



3.1

MINUTES AND RECORD
of the
EXECUTIVE COUNCIL
HELD AT TRANSPORT HOUSE, HOLBORN, LONDON
AND VIA ZOOM VIDEO CONFERENCE
ON 6TH, 7TH, 8TH & 9TH JUNE 2022

PRESENT:

MEMBERS: Suzanne ABACHOR, David AGBLEY, Julian ALLAM, Dave ALLAN, Richard ALLDAY, 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, Wendy GILLIGAN, Jacob GODDARD, Matt GOULD, Andy GREEN, Ruth HAYES, Steve HIBBERT, Nick JEFFERY, Zimeon JONES, Trudi LANIGAN, Lesley MANSELL, Susan MATTHEWS, Helen McFARLANE, Therese MOLONEY, Frank MORRIS, Tom MURPHY, Kerry OWENS, Tony PEARSON, Howard PERCIVAL, Simon ROSENTHAL, Tony SEAMAN, June SHEPHERD, Michelle SMITH, Kathy SMITH, Ken SMITH, Monica SORICE, Jane STEWART, Nigel STOTT, Fiona TATEM, Jayne TAYLOR, Steve THOMPSON, Nick WAREING, Dave WILLIAMS, Phil WISEMAN, Tony WOODHOUSE, Chris YOUNG

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, 6TH JUNE 2022

Minute
No.492

1. APOLOGIES

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

Name	Session	Circumstances
Dave Allan	Wednesday a.m	Unwell
Nigel Atkinson	All sessions	TU Business
Cliff Bowen	Tues pm, Weds & Thursday	TU Business
Lisa Colquhoun	All sessions	Illness
Wendy Gilligan	Wednesday & Thursday	Personal
Jacob Goddard	Tuesday pm	TU Business
Matt Gould	Wednesday & Thursday	TU Business
Andy Green	Tues pm, Weds & Thursday	TU Business
Ruth Hayes	Tuesday a.m.	TU Business
Trudi Lanigan	Monday pm, Tues pm Weds am	TU Business
James Mason	All sessions	Personal
Frank Morris	Monday pm, Tuesday	TU Business
Max O'Donnel-Savage	All sessions	Personal
Howard Percival	Wednesday pm	TU Business
Mark Porter	Wednesday	TU Business
Maggie Ryan	All sessions	TU Business
Tony Seaman	Tues pm & Thurs am	TU Business
Ken Smith	Monday pm,	TU Business
Jane Stewart	Tuesday am	TU Business
Nigel Stott	Tuesday pm & Weds pm	TU Business
Jayne Taylor	Tuesday pm	TU Business
Steve Thompson	Wednesday pm	TU Business
Phil Wiseman	Thursday	Personal

The Council were advised that Nigel Atkinson had sent his apologies as he is supporting his members at Arriva Yorkshire in a live dispute and the General Secretary will be supporting these members on the picket line next week. The Chair read out a statement of solidarity with the Arriva Yorkshire workers on strike to be sent on behalf of the General Secretary and the Executive Council.

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.493

3.1 Receipt of Minutes

The Minutes of the Meeting of the Executive Council held on 7th, 8th, 9th & 10th March 2022 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 7th,8th,9th & 10th March 2022 be adopted."

4. FINANCE & GENERAL PURPOSES COMMITTEE

Minute
No.494

4.1 Receipt of Minutes

The Minutes of the Finance & General Purposes Committee held on 14th April 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 April 2022 be adopted.”

Minute
No.495

4.2 Receipt of Minutes

The Minutes of the Finance & General Purposes Committee held on 12th May 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 12th May 2022 be noted.”

5. GENERAL SECRETARY’S REPORT

Minute
No.496

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 with inflation now standing at 11.1%, companies firing and rehiring, and the P & O situation, Unite has compiled a report, Corporate Profiteering and the Cost of Living Crisis, that will be launched tomorrow. It has been said on a number of occasions that workers pay is the reason for the second spike in inflation which is not true. The report looks at the 350 top companies in Britain and the profit margins are up 73% since the beginning of the pandemic. If you take energy out of that, profit margins are up 52%. The idea that workers’ wages are causing the second spike is not true but the extra profit being put on prices is causing inflation. The report goes through what the ONS have said that actual profit margins are increasing but it can be broken down by sector and stewards will be getting the report to they can also use it.

With reference to the Profiteering Commission, politicians and a conversation with a Labour Group of Socialist MPs, it is clear that no one has a road map to get the country out of where we are and this is now time for the trade union movement to be reborn and time for us to drive some of these things forward and we have the action and the narrative. It is profit margins pushing inflation through the roof, not wages.

