

UniteNOW Executive Council Report Dec 2014

Document 3 Minutes of the September 2014 Executive Council

The minutes of the meeting of the Executive Council , held at Unite House in Holborn on 15th, 16th, and 17th September 2014 were agreed.

Document 4.A Minutes of the October 2014 Finance and General Purposes Committee

The minutes of the meeting of the Finance and General Purposes Committee of the Executive Council held at Unite House in Holborn on 16th October 2014 were agreed.

Document 4B Minutes of the November 2014 Finance and General Purposes Committee

The minutes of the meeting of the Finance and General Purposes Committee of the Executive Council held at Unite House in Holborn on 13th November 2014 were agreed.

Document 5. Report from the General Secretary

The General Secretary gave a report of his activities for the period since the Executive meeting of September 2014

Public Meetings and General Events

- Labour Party Conference: Speaker at joint Daily Mirror and Unite fringe
- Labour Party Conference: Speaker at Labourlist Rally
- Labour Party Conference; Reception for Labour Party candidates
- Labour Party Conference: Moving Composite to Conference
- Unite welcome reception for newly elected Labour MP Liz McInnes
- Joined NHS picket lines in London on 13th October 2014
- .Attended Dave Anderson MP, Blaydon CLP, constituency fundraising dinner

Political, International and Inter-Trade Union Matters

- Recorded a video for Hetty Bower Memorial event
- Various Contact Group meetings with TULO General Secretaries
- TUC Executive Council
- Meeting with Iain McNicol, General Secretary of the Labour Party
- Telephone conversations with Mary Kay Henry, SEIU, Leo Gerard, USW and Jimmy Hoffa, Teamsters re Miami Five/Cuba
- Meeting with PCS
- Meeting with British Airways
- Meetings to discuss Cuba/Miami Five
- USI development meeting
- 2015 General Election Strategy “Away Day”

Administrative and Organisation Issues

- Various meetings on internal departmental reviews and Central Office re-organisation
- Various meetings with the Chief of Staff
- Various meetings with Assistant General Secretaries

- Meeting with Chief of Staff and Steve Hart on Hope Not Hate, Searchlight and UAF
- Meeting with Finance Department and ex EETPU Pensioners
- Meeting with Scottish Regional Secretary, Pat Rafferty and Political Officer, Jackson Cullinan
- Meeting with Phillip Jennings to discuss Cape Town 2014 to Liverpool 2018
- Meeting with senior staff on the sale of CMA House in Twyford
- General meeting with Regional Secretaries, Esher Place
- Meeting with Executive Officers Ed Sabisky and Howard Beckett and Chief of Staff Andrew Murray, to discuss the Financial Strategy Review.

Internal Unite Meetings, Constitutional Committees and Industrial Matters

- Meeting with David Whiting, Chief Executive, Yorkshire Ambulance Service
- Meeting with the Yorkshire Ambulance Service Shop Stewards
- Visit to Toyota UK for signing of formal agreement and meeting with Shop Stewards
- Various meetings on Communications Departmental Audit
- Various meetings with the Political Director on the implementation of the Collins Review
- Meeting with Sir John Armit, Chairman of National Express
- Meeting with Matt Smith and Oliver Richardson to discuss mixed fleet

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- Various meetings with Sharon Graham, Executive Officer and Gail Cartmail on Health
- Bargaining group pay talks

Principal Media Appearances

- Lunch interview with Becky Milligan for BBC Radio 4
- Bi-monthly column for Tribune magazine
- Interviews at Labour Party Conference: CNBC, World at One, Channel 4 News, BBC TV and Radio, Sky News , ITV, Ian Dale and LBC
- Breakfast meeting with the editors of the Mirror and Sunday Mirror
- During Labour Party conference Unite was mentioned 73 times in regional and national newspapers and online news sites. The General Secretary was mentioned 60 times
- Appeared on BBC Question Time, 23rd October 2014
- Daily Mirror Column; the General Secretary filled in for Paul Routledge's column on Friday 31st October 2014
- The General Secretary has also met with Harry Smith. Harry is campaigning to get Labour elected in 2015

St Mungos Broadway Strike

Len informed the EC that support was given to our members in the successful St Mungos Broadway Strike.

Document 6.1,

Sharon Graham, Executive Officer presented her Organising and Leverage Report

Overview

100% Unite

Over 19,000 new joiners since the last EC

Automotive Supply Chain

12,659 new members in 2014 total in 100%

11 new recognition agreements

100% Unite

100% Unite continues to deliver significant new membership for our Union. The National Organising and Leverage Dept continue to provide both on the ground and strategic support to the Regional management teams. Sharon has continued to monitor and support the 100% performance through regular one to one review meetings with the Regional Secretaries and cluster sessions with Regional Management Teams.

The Department regularly reviews the delivery off the 100% and has also looked in detail at the accumulative delivery of the 100% and has also looked in detail at the accumulative delivery of the 100% from 2011 to October 2014 asking the following key questions:-

- 1) Does the introduction of a 100% campaign produce a significant increase in members joining in these campaigns?
- 2) Is it proven that once a 100% campaign is operating, membership in these workplaces move significantly (ie than the membership in the same workplaces before the campaign started?)
- 3) Are 100% campaigns generally effective – or are just a few campaigns very effective, with the majority not effective at all?
- 4) Are 100 campaigns qualitatively as well as quantitatively successful- is it more likely that the members recruited through 100% will be retained.

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To answer these questions, the report analyses membership statistics from the Union's membership system to determine total joiners and leavers introduced by 100% and non-100% areas over the period covering 2011 to 2014.

All 1,670 campaigns on the 100% system have been looked at in the following way:

Membership activity in the 90 days leading up to the start of the campaign

Membership activity in the 90 days after the campaign started

Sharon reported that the results are extremely encouraging :-

100% campaigns deliver a measurable increase in members joining, compared to other means

The majority of 100% campaigns are shown to increase membership significantly after the start of the 100% campaigns

100% campaigns are effective in small and average workplaces as well as the larger workplaces

Members recruited by 100% campaigns are more likely to be retained.

It is increasingly clear that 100% Unite is both successful and sustainable.

Key Outcomes: figures correct as of 17/11/2014

100% Unite continues to deliver strong growth:

A total of 59,127 new members in 2014

A total of 19,409 new members since the last EC

A total of 176,872 new members since the start of the 100% Unite

Document 7.1, Manufacturing Report

A full and extensive report was given, including the following;

Manufacturing output in the UK increased by 0.4% over the last month. The biggest contributor to growth was again car production, but computer, electronic and chemical manufacturing has also improved.

However, the annual rate of growth has slowed to 2.9% in September from 3.9% in August which as a long term measure is of more importance and again reflects that government policy is not providing the significant and sustained return to growth that is needed for the UK economy to really get moving again.

Evidence from business surveys suggests there would be a further slowdown in industrial production in the coming months. The Market/CIPS manufacturing index - although up this month - is down significantly from its peak which means the month-on-month growth in industrial production will continue to slow and it does mean there is no “manufacturing boom” as the Government would like us to believe. We should not forget that manufacturing output and industrial production are still below their pre-crisis peak by 4.1% and 9.5% respectively.

