ideas. A poll of the 150 reps showed 60 of them were new in the role.

The General Secretary highlighted the TUC March and Rally "We Demand Better" and the Durham Miners' Gala at which she had spoken.

The General Secretary referred to a zoom meeting that had taken place with Community Branch Secretaries and Chairs to discuss how to push forward with community campaigns.

The General Secretary reported on the recent Labour front bench attacks on striking workers and people attending picket lines and drew attention to the comments made by David Lammy and Keir Starmer.

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.541**

5.2 Cross Sector Discussion: Freeports

A detailed written report had previously been circulated to the Council and was verbally supplemented by Steve Gerard, National Co-ordinator.

Cross-Sector working groups of Reps and Officers have been established in each operational Freeport and the process of creating three new freeports has now begun in Scotland and Wales.

The National Co-ordinator drew the Council’s attention to examples of the industrial strategy contained in the written report and advised that assistance is now being given by the Research Department together with the Communications Department including a 2 minute film which explains what freeports will do and that we have effective organising in the freeports.

All Freeport zones will be connected by rail which is why it has been chosen as a central national campaign. The campaign is working with the Executive Head of Operations and the Organising and Leverage Department to discuss essential resources to assess what will be needed on a massive scale. Unite will probably be the only union taking this seriously.

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

At the close of consideration, the Council

RESOLVED: “That the report be accepted.”

SECOND DAY, 6TH SEPTEMBER 2022

IN THE CHAIR: Tony WOODHOUSE

6. REPORT OF ASSISTANT GENERAL SECRETARY, DIANA HOLLAND

**Minute
No.542**

6.2 Transport & Food Sector

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

The Council’s attention was drawn to the recent death of Roger Maddison, a former Unite Automotive National Officer.

The Assistant General Secretary referred to: New recognition agreements in Civil Aviation and Food & Drink; Covid impact; membership growth and fall-out; Industrial Sector Conferences; Committees & Elections; ETF Congress; Aviation; downstream oil distribution; UKMPA; Burston School Strike.

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.543**

6.1 Equalities

A detailed report had been circulated to the Council and was verbally supplemented by Assistant General Secretary, Diana Holland.

The Assistant General Secretary referred to: Get Me Home Safely campaign; ILO Convention 190 on Violence and Harassment; Equality pay gaps; Equality Reps and Branch Equality Officers event; Equality Development Centre; Low Pay Commission; International Domestic Workers Day; National Women’s Week; Membership information.

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

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

Disabled Workers facing cost of living crisis – The resolution was submitted by the National Disabled Members Committee and called on the Union to campaign with TUC, LP & others to push the UK Government to: 1) provide sufficient and necessary specialist and non-specialised support for disabled people; 2) introduce mandatory disability pay gap reporting. In response, the Council agreed to support the resolution.

At the close of consideration, the Council

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

12. DEPARTMENTAL DIRECTORS REPORTS

**Minute
No.544**

12.2 Report of the Education Director

A written report on the work of the Council had been circulated to the Council and was verbally supplemented by the Acting Director of Education, Siobhan Endean.

The Acting Director of Education referred to:

- Regional Education Programme
- Core Programme Curriculum Development
- National Education Programme 2023
- South West Young Member weekend school
- South East Summer School
- Bespoke workplace, political, combine and sector education
- ECS, CSC and CCNSG Programmes Summary
- Remote ECS testing
- Unite History Project

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

At the close of consideration, the Council

RESOLVED: “That the report be accepted.”

7. REPORT OF ASSISTANT GENERAL SECRETARY, STEVE TURNER

**Minute
No.545**

7.1 Manufacturing Sector

A detailed report had previously been circulated to the Council and was verbally supplemented by Assistant General Secretary, Steve Turner.

The Assistant General Secretary referred to: Recession; cost of living crisis; pay negotiations to address cost of living crisis; energy crisis; Interest rates; Global discussion on how to decouple gas from electricity and the cost of energy; nuclear module reactors; procurement; BAe Systems; Packaging; Cummins Engines.

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

At the close of consideration, the Council

RESOLVED: “That the report be accepted.”