The General Secretary reported that she will be speaking at the TUC ‘We Demand Better’ protest in London and it is important that this event is as much about what the Union can do, as well as what the Government is not doing. Conversations have taken place with General Secretaries of other unions on the need to come together and push these things through.

The General Secretary reported that since her election, Unite has been involved in over 300 disputes and those disputes covered over 52,000 members who have been involved in the disputes, some of which have been long running disputes. Three in four

disputes are being won but we won't win all disputes but some have gone on too long and not had resources needed and we need to make sure they are resourced in the right area.

Following the recent round of elections, over 1,000 new reps have come into Unite and this links into the education debate about how stewards come in, what they are trained in and how we make sure they are able to get resources they need very quickly.

Reference was made to the list of meetings the General Secretary had been involved in and these fall into three categories: industrial category – being on picket lines, speaking with stewards; political – big P and small p and media where we are trying to put the message out we are an industrial organisation here for workers but are a political organisation; and wanting to win around mobilisation.

The General Secretary drew the Council's attention to a number of disputes that were worth highlighting: Chep UK, BMW Cowley and Rudolph & Hellmann; Local Authorities in Northern Ireland; and Svitzer. There have been a number of co-ordinated action wins in waste refuse in Councils and also buses. The combines are in the early stages but they can speak to each other in relation to their disputes.

The Coventry dispute is now in the final throes of this dispute. In one part, it is done and the second part which was the sacking of the steward, we are currently in talks about his return.

The General Secretary reported that she had met with reps and Officers in Gibraltar to discuss what is happening there with public service members and what the government is doing. A three point plan was agreed with the reps and Officers.

With reference to the Energy Sector, the General Secretary had brought together EC members and Officers to talk about decarbonisation. The less reliance on gas means jobs will go in those industries but we are also looking at the 480,000 skilled jobs coming in 2030 and what does green jobs mean in terms of the economy, what is the long term plan for decarbonisation and what is the impact on jobs. A document will be drawn up with more sectors involved.

A number of meetings with stewards and convenors from different part of the country and sectors had taken place. A key meeting was with the convenor of Felixstowe Docks and an important conversation about automation happening at Felixstowe Docks. The docks are to be run by machines rather than people and the company are saying jobs will go by natural wastage. This is the beginning of the conversation about automation in Felixstowe Docks and it is an important moment for Unite if agreement can be reached on technology.

The General Secretary referred to the Unite hospitality members who are very good reps but have no recognition. They are representatives of workers and discussions are ongoing as to how Unite can become the union for hospitality workers.

Meetings have taken place with National Officers by Sector to discuss priorities and strategy going forward.

The General Secretary advised that details of all the national agreements the Union has will be brought to the next meeting of the Council. There are 189 agreements in total in the Union and by Sectors we need to know what agreements we have and also geographically what agreements we have.

Work is being undertaken to improve the bargaining tools for reps and Officers. An online App is being designed for employees and Officers in particular. The aim of the Gateway App is to allow Officials easy access to the information we hold relevant to their allocations.

The General Secretary referred to the investigation into the Birmingham Hotel and Conference Centre which is still ongoing. Once the investigation is completed the QC will be asked to present his report to the Executive Council and a special meeting will be called if necessary.

The General Secretary highlighted the need for a policy on the declaration of interests and register of gifts. A document had been circulated to the Council and would be discussed later in the meeting.

The General Secretary referred to the recent local elections which had been a mixed bag of results. In London, Labour did well but it did not break through in the red wall areas and it is hoped they will pick up some of the issues being talking about to deal with that. As an organisation fighting for workers and communities, we are talking about mobilisation that will connect to the political strategy and pensions are included in this. Where an employer has the ability to pay, we could open a campaign for employers to open occupational pension schemes which would protect pension schemes that are being slaughtered. The General Secretary had met with Jan Shortt from the National Pensioners Convention to discuss this.

The General Secretary referred to the discussion at the last meeting of the Council in relation to the Labour Councillors pledge. A simple industrial statement was sent to over 500 Unite backed Councillors to sign and after the deadline passed prior to the elections, we had 115 signatories. The Regional Secretaries now have the lists of councillors and will try again to get more to sign.

With reference to the Spring Budget and the Queen's Speech, it came as no surprise that employment rights were completely missing from the speech. It shows that the Union can campaign as much as it likes but Labour is not in power and the Tories are going to become more hard line where strikes are concerned. The question is how do we respond and assist any members in dispute and this is currently being worked on.

The General Secretary reported on her robust meeting with the Socialist Campaign Group who had come to discuss their link with Unite. They were questioned on their support for the sacked shop steward in Coventry which had been none and were advised that if they defend workers, Unite will be behind them and support them. Another meeting is scheduled to take place.