UK, export orders fell for the second month in a row, chiming with recent reports of pressure on UK manufacturers from the flagging demand from Europe, the UK's main export market. Manufacturers in Europe are still in a state of near stagnation, with growth in Germany and Spain wiped out by Italy's disappointing return to contraction, and the ongoing weakness in France.

Unite also has serious concerns about how the Government intends to transpose the new draft EU Procurement Directive. The Directive is positive piece of proposed legislation with a much improved process whereby public procurement officers can use social, environmental and industrial elements in their decisions to award contracts. This would be a benefit to UK manufacturing. However, the UK government has made it clear they will not be implementing the Directive as it currently stands and will be taking a 'light touch' approach.

What this means is that government will be advising contractors to only use the 'cheapest bid' option and to ignore the other elements which would be of great use to trade unions, our members and communities.

This also leaves the UK once again at odds with the rest of Europe who will have distinct advantages when awarding contracts to companies for the provision of goods and services. Once again we will be the 'poor man of Europe' thanks to decisions made by the Tory government and confirms the Government has no integrated manufacturing strategy (UK procurement is a key recommendation from our 'Made In Britain' strategy).

We will be lobbying to ensure that Labour opposes the Government's policy in this regard.

Other points that were specifically focused on are;

Despite the excellent work to save the Murco, Milford Haven refinery the deal collapsed at the last hour when the Klesch Group were unable to complete the deal and sign off the purchase agreement despite assurances the deal would be going ahead.

This came as a massive shock to members and the circumstances surrounding the collapse of the deal continue to be the subject of speculation to the extent that the Wales Region have demanded details from the Welsh government in regard to how much public money was offered to Klesch and why the agreement collapsed.

Members at GKN are to embark on a programme of selective industrial action over pensions. The company has moved during consultation, but refused to offer an amnesty to employees who have been taken on since April 2013, who were refused access to the 100+ Pension Scheme at GKN. A number of sites and groups have been identified and the ballot at the first site, GKN Driveline will begin shortly.

Rolls-Royce has announced 2600 job losses worldwide in its Aerospace division. It is expected that two thirds of this total will be in the UK. Within that global figure, there is a reduction in engineering roles of 1200 posts, around 800 of which will be in the UK. The union was widely quoted on the day of the announcement, expressing concern about the strategy of the company and the impact on its core capability. Consultation is underway, and our reps are heavily involved at local, national and European level in these discussions. Unite has made it clear that compulsory redundancies will not be accepted.

JLR made a final offer on pay after 5 days of negotiations. The JNC unanimously rejected the company offer which was reported to all shop stewards who supported the decision and have recommended rejection to the membership as this did not meet our original claim.

The company's final offer was; 3.6% year 1. 3% OR RPI+0.5% years 2 and 3. A 6 year stage process for new starters to reach 100% of base rate. A global bonus scheme to replace holiday bonus.

Performance related pay increases for staff. CARE pension scheme to replace current DB OR a £240m worth of savings to offset forthcoming NI increase. 50 week working for extra volume.

This offer was rejected as follows: 12,881 voted to reject the offer, 454 voting to accept and 17 spoilt ballot papers.

The JNC has since negotiated a 4.5% Pay Increase with an additional Non-consolidated £825.00 lump sum.

Document 7.2, Services

A full and extensive report was given, including the following;

NHS England and Northern Ireland: Industrial action 13 October and 24 November on pay received significant public support.

Unite in Wales is consulting on a deal negotiated with the involvement of the Labour Minister for Health.

Local Government unions consulted members who voted to accept an improved pay

offer following further negotiations prompted by the LGA, now a Labour majority.

Joint Unite/UCATT lobby of Westminster and Holyrood 26 November held in protest

of the proliferation of 'Umbrella Companies' that rip-off construction workers,

militate against stability in the industry and fail to bring on young workers by good quality apprenticeships and direct employment.

Defence Services Group members strike action 14 – 15 October and four day strike

action 17 – 20 November for a decent pay rise from the £67m surplus that otherwise

will be paid back to Treasury.

The homeless charity St Mungo's Broadway 100% successful 7 day strike action, a

dispute not "just about pay, but about protecting services for some of the most

vulnerable people in society".

Gender Pay Gap' seminar jointly organised with the Equality and Human Rights

Commissioner, chaired by EC members Lindsey Adams and held in the wake of the

Fawcett Society and World Economic Forum research that shows the UN's Gender

Pay Gap (GPG) is widening; Unite instigated this event to reignite discussions with

Financial Services Sector where previous EHRC inquiry found a GPG exceeding 50%.

Numbers attending the 2014 Unite/CPHVA Professional Conference 4 – 6 November

doubled compared with 2013 with 600 delegates, the largest public health

conference held in Europe.

Full Public Sector Combine inaugural meeting held in October.

Other points that were specifically focused on are;

NJC England Wales and Northern Ireland

Following the 24 hour strike on 10th July, active lobbying and campaigning by members and activists with council leaders, councillors and the Local Government Association, resulted in the employers returning to the negotiating table with a new proposal on pay. The two year proposal will deliver a minimum of 2.2% from Jan 2015, staff on lowest pay points will receive up to 8%, cash payments in December 2014 and April 2015. Members are being consulted until 14th November on the basis

that this is the best achievable by negotiation.

Data has been compiled on councils who pay the living wage. Two well attended joint union

fringe meetings on NJC Pay were held at LP Conference.

www.unitetheunion.org/fairpay

Document 7.3, Transport and Food

A full and extensive report was given, including the following;

PDP - PETROLEUM DRIVER PASSPORT

2,790 PDP cards have been issued, since the Passport went live on 1 January 2014, coming

into force on 1 January 2015, when it is reported the number will be nearer 4,000 and all those currently in the system have completed the training. This is a major step forward and Unite tanker drivers can take a real pride in having achieved a major reversal of the relentless spiral downwards on safety and training standards in this volatile industry. We need to ensure this is properly recognised as we move towards the passport fully coming into force.

NORTH EAST QUALITY CONTRACT – VITAL STEP TOWARDS BUS RE-REGULATION

For the first time since the Labour government introduced this new power in the 2008 Transport Act, there is a real move on the road back to regulation of the bus industry following the disaster of privatisation and deregulation. The first Quality Contract put forward by the North East Combined Authority (NECA) has cleared an important hurdle and now moves forward. This means a step nearer taking bus services back under council control to plan routes, set fares and reinvest in the local community.

INDUSTRIAL HUB AND SUPPLY CHAIN ORGANISING – HUMBER PORT HUB

As reported at the last Executive Council, industrial hub and supply chain organising is putting back links in our movement which have been destroyed through company restructuring, contracting and sub-contracting, privatisation and deregulation. Unite's Humber port hub course in Hull involving shop stewards, officers and staff was an important milestone and I would like to pay tribute to all concerned. AGS Steve Turner is ensuring this is taken forward across the wide range of Global Union Federations Unite is affiliated to.