14. REPORT OF ASSISTANT GENERAL SECRETARY, HOWARD BECKETT

**Minute
No.546**

14.1 Industrial and Other Membership Group report

A detailed written report had previously been circulated to the Council and in the absence of AGS Howard Beckett, the Service Industries and Young Members report was verbally supplemented by Assistant General Secretary, Steve Turner.

The Assistant General Secretary referred to: Hospitality sector; national hospitality app; mapping around key targets; Commonwealth Games; Safe City initiative; Royal Mail Group.

The Assistant General Secretary highlighted the meeting of the newly elected young members committee who are developing their own plans and structures and how the Union may help them with that. The National Young Members Conference will take place in October.

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.547**

8.1 Service Sectors

A detailed written report had been previously circulated to the Council and was verbally supplemented by National Officer, Dominic Hook.

The National Officer referred to: Coventry City Council dispute; Access to Cash Bill; worsening energy and cost of living crisis; Finance Sector; Health Sector consultative ballot; public sector – Ireland; Local Government green book consultation ballot; Local Government – Scotland; Public Sectors – Check-off; Tax Payers Alliance; Energy crisis.

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

At the close of consideration, the Council

RESOLVED: “That the report be accepted.”

THIRD DAY, 7TH SEPTEMBER 2022

IN THE CHAIR: Tony Woodhouse

9. CONSTITUTION AND ADMINISTRATION

Minute
No.548

9.1 Central Office Departments and Administration

A detailed written report had previously been circulated to the Council and was verbally supplemented by Executive Head of Operations, Gail Cartmail.

The Executive Head of Operations referred to a practice that will be adopted in relation to EC actions. Various actions come up that are raised by EC members and time is being spent to make sure these actions are implemented. Issues that arise in between EC meetings should be brought to her attention in order that they may be more helpfully dealt with.

The Council were advised of a cross sector exercise of analysis being carried out in identifying if there are shortages of shop stewards by sector or region. This information will be for discussion at a future Council meeting.

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

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.

National Officer – Energy & Utilities	Simon Coop
National Officer – Finance, Legal & GDPC	Caren Evans
NEY&H	
• Regional Officer	Sharon Bailey
• Regional Officer	Anna Lavery
• Regional Co-ordinating Officer	Richard Bedford
• Regional Co-ordinating Officer	Harriet Eisner
Scotland	
• Regional Officer	Dougie Orchardson
North West	
• Regional Co-ordinating Officer	Tanya Sweeney
• Regional Co-ordinating Officer	Neil Clarke
• Regional Officer	Howard Percival

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

TUC Retired Members Committee – The resolution was submitted by the National Retired Members Committee and called for Unite TUC General Council members to call on the TUC to: 1) have TUC Retired Member Officer who reports to the General Council, 2) report back to TUC RM Committee on General Council decisions. TUC Retired Members Committee to meet 3 times per year rather than the current twice. In response, due to the absence of the EC Retired Member, the Council agreed to remit the resolution.

National Day of Action: Cost of Living and Public Services – The resolution was submitted by the National Retired Members Committee and called on the Union to support a national day of action including strikes, peaceful protest and civil disobedience. In response, due to the absence of the EC Retired Member, the Council agreed to remit the resolution.

Cape Compensation (Asbestos) – The resolution was submitted by the East Midlands Regional Committee and called on the Union to campaign with TUC unions for early release of all papers and evidence in archives of major asbestos companies and their insurers; campaign for Cape and other major companies to each give a minimum of £10 million to fund medical research. In response, the Council agreed to support 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.549**

9.2 Constitutional Matters

A detailed written report had previously been circulated to the Council and was verbally supplemented by the Co-ordinator of Constitutional Affairs, Hannah Reed.

The Council were advised that preparations are well in place for the forthcoming constitutional conferences starting with the National Young Members Conference and Equality Conferences in October and moving to the National Industrial Sector Conferences in November. Preparations are under way for the Rules and Policy Conferences next July which will be the first time that the Rules and Policy Conferences will be brought together and will take place in the same week in July. The timetable for submission of motions, delegates and amendments was brought to the Council's attention. The timetable for the Rules Conference will be brought to the December meeting of the Council.