The first equalities Development Centre will take place on 25th June with more than 200 already registered for it. EC members will be there and will take people through the different roles in the Union and try and encourage people to come forward.

The General Secretary had met with the National Young Members Committee and following the agreement by the Policy Conference, an advert has gone out for a Co-ordinating Officer for Young Members. There will be a panel convened and the EC will appoint that position.

The General Secretary spoke at the Unite Fringe meeting at the TUC Disabled Workers Conference which was a very positive event.

The General Secretary met with the National Retired Members Committee and discussed how they will be serviced going forward with more support not less support.

The General Secretary referred to her discussions with AGSs, National Officers and Regional Secretaries around growth and looking at opportunities for growth in every region.

The General Secretary welcomed Emma Gibbons, the newly appointed Finance Director and Stephen Pinder, who will be looking after our legal affairs in Howard Beckett's absence.

The EC Sub-Committee for Pensions elected at the last meeting has now met and are looking at the Officers and Staff Pension Scheme to make sure there are no issues around that.

The Union is currently looking at ways to improve member call pick up and the General Secretary will now get a weekly list of pick up rates of member calls regionally. The pick up rate has been between 49% and 86% and with the system that has been trialled in Wales, calls can be rerouted and the pick up rate should be over 95% and members speak to a person and have issues dealt with. It is intended that phones will be answered between 08.00 – 18.00 hours Monday to Thursday and 08.00 – 17.00 hours on Friday. It is also intended for calls to be picked up between 08.00 – 12 noon on Saturday.

Discussions have taken place with Regional Secretaries in relation to Accredited Support Companions and it is proposed that the rate be increased to £45 for half day and £90 for full day. Peter Hughes has been appointed to lead a review into how to improve the use of ASCs in unorganised workplaces.

With reference to the Legal Oversight review, 24 EC members have asked to be part of the review which will be undertaken by Gail Cartmail and involvement from Stephen Pinder.

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.”

5.2 Cross Sector Discussions

**Minute
No.497**

5.2.1 Proposed Policy on Declaration of Interests and Register of Gifts

A written document had previously been circulated to the Council and was verbally supplemented by the General Secretary.

This is a standard policy on the register of gifts and its purpose is to protect the integrity of Unite and our decision making process.

Questions and comments from members of the Council were responded to and in light of the comments made, the document will be amended.

At the close of consideration, the Council

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

**Minute
No.498**

5.2.2 Round-up Notes of Officer and Stand Down Officer Recruitment Process

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

The document reflects the detailed and in-depth conversation at the March EC meeting and includes some excellent and practical suggestions that have been incorporated. The discussion proposed that a working group be set up to discuss these ideas in more detail and report back to the September EC meeting. The proposed group is as follows:

Susan Matthews	EC BAEM member
Dave Allan	EC Disabled Member
Jane Stewart	EC Women's Member
Jenny Douglas	EC LGBT+ Member

Andy Green EC Member
John Cooper EC Member

It is acknowledged that equality proofing is critical and needs to be right at the beginning.

The General Secretary supplemented the report and reported that the working group reflects the equality strands. Both the General Secretary and the Chair will be part of the working group and the report will come back to the EC in September.

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

At the close of consideration, the Council

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

SECOND DAY, 7TH JUNE 2022

IN THE CHAIR: Tony WOODHOUSE

6. REPORT OF ASSISTANT GENERAL SECRETARY, DIANA HOLLAND

**Minute
No.499**

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 Assistant General Secretary referred to: Membership; New recognition agreements; Transport Workers United – Ready for the Challenge; Supply Chain Due Diligence; The future for Aviation; ETF Congress; National Minimum Wage independent research.

Questions and comments from members of the Council were responded to and as a consequence of the discussion on Freeports, the General Secretary advised there will be a separate report on Freeports to be presented to the Council at future meetings which will details what has been done and what will be happening in the next three months.

At the close of consideration, the Council

RESOLVED: “That the report be accepted.”

8. REPORT OF ASSISTANT GENERAL SECRETARY, GAIL CARTMAIL

**Minute
No.500**

8.1 Service Sectors

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

The National Officer referred to: Cost of Living Crisis; Re-opening of wage negotiations; Pay Review body; Public Sector meeting; Police Staff; Lloyds Bank.

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. DEPARTMENTAL DIRECTORS REPORTS

**Minute
No.501**

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 situation with the Ukraine conflict and also drew attention to the rising rate of inflation, energy costs, huge problems with the supply of raw materials, grain and fertilisers which is all related to the conflict. The international landscape has been dominated by the war in Ukraine which is now a three month old protracted and bitter conflict with huge repercussions for those trapped in it, huge implications for long term European and global security, and huge implications for future political and economic stability. All European and global federations to which Unite affiliates, as well as the European and global TUCs, have been engaged in providing humanitarian and practical support for their Ukrainian affiliates and the Ukrainian refugees. In addition, intense discussions have been taking place about how to handle the issue of Russian trade union membership of the organisations as well as the membership of other affiliates that may support their governments' military activities and acts of repression.