LIVING WAGE, NATIONAL MINIMUM WAGE – FOOD & AGRICULTURE

Unite's achievement of a Living Wage with Nestle means that the logo will be used on their products going forward, and this is now being raised with Unilever. As part of Living Wage Week 2-8 November, Unite again raised the commitment from the Intercontinental Hotel 3 Group in 2012 that they would move towards the Living Wage and demonstrations took place. After continued lack of response, commitment has now been given that a meeting will take place to discuss next steps. As part of its evidence to the Low Pay Commission this year, Unite commissioned research on the impact of an immediate £1.50 increase which showed that not only would four and a half million people benefit, 60% of them women, but that it would boost public finances by £2.1 billion and have the potential to create 30,000 jobs. The impact of the abolition of the Agricultural Wages Board was strongly raised, together with youth rates, unpaid interns, migrant domestic workers, payment by room in hotels, and enforcement.

'UNITE HEROES' IN AGRICULTURAL WORK

Tribute should be paid to members at the Commonwealth War Graves Commission in France and Belgium, to the Tolpuddle Martyrs, to pioneers of the National Union of Agricultural workers who endured a six month lock out, to Unite agricultural members who successfully opposed abolition of the AWB in Wales, to the Burston strike school, and to Ernie Amey tireless campaigner for agricultural and rural workers who died aged 90 this year.

MIGRANT DOMESTIC WORKERS – MODERN SLAVERY

In spite of the government's shameful determination to continue to deny justice to migrant domestic workers, Labour's amendment to reinstate protections of the domestic worker visa through the Modern Slavery Bill was only defeated by the chair's vote. Campaigning now continues in the Lords.

TRANSPORT AND FOOD SECTOR COMMITTEES AND CONFERENCES 2015

Steps are being taken to ensure Transport and Food sector committee structures reflect current membership organisation, and to set dates for conferences next year.

Other points that were specifically focused on are;

- a. Tobacco industry – to end in the UK by end of 2017
- b. London Buses – coordination, consultative ballot
- c. Safety in Agriculture - workplace transport fatalities and accidents
- d. UPS – ballot – update to be provided at the EC

- e. Stobarts – Tesco Doncaster – update to be provided at the EC
- f. TURNERS SOHAM – INTER-UNION DISPUTE
- g. RMT bus industry – inter-union

Document 7.4, Equalities

A full and extensive report was given, including the following;

Unite Equality Manifesto

Implementing the Unite Policy Conference decision, the Unite Equality Manifesto was

agreed at the recent meeting of the Unite Equality Working group of committee chairs and vice/deputy-chairs, EC representatives and National Officers, and is being prepared as a short campaigning document covering the following key priorities :

A strong voice for equality at work – statutory rights for union equality

Representatives A powerful framework of equality rights and enforcement:
Restoration of the Equality Act 2010; A respected, strengthened, restored Equality & Human Rights Commission and tribunal system
Family friendly policies respecting work-life balance and equality for Disabled workers
An end to a low pay economy for Women workers and their families
An end to attacks on rights at work, blaming workers and fuelling Racism
Action on Hate Crime, Domestic abuse and Violence, Respect and Dignity at Work and LGBT rights internationally

Other points that were specifically focused on are;

Violence against Women

There has been a meeting with Kat Banyard to discuss the “End Demand” campaign. UK Feminista is developing the End Demand campaign in order to help end sex trafficking and commercial sexual exploitation. They will be working with a broad alliance of organisations and individuals to tackle the demand that underpins and drives commercial sexual exploitation.

The campaign will be calling on government to:

- Criminalise the purchase of sex;
- Decriminalise the sale of sex
- Provide support and exiting services for those exploited through prostitution the 'Nordic Model')

Following discussion with the national women's committee it was agreed that Unite doesn't currently have sufficient policy in this area to justify support for the campaign, and that it was important to discuss this issue at the national women's conference 2015.

Pregnancy Discrimination and Maternity Rights

Unite has contributed to the research that is being carried out by Camilla Palmer in relation to negotiated maternity policies for the EHRC investigation in to pregnancy discrimination.

We have continued our work through the Alliance to end pregnancy discrimination and have contributed to the campaign manifesto and the report that was launched at the AGM in November with our Assistant General Secretary Diana Holland speaking at the event.

We have been widely congratulated on securing the following policy commitment at labour party national policy forum : "Despite pregnancy discrimination being unlawful, some women continue to be dismissed or discriminated against when they inform their employer they are pregnant, or on returning to work. The next Labour Government will act to protect women in the workplace from pregnancy discrimination, and close legal loopholes which allow pregnancy discrimination."

We have influenced the publication of the ACAS guidance on Shared Parental Leave and are currently preparing guidance for negotiators on the regulations which are incredibly complex.

This part of the report is prepared by Harish Patel covering the period of secondment from August to end of November 2014 : During the quarter he has focused on the following:

- Engagement with Industrial Sectors
- Look at what is happening in the Regions
- Political Engagement & Involvement
- Education, Publications & International engagement
- Recruitment, Organising and supporting Migrant Workers.

Disability History Month 2014

UK Disability History Month runs from 22nd November to 22nd December each year. 1st

December is World HIV /Aids Day, 3rd December is International Day of Disabled People, 10th December is Human Rights Day. Unite are supporting this year's UK Disability History month with the theme 'War and impairment – the social consequence of disablement' "This year we wanted to feed in to the centenary of World War, in full recognition of Unite's work

with the Stop the War Coalition and explore the disabling effects of conflicts and how society has responded over history.

Unite has co-sponsored the month this year and has supported the production of the UK

Disability History Month broad sheet. You can download the broad sheet at <http://ukdhm.org/resources/>

UKDHM and Unite organised a successful fringe meeting at TUC Congress in Liverpool with Len McCluskey, Diana Holland, Richard Rieser, Lindsey German, Stop the War Coalition, Troy Davies, Unite Activist and disabled veteran who spoke passionately around the issues and the meeting was chaired by Sean McGovern, Chair of the Unite National Disabled members Committee. You can watch a film of the event here <http://ukdhm.org/> Regional Disabled Members Committees are involved in the campaign by researching in their local areas and producing their own histories on how people with disabilities are treated and organising UKDHM events in each region

A national launch of UK Disability History Month took place on November 18th 6 – 8 pm at Unite House in Theobalds Road in London. A Disability History Conference is also being planned for 6th December at which Neil Faulkner will be talking.

LGBT History Month February 2015

Next year sees the 30th Anniversary of when the NUM Miners Groups supported 1985 Pride and began to support participation in various Gay Pride events. Miners Lodge and other trade union banners headed the 1985 Gay Pride rally in London. That same year, at the 1985 Labour Party conference in Bournemouth, a resolution committing the party to support LGBT equality rights was passed.

In addition to the work being carried out by the committee with regards to LGBT history

month already in progress, the National LGBT committee are developing an agenda around LGBT history month 2015 and the involvement of LGBT trade union activists in supporting the miners' strike.