Reference was made to the distribution of delegates for the conferences in both the Health and Finance & Legal Sectors. It had not been mathematically possible to apply proportionality rules and independent seats for women and it was therefore proposed that the best solution would be to allow for 6 additional seats for women in the Health Sector and 1 additional seat for a woman delegate in Finance & Legal.

The Council's attention was drawn to the updated Standing Orders for Regional Committees and for the Retired Members' National Committee.

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

At the close of consideration, the Council

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

**Minute
No.550**

9.2.1 Draft Ballot Guidelines for EC Elections 2023-2026

A detailed written document had previously been circulated to the Council and was verbally supplemented by Co-ordinator of Constitutional Affairs, Hannah Reed.

The Council were advised that the Ballot Guidelines had been updated for two particular changes. The first is in relation to workplaces with more than 50 members and reflects the rule change and the second is that meetings can be held virtually to make nominations. Civica Election Services will be the Independent Scrutineer and Professor Lydia Hayes will be acting as the Independent Election Commissioner.

In order to meet BAEM proportionality requirements, additional seats have been allocated to West Midlands CAT and Health and an additional woman's seat has been allocated to the Passenger Sector.

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

At the close of consideration, the Council

RESOLVED: “That the documents be adopted.”

Minute No.551 **9.2.2 7th Policy Conference 2023 – Allocation of Delegates by Sector and Region**

A detailed document had previously been circulated to the Council and was verbally supplemented.

At the close of consideration, the Council

RESOLVED: “That the document be adopted.”

Minute No.552 **9.2.3 7th Policy Conference 2023 – Standing Orders**

A detailed document had previously been circulated to the Council and was verbally supplemented.

At the close of consideration, the Council

RESOLVED: “That the document be adopted.”

Minute No.553 **9.2.4 4th Rules Conference 2023 – Allocation of Delegates by Sector and Region**

A detailed document had previously been circulated to the Council and was verbally supplemented.

At the close of consideration, the Council

RESOLVED: “That the document be adopted.”

Minute No.554 **9.2.5 4th Rules Conference 2023 – Standing Orders**

A detailed document had previously been circulated to the Council and was verbally supplemented.

At the close of consideration, the Council

RESOLVED: “That the document be adopted.”

Minute No.555 **9.2.6 Outcomes from Constitutional Committee Elections**

A detailed document had previously been circulated to the Council and was verbally supplemented.

At the close of consideration, the Council

RESOLVED: “That the document be adopted.”

12. DEPARTMENTAL DIRECTORS REPORTS continued/....

Minute No.556 **12.3 Political Report**

A separate written report on political activities had been circulated to the Council and was verbally supplemented by Assistant General Secretary, Diana Holland.

The Assistant General Secretary reported that the political team continue to look at how the political work in the Union can support our members industrially.

The Council's attention was drawn to the Political Fund ballot which will take place next year and will need to be a key priority for Unite's political activities at all levels and across all departments. Preliminary discussions have taken place with the Certification Officer and it will be necessary for a rule change to be adopted. A full and detailed report including the rule change will be presented to the December meeting of the Council. The political fund ballot rules apply to England, Scotland and Wales with different legislation elsewhere and only those members will be included in the ballot. It is proposed that Civica Election Services be appointed as Independent Scrutineer for the ballot that has to be held by 6th June 2023.

Attention was also drawn to Labour's Employment Rights Green Paper – A New Deal for Working People which includes sectoral collective bargaining. This is a commitment that is important to our members especially to social care, hospitality and construction and there is a need to keep pressing to keep this at the top of the agenda.

The Assistant General Secretary also referred to the following areas:

- Regional and Parliamentary Reports
- Future Candidates Programme
- Unite and Labour Party NEC
- Labour Party Conference 2022
- Unite RLPL Conferences and Committees and NLPL Committee 2022-2025
- Political Education

Questions and comments from members of the Council were responded to and a discussion ensued in relation to the 'Enough is Enough' campaign. Several members of the Council expressed their views and agreed with the following statement:

"The 5 pillars of Enough is Enough seek to respond to real issues of concern for each and every family. The cost of living crisis is a concern for each and every one of us. However, the organisation also campaigns on trade union rights and the right to strike. The policy and strategy on these issues are matters for our EC and our union alone.