The International Director referred to Brexit and the problems that are working their way through the system. Tensions remain very high in relation to the Northern Ireland Protocol governing trading relations between the UK and the EU on the island of Ireland. With Sinn Fein emerging as the largest single party following the elections to the Northern Ireland Assembly, it is very likely that tensions on this issue will further increase during the coming months.

Work has continued with providing support to reps and Offices dealing with multinational companies. In addition to ongoing battles to keep UK reps in a number of European Works Councils, support has also been provided to reps and Officers to deal with the takeover of Menzies Aviation by a Kuwait based company, and Stagecoach by Inframobility. Significant support has also been given to reps in GE where disputes are currently running at the Rugby and Dowty sites as the company prepares to be divided into three separate entities. Siemens Energy continues to be difficult and has refused access of a German union official to the Hull site, but Safran in the aerospace sector has finally accepted Unite's right to access the Wales site following cases at the ILO. Support has also been given to reps and Officers in Leonardo, Google, Magdellan and 2 Sisters Group in relation to various issues with an international dimension.

Unite continues to play its full role in all of the European and global trade union federations to which it is affiliated as well as being involved in key discussions concerning the future leadership of the European and International TUCs. Dealing with the consequences of the Ukraine conflict has been a major focus of recent activities in addition to the normal industrially focused work of the organisations. In relation to Workers Uniting, a major breakthrough was achieved in getting US tariffs on UK steel removed. There is no doubt, given the USW's very close relationship with the White House, that engagement with the USW via Workers Uniting playing a crucial role in arriving at the resolution of this problems.

Reference was made to UNI and the historic organising victory in Amazon in the US during April 2022. They continue their extensive organising and networking of workers in Amazon and although a union recognition vote was lost at a second Amazon facility

in the US, the first success makes a major breakthrough that it is hoped will inspire many other Amazon workers to follow suit and organise their workplaces.

The BWI campaign for the migrant workers centre in Qatar post World Cup has continued with a sports conference in Doha during April and attention was drawn to the work around migrant workers building the World Cup sites, as well as the BWI push for the Migrant Workers Centre to be part of the legacy arrangements post-World Cup in order to guarantee some of the improvements in civil and workers' rights that were achieved.

A meeting took place with IG Metall officials during May to discuss issues around the European and global federations and in order to make preparations for a visiting delegation of IG Metall works councillors during October 2022. It was the first direct face to face contact for over two years and it was agreed to re-establish the annual face to face meetings that have taken place for many years now.

A meeting took place with Industrie & Energy, the Norwegian sister union working in the oil and refining sectors with whom co-operation around the North Sea has been taking place for many years. With the likely rush for more drilling in light of the Ukraine crisis, it is important that this co-operation is strengthened and developed further and a joint agreement enshrining this has been drawn up and will be signed in the very near future.

The situation in Palestine has deteriorated further and the Israeli state has continued its escalation of brutal violence and repression against Palestinians, including attacks and interventions at the holy Muslim site of the Al-Aqsa Mosque in the old city of Jerusalem. Following the reports by Human Rights Watch, B'Tselem and Amnesty International, they have identified Israel as practicing the crime of apartheid.

The situation in Colombia remains extremely difficult with presidential elections due to take place at the end of May 2022. The killings of trade unionists and civil society leaders continues with 67 murdered since the start of the year.

Turkey has launched a major military operation in Northern Iraq against the Kurdish and Yazidi populations. In line with Unite policy, Unite officials gave interviews condemning the attacks and has engaged with the Freedom for Ocalan campaign and the wider Kurdish solidarity movement to try and build pressure on the Turkish government to end the violence and return to negotiations for a peaceful settlement.

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

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

Ukraine – The resolution was submitted by the North West Regional Committee and called on the Union to support the peace movement and call for practical measures to achieve a ceasefire, and to encourage a negotiated settlement between Ukraine and Russia; oppose all attempts to escalate the war; defend civil liberties in the Ukraine, Russia and Britain, including the right to protest and the right to freedom of expression; a level playing field for all victims of war seeking refugee status. In response, the Council agreed to support the resolution.