Document 8.1, Political

A full and extensive report was given, including the following;

If a week is a long time in politics, the last three months has seemed like a lifetime with massive turbulence across our whole political system and events proving nothing can be taken for granted. From the Scottish Referendum and party conferences in September, to by-elections, backbench plots against the Labour leadership, and now the fight for

leadership of Labour in Scotland there's never been a dull moment. But we can not lose sight of the importance of using the last five months before the General Election in May to fight for a Labour Government that will deliver radical policies to transform the lives of working people, their families and the communities in which they live and work.

Other points that were specifically focused on are;

Scotland Referendum

The narrow margin of victory for the 'No' campaign in the Scottish Referendum was a clear illustration of the political disconnect that has been growing over many years which our General Secretary summed up perfectly in his Conference speech:

“Let the Scottish referendum be the tombstone on 20 years of our party’s indifference to the interests of the working class. It took a referendum campaign to remind us that you ignore the hopes of working people at your political peril.

This was not an upsurge of narrow nationalism. It was an upsurge in defence of our NHS; an upsurge against illegal wars; an upsurge against endless austerity; and an upsurge against inequality. It was a triumph of hope against apathy and fear. And our party has to be the party to bottle that hope.”

With a huge surge of support for the SNP, the replacement of Salmond by the more left-leaning Nicola Sturgeon as leader, and polling forecasting a huge loss in Labour seats both in 2015 and 2016, Labour has a massive job of work to do to win back what should be the bedrock of its support in Scotland.

Scottish Labour Leadership election

Following the resignation of both Johann Lamont and Anas Sarwar, senior lay members in Scotland agreed to support Neil Findlay for leader and Katy Clark for deputy in the ensuing elections. Both candidates have a first class record of fighting back for working class voters and represent a real opportunity to revitalise the Party north of the border.

Labour Party Conference 2014

Unite had another very successful Conference with our delegation leading the way in their discipline and attendance, almost every Unite speaker who expressed a wish to speak being called, and excellent contributions from all who spoke.

Len McCluskey's barnstorming and thought-provoking speech was seen by many as the highlight of the week, concluding with this passionate call:

"Enough with caution and hedging our economic bets. Over the next few months we must mobilise the imagination and aspirations of millions to defeat this Coalition which has brought our country to the edge of ruin. And when we sweep away the Tories and elect the Labour government the country needs. Let's also sweep away the fear and inertia which have shackled us too long. And stand before British working people as the party of peace, equality and socialist change."

Despite criticism from the right wing press, Ed Miliband's speech gave a clear message of hope to the millions of people who have suffered under the cruel economic and social policies of the coalition since it came to power in 2010. He stressed the damage done by Tories and their Liberal Democrat allies to the fabric of society will take many years to repair. He also pinpointed the fundamental difference between the Tories and the Labour party – that under the Tories you are on your own in a frightening world, but with Labour you are not alone, but a member of a society which is committed to a better and fairer world for all.

But whilst there was acknowledgement of the difficult path Labour has to tread in demonstrating economic credibility, there was disappointment that Ed Balls chose to use his speech to announce a policy of capping child benefit increases, something that will generate less than £200m in savings, but which will hit the working poor yet again. On the fringe, Unite led and participated across a wide range of issues but the runaway success of the week was Unite's joint event with the Daily Mirror's Real Britain. Harry Leslie-Smith moved many delegates to tears with his harrowing account of growing up in poverty with no NHS, and he later raised the roof in the main hall with his speech in the Health debate on the last day, concluding with his passionate plea; 'Mr Cameron, keep your mitts off my NHS'.

Implementation Group/post Collins

Unite application forms have now been redesigned to include the option for new members to be part of Unite's collective affiliation with the online joiners also able to opt in. A mobile website is under construction to make the sign up both as part of our collective affiliation and as affiliated supporters, with a January launch planned for the full campaign to run alongside the build up to the General Election.

There are still some issues regarding what needs to be done by the Labour Party to verify affiliated supporters but this is under discussion.

Europe

The Political Director was invited to address the EPLP in Brussels and it is clear that the new intake of MEPs, most of whom were actively supported by Unite, are already making a significant difference.

We will now be establishing a small working group to examine how we can strengthen our policy agenda through the work of the EPLP in Europe.

Parliamentary activities

Our parliamentary work with MPs and in particular linking up with sectors, has continued to develop with regular MP briefings being circulated and a significant increase in contact with MPs to ensure their support on key issues both for sectors and for our wider political objectives.

This work has covered a variety of issues where we have successfully secured active involvement:

- Clive Efford's NHS Bill
- Ian Mearns' Private Members' Bill on Zero Hours
- Support for the Teamsters in developing a steering group of MPs to work on the National Express campaign
- Working with Equalities on developing an event on Equal Pay
- Work with our Taxi members on the Deregulation Bill
- Support for New Clause 2 in the Small Business Bill that ultimately abolished the beer tie
- Engaging MPs in support for the St Mungo's dispute
- Work with the Trade Union Group to organise a specific event on TTIP
- Support for campaign for NMW, in particular by LE hotel workers
- Working with the Unite and TU Groups on organising the Parliamentary event 'A smokescreen for slavery; human rights abuses in the supply chains of UK tobacco companies'

- Encouraging MPs to support EDMs on issues raised by members in a number of sectors I have also been discussing how we can work with our Parliamentary Group during the election campaign, in particular in supporting workplace visits and campaign days.

Work with Councils/councillors

Priority campaigns

The Councillor Network has continued to encourage and support Councillors campaigning on core Unite issues including:

- Blacklisting the Blacklisters, encouraging others to follow the example of Camden council which has now adopted a policy of barring Blacklisters from public contracts
- Extending the Living Wage
- The effects of the Deregulation Bill on the private hire and taxi trade

There has also been support for other workforce issues in local government including support to Sheffield trades council campaigning against workfare calling on the city council to sign the union's local government pledge. Finally, we have encouraged Councillors to give support on social media and in campaign activity for Clive Efford's NHS Private Members' Bill and we used the Network to coordinate support for the October 18th TUC march.

Strengthening regional networks

There have been further coordination meetings of Unite councillors in the regions:

- In London a meeting was held following coordinated work on sector standards in social care and housing
- There is a meeting in Wales in December to cover councils in South Wales authorities and further meetings planned in the North West.
- We have worked to support a Unite activist standing in a council by-election in Halton as well as work planned to support a long-time Unite activist standing in a council by-election in a UKIP seat in Thurrock.

Support for sectors

The Councillor Network has continued to give direct support to national and local industrial campaigns. This has included the following:

- Extensive work to secure councils' support for the Local Government joint trade union pay claim. During the negotiations the employers had stated that no council supported the unions, so working within the Network we were able to get Councils to exert direct pressure on the Employers to support our members. Ultimately, a deal was secured which has now been accepted.
- There has been continued support for the campaign for re-investment in and protection from cuts in Youth Service, with support given to lobbying at the Labour Party Conference and direct assistance with senior Councillors in Dudley.
- We were able to coordinate support in Ipswich over the planned job cuts by Legal and General
- In London, there was significant support for the dispute at the homelessness charity St. Mungo's Broadway, with Councillors supporting action outside town halls, writing to the CEO as commissioners, and supporting the campaign in the media
- There has been political support to Community members on housing and other campaigns and work has been done to set up an 'email your Councillor' function on the Unite website for future campaigns.