We already work with the Peoples Assembly, the Campaign for Trade Union Rights and the Institute of Employment Rights who promote our policies and strategies with the oversight of our senior officers and lay members.

We wish the campaign every success but our union cannot affiliate or endorse this campaign."

At the close of consideration, the Council

RESOLVED: "That the report be accepted."

10. REPORT OF ASSISTANT GENERAL SECRETARY, HOWARD BECKETT

**Minute
No.557**

10.1 Legal Report

A detailed report had been submitted to the Council including updates on various areas of the law and was verbally supplemented by Acting Legal Director, Stephen Pinder.

The Acting Legal Director referred to issues that had arisen during the report of the General Secretary in relation to the payment of tax and also Long Covid.

The issue relating to tax was about payments to settle any work disputes and payment for compensation for contracts. These cases are fact sensitive so cannot give a general rule to cover everyone. The norm now is the rules were changed and if you have any work payments that derive from employment you will have tax changes. Pay in lieu of notice is now taxable. In circumstances of free negotiation, people will be given tax free payments. It is better to assume everything is taxable but be prepared to be flexible and take advice if it becomes an issue.

With regard to Long Covid and Covid claims, the Acting Legal Director made reference to a recent employment tribunal case and advised that there is a campaign to have Long Covid designated as an industrial disease. This will impact on benefit payments and also personal injury claims. It has already been designated as an industrial disease across other countries and a campaign is needed to make sure it is designated as an industrial disease. It is something that is going to have a massive impact in the next few years.

The Acting Legal Director updated the Council in the following areas:

- Toxic Cabin Air Campaign
- Blacklisting
- Repudiation Report
- Strategic Review on Undercover Policing Inquiry
- Covid Public Inquiry
- Update on Legislation
- National Legal Report

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

At the close of consideration, the Council

RESOLVED: “That the report be accepted.”

11. FINANCE & PROPERTY

**Minute
No.558**

11.1 Finance and Property Report

A written report covering financial results for Unite for the second quarter of 2022 had previously been circulated to the Council and was verbally supplemented by the Director of Finance, Emma Gibbons.

The preliminary results indicate a trading deficit of £3.8 million for the second quarter of 2022. This was largely driven by a much higher total amount of payments from the Union Dispute Fund, as well as by the payment of international affiliations in this quarter.

Unite's operating income comes largely direct from member subscriptions. The rate at which membership has been dropping has steadied during the quarter to the end of June 2022 and it is important to keep track of our membership.

The Director of Finance drew the Council's attention to the pie chart in the document which shows how the Union's money is spent. Expenditure is being looked at in detail and a 3 year property and finance strategy is being developed for the Council. We are currently in a period of economic, political and financial unrest but we have a clear strategy to support members industrially. The strategy we bring will need reflect this operating context.

The Trustees of the Unite Pension Scheme met in June 2022 for a quarterly board meeting and the Pensions Working Group formed of four Executive Council member representatives have now also conducted their first meeting. There has also been sub-committee meetings of the Investment Committee and Administration & Governance Committee during the period. It is important for the Council to know that the pension scheme is well managed.

The audit for the year ending 31st December 2021 remains ongoing.

The Director of Finance updated the Council on the Union's property portfolio and work being undertaken.

The Union Dispute Fund balance at the end of the quarter was £38.1 million. Dispute Benefit payments totalling £3.5 million were made during the quarter and Dispute Benefit paid in 2022 exceeds that paid in the whole of 2021, and has continued to rise in the following quarter as a result of numerous and large actions.

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

The General Secretary supplemented the report and advised that since she had been elected, all areas of expenditure are being looked at. There is currently significant increased expenditure on disputes and in the next quarter there will be more spent on disputes. Together with the Director of Finance, they are trying to ensure that the Council get a full picture in the finance report. She also referred to union subscriptions which have not gone up since her election, despite rising inflation, in order to protect members suffering from the cost of living crisis. The General Secretary suggested that with the current financial situation impacting members, they should also probably not be increased next year.

At the close of consideration, the Council

RESOLVED: "That the report be accepted."