Exploitation of Building Workers Qatar World Cup Stadium Construction – The resolution was submitted by the Construction NISC and called on the Union to work with the PFA in ensuring that the players are made aware that when they run out to represent their country, they are running out on 6,500 bodies. To call for a publicity campaign to raise awareness of this modern day slavery and disregard for human life and if that means risking offending or embarrassing the Qatari government, then so bet it. 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.”

**6. REPORT OF ASSISTANT GENERAL SECRETARY, DIANA HOLLAND
continued/.....**

**Minute
No.502**

6.1 Equalities

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: ILO Convention on Violence and Harassment in the world of work; LGBT Conversion Therapy Action; March Against Racism; Reps elections; Development Centres for Equalities; National Equalities Conferences 2022; Equalities Education; TUC & Labour Party & Equalities; ETF Women Transport Workers; 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.”

7. REPORT OF ASSISTANT GENERAL SECRETARY, STEVE TURNER

**Minute
No.503**

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: Cost of Living Crisis; Inflation; Ukraine – impact on manufacturing sector; Russian fossil fuels; Disputes; Industrial Strategy and plan; Procurement and Defence Programme; Energy; Skills shortage; Apprenticeship levy; Automotive Sector; largest export decline; trade deals; Steel tariffs; Domestic Advisory Group; Rules of Origin issues; Cummins Engines; Workers Transition; Industrial Green Revolution.

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.504**

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 report was verbally supplemented by Assistant General Secretary, Steve Turner.

The Assistant General Secretary referred to: Hospitality workers; Pizza Express; Fair Tips Campaign; Get Me Home Safely Campaign; Commonwealth Games; CMA dispute.

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
continued /....**

**Minute
No.505**

7.2 Community, Retired Members and Other Reports

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

The Council were updated on the following: Retired members; Community members supporting industrial members in dispute; Cost of Living crisis – TUC national demonstration; Unity over Division.

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

The Council were advised that responsibility for retired members would, in the interim, be passed to Gail Cartmail.

THIRD DAY, 8TH JUNE 2022

IN THE CHAIR: Tony WOODHOUSE

**7. REPORT OF ASSISTANT GENERAL SECRETARY, STEVE TURNER
continued /.....**

7.2 Community, Retired Members and Other Reports continued /.....

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

Retired Members / Cost of Living – The resolution was submitted by the East Midlands Regional Committee and called on the Union to campaign with the TUC, National Pensioners Convention, Age UK and the Labour Party for; an immediate increase in the winter fuel allowance; the responsibility for free TV licence should be returned to the government and they must reinstate the free TV licence for all over 75s; the reinstatement of the Triple Lock; the reinstatement of Local Authority grants; Unite to campaign for a state pension equating to 70% of average earnings. 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.”

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

Minute

14.1 Industrial and Other Membership Group Report continued/.....

No.506

In the absence of AGS Howard Beckett, the written report in relation to Young Members was verbally supplemented by Assistant General Secretary, Steve Turner.

The Assistant General Secretary referred to: TUC Young Members Conference; and Young Members Co-ordinator.

In supplementing the report, the General Secretary advised that it had been agreed at the Policy Conference that there would be a Young Members' Co-ordinator. It will be an EC appointment and the advert is in the process of going out. A panel will be convened and the role be interviewed.

At the close of consideration, the Council

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

9. CONSTITUTION AND ADMINISTRATION

Minute No.507

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 Council's attention was drawn to the return to office working which is being implemented on a hybrid working pattern for those who are able to work both from home and the office across the union. The hybrid working model will be trialled operationally with extended hours from 0800 in the morning till 1800 in the afternoon (1700 on a Friday) and till mid-day on a Saturday.

There have been issues regarding the allocation of Research Officers to Sectors and all Sectors now have a dedicated Research Officer including Education and GDPC.

The date has now been set for the Health & Safety Conference which will take place on 15th September 2022 and arrangements are in development.

With reference to communications and media coverage, Unite continues to outpace the rest of the union movement and Word Cloud 1 of media coverage for the UK trade union movement as a whole confirms, Unite dominates and the Unite General Secretary is the most outstanding of all trade union leaders. This is based on industrial reports and it is worth knowing as the turn towards industrial issues is becoming very prominent in the national media. A review of Communications will be brought back to the EC.

A significant area of development of ICT and telephony is the roll out of Zoom rooms across the union which is there to support hybrid meetings. The first hybrid facility has proved very helpful and the zoom facility is very much appreciated and is a work in process.

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 – Construction

Jason Poulter

Republic of Ireland

- Regional Co-ordinating Officer

Thomas Fitzgerald

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

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

Union Levy Campaign - The resolution was submitted by the Construction NISC and the North West Regional Committee and called on the Union to campaign against the vile attack on the trade union movement by another Tory administration. In response, the Council agreed to support the resolutions.