It was also confirmed that the Labour Party will soon start to develop their Election Manifesto, Unite will have opportunities for influence and input.

There was also an extensive debate around the General Election campaign, which is summarised below;

The Executive Council heard reports from the General Secretary and Political Director concerning Labour's General election Campaign, the development of Labour's proposals on a range of issues of importance to Unite members and all working people and Unites own plans to campaign for the Political change the Country needs. The Union is determined that the present Government should not be allowed to float to re-election on the tide of big business cash, while Labour remains under resourced. The Council therefore agreed to make a donation of one million pounds to the Labour Party's campaign funds, and will consider further support in due course.

Document 8.2, International.

The European and International situation remains very challenging for UNITE members and the wider trade union and labour movement. The Eurozone appears to be on the brink of another recession and there is little confidence of stable growth returning any time soon. Under pressure from various quarters, such as the Italian and French governments', the EU Commission's plan for the coming 5 year mandate includes an investment plan to boost job-led growth, reforming the banking sector to limit risk-taking, and updated energy savings targets. Labour MEPs have urged Juncker to focus on tackling unemployment, revising the posted worker directive to stop the exploitation of migrant workers and putting an end to the undercutting of pay and conditions and the rise in precarious jobs such as zero-hour contracts.

Despite the investment plan to boost growth there is little evidence of an abandonment of the austerity approach with huge pressure still being exerted upon national budgets. The latest country in the firing line is Belgium where there is huge pressure to end the system of index linking wages, big demonstrations have taken place against the plans and a general strike is planned for the 15th December 2014. Concerning the UK's relationship with the EU there appears to be a hardening stand from the German and other governments that concessions will not be granted to the UK on key issues such as the free movement of labour. Taken with the recent successes of UKIP this suggests a defining moment on the UK-EU relationship is clearly approaching.

Further afield the US mid-term elections produced a clear defeat for the Democrats in both the House and the Senate which in turn further weakens the power and authority of Obama in the last two years of his Presidency, while the shaky peace agreement in the Ukraine appears to be in increasing danger of collapse. In the Middle East Israeli actions in building more settlements and temporarily closing the Al Aqsa mosque produced a strong reaction from the Palestinians of East Jerusalem, while Kurdish forces have so far successfully resisted the efforts of Islamic State to take the border town of Kobane, however the situation remains extremely volatile and dangerous.

Other points that were specifically focused on are;

TTIP – EU-US Free Trade Agreement: In an important development the German Trade Union Federation (DGB) together with the Federal Ministry of Economics and Technology (BMWi) issued a joint statement in relation to their demands towards the TTIP negotiations. Whilst the statement acknowledged that on some issues there is disagreement, it did highlight important areas in which the DGB and the government share concerns. These included;

- Transparency;
- That the agreement must not be permitted to jeopardise workers' rights, consumer protection, or social or environmental protection;
- As a matter of principle the democratic right to create laws, rules and regulations designed to protect public service objectives must not be jeopardised, undermined or circumvented;
- Regulations designed to protect investments (ISDS) are not an essential part of the agreement and should not be introduced along with TTIP.
- The high quality of public services must be maintained and in the public procurement sector, existing social and environmental criteria for awarding contracts and their potential expansion must not be called into question.

It is politically important that such a significant department within the German government is expressing many of the same concerns about TTIP as the trade union movement. It also highlights once again the German trade union movement position of whilst not, so far, outright opposing TTIP in any form, they have called for negotiations to be suspended until these and other issues of concern are dealt with. ITUC calls for TPP (Trans Pacific Partnership) Trade talks to stop: The ITUC has called on governments to stop negotiations on the “Trans-Pacific Partnership” agreement, criticising the secrecy and corporate bias in the current negotiations. Sharan Burrow, ITUC General Secretary, said “This secretive trade deal is good for some multinational corporations, but deeply damaging to ordinary people and the very role of governments. Corporate interests are at the negotiating table, but national parliaments and other democratic actors are being kept in the dark. What we do know, much of it through leaks, is that this proposed deal is not about ensuring better livelihoods for people, but about giving multinational companies a big boost to profits. Governments should shut down the negotiations, and not re-open them unless they get genuine and transparent public mandates at home that put people’s interest in the centre.”

Comprehensive Economic and Trade Agreement (CETA): Workers Uniting issued a statement on the Canadian – EU trade agreement – CETA (appendix). The agreement has a number of deficiencies, not least on labour rights and public services. Here it interferes with the rights of governments to regulate and protect public services, and will mean that any reversal by a Labour government on public service privatisation by the Conservative government will be near enough impossible.

Workers Uniting Steering Committee:

A vacancy on the workers Uniting Steering committee arose as a result of Glen Jackson from the GPM&IT sector no longer being on the EC.

Ivan Monkton from Agriculture sector was proposed and elected as Glen Jacksons replacement

Danny Coleman from Unite Now was also elected onto the Workers Uniting Steering Committee to ensure manufacturing had a representative on the steering committee

The GPM&IT sector will no longer have a representative on the steering committee in spite of the associated sector within the USW being their largest sector and the combined sectors being the largest sector in Workers Uniting

The date for the committee has been confirmed for the 9th February 2015. The committee will look at the work over the past period. This will be followed by the IndustriALL global base metals conference.

Danny Coleman from Unite Now was elected onto the Workers Uniting Steering Committee.

SAFRAN:

The SAFRAN UNITE convenors met for the first time, at the expense of the company, under the umbrella of the SAFRAN EWC. This combine meeting was initiated after UNITE officials met with the company to discuss the trade union nomination to the SAFRAN EWC. It was agreed that all the UNITE representatives would need to meet to discuss the work and information of the EWC and also to agree on the Trade Union representatives, which is provided for under the SAFRAN EWC agreement.

Manpower:

Further to the two court proceedings against Manpower, one in the UK at the CAC and one in France, the company requested a meeting with UNITE in an attempt to reach compromise on a way forward.

The following tentative agreement was reached with the company and the European trade unions:

If the company confirms that it will:

1. Resolve the ongoing unfair dismissal case against Carina Caetano (Portugal), without detriment to Carina;
2. Allow full participation of UNITE tutors in the proposed SNB training with the EWC training Associates;
3. Support the proposal and recommend that the SNB accepts an EWC agreement in-line with the Emerson/ITW agreements, to be signed in early 2015

The trade unions confirm that they will:

1. Accept that the Manpower EWC agreement will be governed by UK legislation;
2. Withdraw UNITE's CAC complaint against Manpower;
3. Terminate any pending legal complaint in France against Manpower.

This situation is ongoing and will only be fully resolved when all the points agreed above are satisfactorily met by both parties.