**Minute
No.559**

11.2 Low Pay Membership Subscriptions Proposal

A written document detailing the Low Pay Membership subscriptions proposal had previously been circulated to the Council and was verbally supplemented by the Director of Finance, Emma Gibbons.

The Union recognises that many people are unfortunately paid at minimum wage and in order for union membership to continue to be affordable to those who are on recognisably low pay, we offer a reduced subscription rate. The low pay rate has been £18,000 gross per year or £350 net per week since 2019.

It is recommended the low pay subscriptions are made available to those earning below £21,500 in UK and €25,000 for Republic of Ireland. This to be implemented from October 2022 and then reviewed annually.

Current Weekly Rates

Membership Type	Basic	Enhanced
Full time	£3.45	£3.75
Part time	£2.03	£2.18
Low Pay (<£18k)	£2.15	£2.45

Proposed Weekly Rates

Membership Type	Basic	Enhanced
Full time	£3.45	£3.75
Part time	£2.03	£2.18
Low Pay (<£21.5k)	£2.15	£2.45

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

The General Secretary supplemented the report and advised that there does need to be a membership rate review but suggested that for now, part time rates be kept and

we just change the low pay rate as proposed. Discussions can take place later with regard to the subscription review and the finance strategy.

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

Reduction of Union Subs during cost of living and fuel crisis – The resolution was submitted by the CPPT NISC and called for Unite subscription reduction for those earning under £22k. No reduction value suggested. In light of the previous comments, the resolution was withdrawn.

Lay Member Expenses – The resolution was submitted by the East Midlands Regional Committee and called on the Union to increase lay member expenses above HMRC guidance levels – but following HMRC additional expenses rules and putting in admin support for additional paperwork. The resolution was withdrawn.

It was agreed that a document on expenses would be circulated.

At the close of consideration, the Council

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

12. DEPARTMENTAL DIRECTORS REPORTS continued/.....

**Minute
No.560**

12.4 Report of the International Director

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

The International Director updated the Council on the current international political situation which remains extremely dangerous with the conflict in Ukraine intensifying and tensions in the South China Sea rising dramatically following the provocative visit of US House Speaker, Nancy Pelosi, to Taiwan. In addition to the appalling human suffering from the conflict, the world economy continues to be heavily impacted by the conflict and world food supplies endangered. The UK remains at loggerheads with the EU over the Northern Ireland Protocol with moves expected once the Tory leadership contest is completed and a new Prime Minister is in place. The situation in the Middle East remains extremely precarious with Turkey poised to make a new attack on North East Syria. In Latin America, the first ever progressive government has now been sworn into office in Colombia.

With reference to Brexit, although there have been no concrete moves to address the ongoing dispute in relation to the operation of the Northern Ireland Protocol, with Liz Truss as the new Prime Minister and given her previous statements on the matter, it is highly possible that the Protocol will be revoked through unilateral UK legislation which in turn may well create further serious difficulties with the EU. Inevitably this will apply in relation to the whole trading arrangement between the UK and the EU.

Work continues in all aspects of work in relation to the activities of multinationals where Unite has members. Preventing the expulsion of Unite reps from a number of European Works Councils continues to be a main element of activity, as well as devising strategies to maintain UK involvement where the company continues to refuse direct participation of UK reps, as is the case with IAG and Google. Significant support was given in relation to Leonardo and the company's attempt to close the pension scheme with steps undertaken to establish a company-wide combine. Additional support to GE reps and officers to deal with the separation of the company was provided, as well as support in relation to the ongoing strike at Rugby. Other activities in relation to multinationals included Siemens Energy, Caterpillar, Aeronova, and support for ongoing EWC negotiations in a number of companies.

The International Director referred to the impact of the war in Ukraine on the CPPT sector and the Food & Drink sector.

The Unite members of the Workers Uniting steering committee attended the USW Convention and played a full role in the events, including participating in side meetings and using the occasion to meet with other international guests. The International Director addressed the Convention on behalf of Unite and the Convention was also addressed by US Vice-President Kamala Harris, Secretary of State for Labour Marty Walsh, the US lead trade negotiator Katherine Tai, and Canadian NDP leader Jagmeet Singh. The interventions only serve to demonstrate the extraordinary pro-union attitude and actions of the Biden administration and put into perspective how dismal and weak the current stance and attitude of the UK Labour Party is.