EC Statement on Ukraine – The resolution was submitted by the North East, Yorkshire & Humber Regional Committee and called on the Union to: condemn the actions of neighbouring countries in their blatant racism in not supporting all people to flee the war; challenge the global trade union movement to make these speedy requests for support and donations for every conflict; highlight the disparities in the treatment of both the reporting of and funding requests for world conflicts, recognise that all refugees fleeing any wars and conflicts should be supported equally; adopt this new approach for all war and all conflicts and support all refugees. Following detailed comments from the Executive Head of Operations, the Council agreed to leave the resolution on the table allowing for further discussion with the Regional Secretary.

Covid Response – The resolution was submitted by the Food, Drink & Agriculture NISC and called on the Union to redouble our challenge to the government's callous disregard of science and people's health. In response, the Council agreed to support the resolution.

Strike Ready Membership and Information – The resolution was submitted by the North West Regional Committee and called on the Union to: emphasise the absolute importance of accurate membership records, and simplified recording including access; explore ways to simplify collective levies for strike funds; examine the possibility of multi-employer/regional or national dispute funds; consider the creation of a regular disputes bulletin. In response, the Council agreed to support the resolution.

Unite fights and resists the cuts facing working people – The resolution was submitted by the North West Regional Committee and called for a sustained, Unite led campaign involving TUC unions with monthly rallies / leafleting etc across the UK's cities against the Conservative Government's intent to again make working people pay for their mismanagement of the UK economy. 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."

**Minute
No.508**

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 attention was drawn to the decision at the 2019 Rules Conference to amend Rule 28 on Community/Student Members to provide for the establishment of Regional Community Campaign Forums in each Region. Rule 28.5 provides that where there is a Regional Community Campaign Forum and the Community Membership is large and resilient enough, the Executive Council can consider transforming the forum into a Regional Community Membership Committee.

A request had been received from the South East Region that the SE Regional Community Forum should transition into a Regional Community Membership Committee. Evidence had been provided to demonstrate that the existing Regional Community Forum meets the resilience criteria outlined in the EC Guidance. A model agenda for the initial meeting of Regional Community Membership Committees 2022 was contained in the report that had been circulated to the Council.

The Council were advised that the first National Community Membership Conference is due to take place in Birmingham in November this year and the Council's approval was sought for the allocation of delegates by region together with the Standing Orders.

The Council were further advised that the inaugural meetings of the Regional Health & Safety Conferences took place in the second quarter of 2022 and arrangements are underway for the National Health & Safety Conference which will take place in the first quarter of 2023. The Council's approval was sought for the Standing Orders for the National Health & Safety Committee and the National Health & Safety Conference.

The Council's attention was drawn to the timetable for the National Sector Conferences due to take place in Birmingham in November.

With reference to the TUC, Unite is entitled to make nominations for the following sections of the General Council.

- Section A: Current EC nominees are:
Tony Woodhouse (Chair)
Jane Stewart (EC member National Women's Seat)
Maggie Ryan (EC member West Midlands Territorial)
- Section E: Susan Matthews (BAEM Member)
- Section H: Dave Allan (Disabled Member)
- Section I: 1 member representing lesbian, gay, bisexual and transgender trade unionists. No current nominee.
- Section J: 1 member under the age of 27. No current nominee.
- TUC General Purposes Committee: Linda McCullough (National Officer)

It is also necessary for EC member delegates to be elected to TUC Conference 2022. Alongside the Chair and two Vice Chairs, it is also necessary to ensure that the Unite delegation includes the nominations to the TUC General Council and therefore two extra delegates are required.

Following the announcement of her retirement by Frances O'Grady, TUC General Secretary, Unite may make a nomination for the upcoming election of her replacement.

The distribution of delegates for the TUC Conference 2023 /2024 was also highlighted to the Council for their information.

The annual Labour Party Conference will be held in the ACC Liverpool from 24 – 28 September 2022. The EC is entitled to elect 4 delegates, one of whom should be a woman, to attend the conference in addition to the Chair and two Vice Chairs. EC members of the NLPLC automatically attend the conference.

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

The General Secretary advised that at the next meeting it was intended to have a discussion on shop stewards in relation to how many, where they are, is there a deficit? A report is being prepared which will include reference to how we get people to be involved in the union, are we filling all of the positions and if not, we have a problem.

Guidance will be drawn up in relation to invitations to attend committees and conferences.

In response to comments from the EC members for Construction, a heated discussion ensued on the Construction Sector.

With reference to the request from the South East Region that the SE Regional Community Forum should transition into a Regional Community Membership Committee, members of the Council had voiced concerns in relation to previous problems that occurred with community membership in branches. The General Secretary proposed that if Regions wanted to undertake this transition, they must cleanse the membership first. It should have already been done but if not, it should be done. Guidance will be issued on what cleansing looks like and it has to be checked with the Co-ordinator of Constitutional Affairs, Hannah Reed.