GKN:

UNITE and the GKN EWC select committee met with the GKN management to discuss a more pragmatic and productive way forward for the operation of the GKN EWC. As reported at previous Executive Council's this has been a long and difficult battle, which seems to moving in the right direction and should deliver some positive results.

Alstom and GE acquisition:

The GE acquisition of ALSTOM is gathering pace and the realisation of the magnitude of this deal is coming to light. Currently GE employs 90,000 workers across Europe, which will increase by 65,000 with the acquisition of Alstom.

It is still unclear what this will actually mean for both GE and Alstom workforce. The Alstom EWC has provided an opinion, which was based on limited information. As part of the negotiations the EWC and the company signed a charter of engagement, which provides for certain conditions and requirements to engage constructively with trade unions.

UNITE will now use this charter and the discussions that have taken place at a European level as leverage to get the UK management to the table.

Airbus:

EADS is currently transforming its company status to that of a European company as provided for under the European Company Statute. With the UK being the third largest country within EADS, employing in the region of 14,000 employees, it is obviously important that we are part of the negotiations in respect of employee participation within the company structures. This situation is currently ongoing.

Palestine:

12 delegates from the South East and London and Eastern Regions of UNITE have taken part in the trade union delegation to Palestine, from the 2nd to 8th November 2014, coordinated by Palestine solidarity campaign. 14

14

The programme included meetings and field visits in Jaffa and the Bedouin community in Al Arakib in Israel, and in the Jordan Valley, Hebron, Ramallah, East Jerusalem and a refugee camp in Bethlehem.

The group met representatives from a range of NGOs and workers' rights organisations, and found out first-hand about the situation of Palestinians living under occupation and facing ethnic cleansing in the West Bank and East Jerusalem, as well as learning more about the discrimination faced by Palestinian citizens of Israel.

The tensions in East Jerusalem, where the group was based, were palpable, with the mass presence of Israeli military and police being a daily occurrence in the area, where the group witnessed first-hand the regular clashes between the Israeli forces and Palestinian civilians.

In addition to the first ever regional delegation to Palestine, UNITE also played a major role in supporting the efforts of Labour Friends of Palestine and the Middle East at the Labour Party Conference. UNITE once again supported a packed fringe during Monday afternoon and was instrumental in trying to get the issue debated at conference and included in a contemporary motion. Although the efforts were narrowly defeated a good marker was put down for next year and discussions aimed at strengthening the effectiveness of LFPME have been taking place.

UNITE also played an important role in making sure that the UK Parliament voted in favour of the principle of recognising a Palestinian state. Every UNITE supported MP received a direct letter from Len McCluskey urging them to support the motion and vote in favour. Len also sent a personal letter direct to Douglas Alexander the Shadow Foreign Minister to the same effect.

Colombia:

UNITE and other UK Trade unions are urging the EU Commission to suspend the EU-Colombia free trade agreement until it can guarantee that fundamental human rights in Colombia are respected and international law upheld. 26 trade unionists were killed by death squads between January 2013 and May 2014 alone, with a further 13 attempted murders, 149 death threats, 28 kidnappings and 13 arbitrary detentions. There have been no arrests or prosecutions, a situation which is simply unacceptable and the EU can no longer stand by.

UNITE MP Jim Sheridan asked questions in parliament on the protection afforded to Senator Ivan Cepeda and other opposition politicians, human rights and peace campaigners in Colombia and the death of Norman Ortiz.

South Africa:

The situation within the South African trade union movement has become even more serious with the decision by the COSATU Central Executive Committee on 7th November to expel NUMSA from the federation. The report of the UNITE delegation to South Africa contains much more detail on the background to this situation.

COSATU has been split virtually in two, with seven other affiliates speaking out strongly against the decision to expel NUMSA. There is talk that this decision could lead to the formation of a new trade union federation within South Africa based around NUMSA and disaffected members of COSATU affiliates, particularly from the public sector.

NUMSA had attempted to launch legal proceedings to prevent the CEC from meeting, but was unsuccessful with its judicial application and the meeting went ahead, ending in the early hours of the following morning with the decision to expel NUMSA. This could have profound implications for not just the South African trade union movement and South African politics, but the global trade union movement more widely. COSATU and its affiliates have played a vital role in supporting progressive policies within the ITUC and the global union federations and the current conflict means that with COSATU divided this will clearly impinge on the role they, and their affiliates, are able to play internationally.

In discussions with representatives of COSATU, and affiliates, UNITE have consistently reiterated our view that a strong, unified trade union movement in South

Africa is important for the strength of the global movement and the fight against multinationals and neo-liberal capitalism.

Bangladesh:

The department supported the preparation for the solidarity delegation from the London and Eastern region to Bangladesh, which aimed to look at ways to increase solidarity with Bangladeshi trade unions following the Rana Plaza Disaster. 16

UNITE's affiliates with UNI and IndustriALL were utilised to facilitate contacts with representatives of the Accord in Bangladesh. The TUC also helped support the delegation with their contacts. A report Jim Kelly is in appendix.

Support for Kurdish population of Kobane: UNITE was asked by UNITE member and Director of the Centre for Turkey Studies Ibrahim Dogus, to support the demonstration in solidarity with the Kurds of Kobanè. They are defending their city against the fundamentalist forces of Islamic state, and until recently, the Turkish government had refused to open the boarder to let refuges out or Kurds in to support their colleagues. UNITE issued a statement of solidarity with the Kurds (appendix) and highlighted the demonstration.

Document 8.3, Education.

A full and extensive report was given, including the following;

UNITE THE UNION EDUCATION DEPARTMENT STATISTICAL RETURNS
JULY TO SEPTEMBER 2014

REGION	No. of Courses	No. of Students	No. of Teaching Days
East Midlands	18	158	702
Ireland	11	157	1019

uniteNOW!

London & Eastern	73	716	2065
NE, Yorks &Humber	30	232	846
North West	32	298	1469
Scotland	31	300	1038
South East	15	115	536
South West	19	164	767
Wales	24	184	679
West Midlands	23	238	1106
ResidentialCourses	19	343	1822
TOTALS	295 2	905	12049

The General Secretary's ambition to reach into all secondary schools with educational inputs has been triggered – and already successes have surfaced. Via the Unite Community Membership department the rolling out of Unite in Schools in England and Wales is being managed alongside working collaboratively with Unite in Schools organisers in Scotland and Ireland. Each Community Regional co-ordinator will be set and have to manage targets to

ensure the delivery of our programme to ensure Unite in Schools resources are up-to-date and exciting for their specific (15-17 year olds) target audience. This includes specialised commissioned short films and teaching materials from the Education Department.

The Education Department members are working in conjunction with their Community Membership colleagues to ensure high quality training. Each of the Unite in Schools speakers will be capable of delivering to a nationally agreed high standard: feedback from the sessions ensures the effectiveness and compatibility of our Unite in Schools speakers. In the meantime the Education Department will support the Community Membership team to promote the Unite in Schools programme with our sister unions in education and the TUC.

During 2015, the Education Director intends to prioritise Education for Unite members as well as Activists.