Unite has continued to provide full support for the solidarity activities of the Palestine Solidarity Campaign and Labour and Palestine with a focus on the continuing violence against Palestinians under occupation and preparations for the coming Labour Party conference. The situation in Turkey, Iraq and North East Syria remains extremely bad with a threat of renewed Turkish invasion of North East Syria becoming ever stronger. Colombia has elected its first ever president from a left-wing coalition – Gustavo Petro who will serve a 4 year term. The new vice-president is social activist, Francia Marquez who is also a conflict victim, internationally celebrated environmental defender and the first black woman in the role. It is the first ever progressive government in Colombia's history and marks a huge watershed for progressive politics in Colombia.

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

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

War in Ukraine – The resolution was submitted by the National Retired Members Committee and called on the UK Government to: only supply weapons/training for systems to be used inside Ukraine (not Russia); give more support to UN for a negotiated rather than military settlement. In response, the Council noted the resolution.

13. STRATEGY FOR GROWTH

**Minute
No.561**

13.1 Organising & Leverage Report

A written report had previously been circulated to the Council and was verbally supplemented by Senior Organiser, Derek Thompson.

The department continues to focus our resources into defending our members and building growth in key areas across regions and nations. Significant organising resource has now been deployed into combines in buses and finance. Aviation remains a key sector for growth and a plan has now been developed and implemented across major airports in the UK.

The department also continues to support key national disputes with organising resource as agreed with the General Secretary and reps. The Coventry waste dispute has now ended with workers winning their demands. The department provided significant support and resource to our members in Coventry and to the suspended shop steward. The Senior Organiser also highlighted the disputes at Felixstowe and the Forth ports.

The department is now deploying organisers directly into key sectors to support combine work and growth plans are being implemented alongside issue based

organising. In line with the combine aims, organisers have been deployed into the 7 major bus companies of Arriva, Metroline, National Express, Stagecoach, First, Go Ahead and RATP. Organisers are on site working with local reps to build growth in garages and identify issues to campaign on and win for workers. Organisers are also supporting local areas that fall outside the 7 major companies across the country.

The department continues to provide support for our reps and members across key areas of Finance and Legal. Following on from previous actions and the success at Lloyds, organisers have now been deployed into Barclays, Lloyds, HSBC, Natwest (RBS), Aviva and Axa. Digital and remote organising techniques continue to be used due to working from home and geographical spread of the businesses.

Organisers are being used in every major airport across the country and work is being undertaken to map out the ground handling, cabin crew and service areas. Significant issues are being identified due to chronic staffing levels throughout the industry. All regions with airports are being brought together.

The Senior Organiser gave a very detailed report to the Council on the National Care Service for Scotland Campaign.

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

At the close of consideration, the Council

RESOLVED: “That the report be accepted.”

**14. REPORT OF ASSISTANT GENERAL SECRETARY, HOWARD BECKETT
Continued/...**

**Minute
No.562**

14.1 Industrial and Other Membership Group Report

A detailed written report had previously been circulated to the Council.

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

Public Sector Pay – The resolution was submitted by the London & Eastern Regional Committee and called for an immediate industrial action ballot of all public sector members and to fully resource the campaign. The resolution was withdrawn.

At the close of consideration, the Council

RESOLVED: “That the report be accepted.”

15. ANY OTHER BUSINESS

**Minute
No.563**

15.1 Birmingham Hotel and Conference Centre

A member of the Council requested that the Council be provided with the formula for the income received from the Birmingham Hotel and Conference Centre. The General Secretary gave a brief outline of the 30 year contract with the Marriott Hotel and advised that the Union receives 90% back on the cost of rooms booked which goes into the Black Horse account.

In response to the request for this to be placed on the agenda for the next Council meeting, the General Secretary advised that the Birmingham report is coming and this should be discussed at the meeting that will be called for the Council to receive the report.

At the close of consideration, the Council

RESOLVED: “That the report be accepted.”

**Minute
No.564**

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 Meeting of the Council
thereupon terminated**