Further questions and comments from members of the Council were responded to and a request was made for an updated Unite organisational chart.

At the close of consideration, the Council

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

10. REPORT OF ASSISTANT GENERAL SECRETARY, HOWARD BECKETT

**Minute
No.509**

10.1 Legal Report

The General Secretary introduced Stephen Pinder who is acting for Unite on legal work. The previous Legal Director is currently off sick and it is necessary to make sure legal matters are under control. He has been asked to focus much more on industrial work and to look at what we do now and 24 EC members have indicated they want to be part of the legal review. He has also been involved in some of the industrial disputes and some of them are being lost unnecessarily. It is important that we don't drop the ball on ballots and need to make sure if we need to offer retraining. The review will take account of how we conduct ballots and Stephen Pinder will be looking at that over the coming months.

A detailed report had been submitted to the Council including updates on recent developments in various areas of the law. Stephen Pinder then addressed the Council and recorded his thanks to the Regional Legal Departments for their assistance in compiling the report.

Reference was made to the lengthy delays in the tribunal service and also County Court with personal injury claims etc.

Questions and comments from members of the Council were responded to and the General Secretary advised that she will be speaking to NISCs in relation to actively taking cases, for example toilet facilities for London bus drivers. It is an industrial issue but are there legal things we can do.

At the close of consideration, the Council

RESOLVED: “That the report be accepted.”

11. FINANCE & PROPERTY

**Minute
No.510** **11.1 Finance and Property Report**

The General Secretary introduced the recently appointed Finance Director, Emma Gibbons to the Council.

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

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. DEPARTMENTAL DIRECTORS REPORTS continued/.....**Minute
No.511** **12.1 Membership Report**

A detailed written report had previously been circulated to the Council and was verbally supplemented by the Director of IT, Paul Mease.

The Director reported on the following:

- Low pay threshold increase
- Long service awards

Questions and comments from members of the Council were responded to and the Council agreed that long service awards should be awarded every 10 years from 20 years of membership onwards.

The General Secretary advised that with reference to membership rates, a close track was being kept of members coming in and going out together with Direct Debits.

A brief discussion took place in relation to moribund branches.

At the close of consideration, the Council

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

**Minute
No.512** **12.2 Report of the Education Director**

The General Secretary introduced Siobhan Endean who was the Women's National Officer for Unite. Jim Mowatt is no longer working full time and Siobhan has agreed to take over the education remit and will be working closely with the General Secretary, and AGS Diana Holland with the review of education to give stewards select training. Siobhan will head up the review with Gail Cartmail.

A written report on the work of the department had been circulated to the Council and the Acting Education Director wanted to place on record her thanks to the colleagues in the department and Jim Mowatt in particular for the warm welcome she had received from them. Thanks were also extended to the EC members for the previous sectors she had served in and reported there had been a full handover to her replacements.

The Acting Education Director expressed in detail her thoughts and ideas for the Unite education programme going forward which is the best in the trade union movement. Reference was made to:

- New courses being developed
- The postponement of the national political school
- The national equality training programme#
- Construction skills
- Learning with Unite
- Engaging with reps on education provision
- Partnership arrangements with many colleges
- External partners
- Ruskin College legacy project
- Looking at the key challenges of the provision of education for activists and reps
- Integrating industrial strategy into the education strategy
- Stage I and II training for all reps
- Working with IT and technology to give reps easy access to materials
- Education sub-committee will lead on integrating education into the industrial agenda

The Acting Education Director commented that she is proud of the tradition of Unite education and is looking forward to the challenge of Acting Director of Education and thanked the General Secretary for the opportunity.

Questions and comments from members of the Council were responded to and the General Secretary advised that there is going to be a big review of education which will come back to the Executive Council.

At the close of consideration, the Council

RESOLVED: “That the report be accepted.”

FOURTH DAY, 9TH JUNE 2022

IN THE CHAIR: Tony WOODHOUSE

12. DEPARTMENTAL DIRECTORS REPORTS continued/....

**Minute
No.513**

12.3 Political Report

The General Secretary had previously advised the Council that the Director of Executive Policy, Amy Jackson had now left the Union and Assistant General Secretary, Diana Holland would now be covering the Political Department.

A separate written report on political activities had been circulated and the Council were advised that this was Amy Jackson's report.

The Assistant General Secretary reported that next year is the deadline by which the Union had to hold the political fund ballot. There is a need to persuade everyone in the Union that we should have a voice on any political matter and work will have to be done, starting now, to ensure our members support that the Union has a right to speak on political matters, the right to a voice.