Document 8.4, Report from AGS Steve Turner

A full and extensive report was given, including the following;

SERVICE INDUSTRIES SECTOR

Since the sector was established at the September meeting of the Executive Council, members totalling 20,108 have been transferred from GEMS. These members have been drawn from:

- Agency Labour (not in client sector)
- Communication Managers Association (CMA)
- Contract services including; security, cleaning and catering services
- Non-food retail, High Street services and leisure industries (not LA)
- Private Sector Residential Care Homes
- Self employed professionals, including business services
- The Professional Sales Association

Existing members of the GEMS NISC falling within the above categories have been transferred to form a new Service Industries NISC of 15.

INAUGRAL NISC

An inaugural meeting of the NISC was held on 12th November at Holborn. The meeting elected the NISC Chair, Howard Percival and Vice Chair, Terry Mills as well as adopting Standing Orders. The committee agreed a representational structure from the regions for the period 2015-2018 which provides for a broad committee of 23 members representing

the various industrial groups making up the new sector. This will now be put to the Executive Council for endorsement.

Discussion was held in the NISC on other identifiable groups of members - outside of the GEMS sector - to approach to join. Following this initial discussions have been held with a number of member groups, national officers and regional secretaries and this will now progress to the appropriate sectors prior to any member transfer. Identified groups include members in Hotels and Hospitality (currently in our FDT Sector) and Private Residential Care Homes, largely in our CYWNFP sector.

It was agreed that the name of the new sector would be determined by the NISC in January but that a good working title would be Retail, Hospitality and Service Industries

It's clear that the sector offers Unite a tremendous opportunity to align and position itself at the heart of exploitation Britain. While we have one very well organised group with the CMA, the rest of 3 the sector is largely unorganised with many working in sectors known to be some of the most exploitative in our economy.

Building networks, strategies and joint campaigns between our current membership in hotels, retail, hospitality, cleaning and security with our community, young and retired members gives us a great platform to unionise our hotels, bars, clubs and high streets; fast food outlets, zero hours and minimum wage retailers - as well as other groups in precarious employment sectors. Our young member strategies for decent work, housing and hope fit perfectly into this strategy and they are eager to join forces to make this happen as part of a 'Team Unite' - not sector - campaign.

Young members

Young people remain firmly in the sights of government and its relentless drive to cut UK debt and a growing deficit via a self defeating, ideological strategy of austerity. Slashing local authority budgets has led to vicious cuts to youth, career, health and social services, while attacks on benefits and a failure to invest in social housing, jobs and communities has left today's younger generation predicted to be the first to be worse off than their parents.

While youth unemployment remains unacceptably high and close to one million, those finding work or sanctioned into it are more often than not forced into zero/short hours,

minimum wage contracts with few opportunities to progress and little if any job security. Despite the tremendous work being done within our industrial sectors to open opportunities and bring young people under the protection of union agreements, the number finding their way into decent apprenticeships, proper training schemes and secure union jobs remain a small minority.

Unite has 133,383 young members spread across all regions and industrial sectors, largely concentrated in five:

REGION	SECTOR
London & Eastern (24,392)	Automotive (15,546)
North West (19,562)	Finance and Legal (11,669)
North East (15,482)	Food, Drink and Tobacco (11,040)
West Midlands (14,985)	Aerospace and Shipbuilding (10,371)
Scotland (12,829)	Civil Air Transport (9,923)

YOUNG MEMBERS SURVEY AND STRATEGY

The Young Members National Committee has conducted its first survey of Unites young members and the results are already informing the committee's campaigns and strategies moving forward.

Our recent Strategy Weekend brought together our national committee with young activists from the regions and our officers with young member responsibility to critically examine our current level of activity, engagement and outcomes from current plans while working up our strategies and campaigns for the coming period.

- The weekend was a huge success and concrete proposals are now being worked up for two core campaigning strategies on housing and decent work. The young members survey received 2429 responses. Data received has been broken down by

region, sector, grouped ages (u20, 20-24 & 25-30) and gender. We were also able to separate out our activists' responses from our general membership.

The main findings provided some interesting information for the National Committee to use over the strategy weekend when discussing and developing future campaigns and activities; our members key industrial issues were the lack of any career path (47%); low pay (44%) and job insecurity (36%), while zero hours contracts and equality rights polled the lowest at 6.7% of respondents, largely reflecting the protection given to our members in unionised workplaces and the age range of members responding.

- When asked how our members were treated at work compared to older colleagues the responses were perhaps not surprising but raise real challenges for us to address; undervalued (51% overall but 62% of our activists); not taken seriously (43% overall but 52% of our activists); paid less (39%); given the worst jobs (23%) and worse terms and conditions (22%).
- 86% of our young members (u25) live at home with parents and 42% overall don't earn enough to last the month without borrowing money.
- When asked about our campaigns; 68% engaged most with those to improve terms and conditions, pay and job security; 53% with the campaign to save the NHS; 59% for the living wage and 45% for social housing.
- Interestingly 72% (86% of activists) are planning to vote in May 2015 with only 7.8% saying they are not. This is a much higher figure than our membership overall and very encouraging in respect of young peoples engagement with politics.
- This ties in with the 53% of activists (30% of members) who have participated in public demonstrations/rallies and 36% of activists who had participated in strike or other industrial action.

The survey informed the debate at our Strategy Weekend and led to the development of two core campaigns for the coming period; the development of a 'Housing Charter' and a 'Charter for Decent Work'. These campaigns are now being worked up with the national committee to be launched in 2015 across our regions. Discussions have already taken place within the newly established service industries sector and with our community groups on the development of cross sector activities in support of both.

UNITE NATIONAL YOUNG MEMBERS CONFERENCE 2015

The national conference is now scheduled for 1st and 2nd April 2015 in the Unite View Hotel, Eastbourne. Proposals for the distribution of 81 delegates to the conference will be put separately to the Executive Council for agreement

UNITE RETIRED MEMBERS

Within all regions retired members have been organising to take part in campaigns and rally's such as:-

- Pensioners Across the Generations

- Opposition to Zero Hour's Contracts
- Older Peoples Day on the 1st of October 2014
- Britain Needs a Pay Rise march 18th October 2014
- Trans Trade Investment Partnership (TTIP)

A number of retired member branches have been affiliating to:-

- Trades Councils
- Morning Star

WINNING FOR RETIRED MEMBERS

The National Pensioners Convention is holding a conference in March 2015, Unite has a delegation attending this event in Stone, Staffordshire.

A further summer school will be held in July 2015, this is to build onto the success of the 2014 summer school held in Eastbourne, where a number of topics that affect retired members and the public in general were discussed.

RETIRED MEMBERS AT THE HEART OF UNITE

Unite delegates attended the Pensioners Parliament on the 5th November. The main thrust of this conference, organised by the National Pensioners Convention (NPC) was to promote the New Pensioners Manifesto that is similar to Unite Retired Members own manifesto.