The Council were also advised that now Amy Jackson has left, her position on the NEC of the Labour Party would be taken by the Chair, Tony Woodhouse.

The General Secretary supplemented the report and advised the Council that the political fund ballot is an important piece and it is necessary to make sure we get it up and running as the Union is political. The focus on the industrial strategy is important and the power we create is the power in the political arena. The political strategy of the Union will be multi-faceted and will be brought back to the Executive Council. We will have the Labour Party but will have to fight and protect workers and we will come out on a political stance on a number of things and reference was made to the plans for the opening up of occupational pension schemes. The General Secretary also referred to Tony Woodhouse replacing Amy Jackson on the NEC and thanked AGS Diana Holland for stepping in to take over the Political Department.

The Chair added his support to what had been said and commented that it is more than just supporting a political ballot. Battles in the community, fighting for the NHS, these are things we can use our political fund for.

Questions and comments from members of the Council were responded to and an explanation was given for the cancellation of the political school this year and the need to understand what the Union wants from the political school going forward.

With reference to the National Constitutional Committee of the Labour Party, the Council's agreement was sought to re-nominate the Unite delegates, Ruth Hayes and Russell Cartwright, for the next electoral period.

At the close of consideration, the Council

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

13. STRATEGY FOR GROWTH

**Minute
No.514**

13.1 Organising & Leverage Report

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

The department continues to focus our resources into defending members and building growth in key areas across regions and nations. The cost of living crisis is now deepening across the country and the department has been supporting key disputes in winning above inflation pay increases for members. The department is putting resources directly into combines to support our shop stewards in building sector wide campaigns. There are key areas such as CAT that require a rebuilding of our shop stewards network as the industry begins to open up following restrictions being lifted. A plan for growth and engagement is under development in the key Ground Handling area of CAT.

The Senior Organiser updated the Council on the long running dispute at Chep UK in the North West region. The dispute has now been resolved and the strategic deployment of national organising resource was key to moving the employer's position.

The Council were advised that the department has been providing support for reps and members across disputes areas in the Finance and Legal sector including supporting the picket lines at FCA.

The Senior Organiser referred to Combines and the remote organising techniques which allows the department to operate with members who are working from home.

The department has been providing significant support and resource to Unite members in Coventry and to the suspended shop steward. Along with Coventry, there has been disputes in waste services across Rugby, Hackney, Croydon and Cardiff Councils.

The department also played a supporting role in a Local Authority dispute in Ireland and 400 new members have joined Unite on the back of that.

The Pay Claim Generator and Employer Profile Generator continue to be accessed and utilised by shop stewards and officers. Since the last EC, 1,350 pay claims have been generated and 560 reports on EPC have been generated.

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.515**

14.1 Industrial and Other Membership Group Report continued/....

In the absence of AGS Howard Beckett, the Council were advised that if there were any questions on the CPPT Sector report, they should be sent to the Executive Head of Operations, Gail Cartmail.

The EC Observer from Gibraltar commented on the Gibraltar section of the report.

At the close of consideration, the Council

RESOLVED: “That the report be accepted.”

9. CONSTITUTION & ADMINISTRATION continued/....

**Minute
No.516**

9.2 Constitutional Matters continued/....

Further to the earlier report, the Council were advised that the following EC members had been elected to attend the TUC and Labour Party Conference 2022:

TUC

Kathy Smith
Cliff Bowen

Labour Party Conference

Mary Callaghan
Mick Casey
Jacob Goddard
Matt Gould
Howard Percival

At the close of consideration, the Council

RESOLVED: “That the report be adopted.

15. ANY OTHER BUSINESS

**Minute
No.517**

15.1 Tata Steel

A member of the Council referred to a potential dispute in Tata Steel and the actions of a sister union trying to undermine the position. It was requested that a message of

solidarity and support be sent to our members in Tata Steel and Unite will not be influenced by any other union's position. In response, the General Secretary advised that this position had been going on for a number of years and we are not accepting it this time around. Unite will be standing up for its members and speaking to the General Secretary of the sister union and also to the Secretary of State for Business, Energy & Industrial Strategy.

At the close of consideration, the Council

RESOLVED: "That the report be accepted."

**Minute
No.518**

15.2 EC Members

A member of the Council requested a contact list for all members of the Executive Council as this would be useful. In response, it was agreed that the contact list would be sent out to the Council.

At the close of consideration, the Council

RESOLVED: "That the report be accepted."

**Minute
No.519**

Documentation

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

The Chair thanked everyone for their help and assistance during the week and wished them all a safe journey home.

**The Meeting of the Council
thereupon terminated**