The following demands are:-

1. Basic state pension for all set above poverty level of £175.00 per week.
2. Increase in pensions to be linked to the best of RPI – CPI or 2.5% of earnings.
3. Universal pension benefits (bus passes, winter fuel allowance, free TV licences for the over 75's, free prescriptions for all, maintained without means testing).
4. National health and care service free at the point of use, funded through taxation.
5. Legally binding dignity code to improve the quality of standard care for the elderly

RETIRED MEMBERS CAMPAIGNS

There are a number of regional campaigns going on such as:-

- Keeping Bus Passes
- Social tariffs for fuel bills

- NHS
- Winter campaign - Food, Fuel and Heat or Eat
- Pensions and benefits

BUILDING OUR COMMUNITY ORGANISATION

There are already 7800 community members organised in over 80 community groups in towns and cities across our union. They meet regularly and develop campaigns to address issues identified as important to them.

Unite has established community groups operating in: Barnsley; Barnet; Belvoir Women's Group; Best Hill; Berks, Ox and Bucks; Ballybeen Men's Motivation group; Birmingham; Brent; Bridport; Bridgwater & Taunton; Brighton; Bristol; Bootle;

Bournemouth; Bradford; Camden & Islington; Chesterfield; Cambridge; Cardiff; Cornwall; Coventry; Crawley, Surrey & North Sussex; Derbyshire; Derry; Doncaster; Dublin; Durham; Ealing; East Belfast; Edinburgh; Exeter; Falls Road Belfast; Glasgow –Maryhill, Milton and East End; Gorton, Manchester; Great Yarmouth; Grimsby; Haringey; Hastings; Huddersfield; Ilfracombe; Kent (North); Kilburn; Hull;

Lambeth; Leeds; Leicester; Liverpool; Lincoln; Salisbury; Teesside; Tower Hamlets; Machynlleth; Manchester; Newcastle; Newry; Nottingham; Northampton; North Antrim; Oxford; Peterborough; Portsmouth and District; Renfrewshire; Rochdale & Oldham; Salford; Stoke & Staffordshire; Strabane; Strathkelvin & Kirkintilloch; South Essex; South Yorkshire (Sheffield); Southampton; Sussex Coast; Swansea; Swindon; Waltham Forest; West Belfast; Wigan; Wirral; Worcester; Wrexham and Yeovil.

We provide a home and collective voice for thousands of people in communities across our nations, over 7800 have already signed up wanting to make a difference, people who are prepared to engage in street protests, campaigns and direct actions to challenge head-on a relentless Tory attack on working class communities, human and trade union rights. 11 Through Unite Community hundreds of activists have been trained in campaigning and organising skills, skills that have had a positive impact in their local areas and further enhance the union's reputation as the 'fighting back' union.

Community members have joined and offered tremendous solidarity to the union's industrial members in their struggles as well as supporting the union's leverage strategies and national priorities. They have and continue to give real meaning to our vision of 'one union – stronger together'.

UNITE IN SCHOOLS JULY- DECEMBER 2014

The Unite Community team has taken overall responsibility for coordinating the Unite in Schools programme, developing relationships with schools to facilitate curriculum access,

including with our teaching unions, and working closely with Unite's regional education officers on the provision of trained speakers for agreed sessions. Separate arrangements are in place for Ireland and Scotland where the ICTU and STUC have their own initiatives.

The programme primarily targets pupils aged 14-16 (key stage 4) but Unite will also deliver to 16-18- year-olds in 6th forms and students in colleges and universities where we have relationships. Close to 1600 secondary schools and colleges have now been

written to and personal follow up calls are in progress, a positive response has already been received from 126 schools, many of whom have already had initial sessions with

follow up's planned. We have trained over 100 activists to operate the programme to date with more training sessions planned over the coming months.

The initial responses have been very encouraging and while the scale of the project is challenging for us, we are very confident that the programme will be a huge success and the reach of Unite into our schools and wider communities will go from strength to strength over the coming months.

Document 9.1, Eligibility of Executive Council Member

A complaint around the eligibility of an EC member was put to the Council by the General Secretary, the complaint was based on a technicality on Rule 6, after lengthy debate, the council unanimously including all Unite Now Delegates reached a conclusion that the complaint was unfounded.

Document 9.2, Survey of Participation on Area Activists Committees

Following a survey that will be issued to all Regions and after discussion, it is clear that participation in AAC's is poor apart from maybe in the South East.

It was therefore agreed that the following process will take place prior to the March 2015 EC and the 2015 Rules Conference:

- All Regional Secretaries will be written to, for their views on potential changes.
- Examples of best practice in certain areas will be looked at in an attempt to replicate in other regions.

Document 9.3, Branch Re-organisation, appeals panel.

Two complaints raised from the East Midlands and subsequently reviewed by the EC Complaints sub-committee were not upheld, this decision was unanimously agreed by the Executive.

Document 9.4, Rules conference 2015, distribution of delegates.

The Document was unanimously agreed and should be available via your Region or Constitutional committees.

Document 9.5, & 9.5.1 Rules conference 2015 Standing Orders.

The Document was unanimously agreed and is **attached**.

Document 9.6, 2015 Young Members Conference

NATIONAL YOUNG MEMBERS' CONFERENCE – 2015

In accordance with the previous decision of the Executive Council the National Young members Conference will take place next year on 1st and 2nd April 2015 at the Unite View Hotel in Eastbourne.

Distribution of Delegates

The distribution of delegates by Region across the 4 areas of equality for which conference will be held (including any gender and ethnic requirements updated to current membership information) is as follows:

Region TOTAL (81)

East Midlands 7 including at least 2 women, 1 baem

Ireland 7 including at least 2 women

London & Eastern 12 including at least 3 women, 3 baem

North East & Yorkshire 10 including at least 3 women

North West 10 including at least 1 baem, 3 women

Scotland 7 including at least 2 women

South East 7 including at least 2 women, 1 baem

South West 7 including at least 2 women

Wales 7 including at least 2 women

West Midlands 7 including at least 2 baem, 1 woman

Document 9.7, Ratification of Officers

All the following appointments were ratified by the Executive;

Vacant Position	Successful candidate(s)	Interview date(s)
Regional Secretary South West	Peter Hughes	19 th September 2014
Regional Officer, Wales	Alan McCarthy	10 th /19 th September 2014
Regional Officer x 2, London & Eastern	Simon McCartney & Mark Barter	12 th November 2014
Regional Coordinating Officer x 3, Ireland, Wales & L&E	David Thompson(Ireland), Anthony Brady (Wales) and Wayne King (L&E)	17 th November 2014
Regional Officer Wales	Neil Beveridge	25 th November 2014
Regional Officer, South West	Nick Owen	26 th November 2014

Document 9.8, Resolutions.

See attached

Document 10.1, Finance

As indicated above, the financial results for Unite in the 1st Three Quarters of 2014 are satisfactory and more or less on par with last year.

More specifically, Total Income amounted to £120.3 million in the 1st Nine Months of 2014, down £2.3 million versus the same period a year ago. Contribution Income increased slightly as the increase in membership subscriptions implemented 1st September 2013 and 1st September 2014 more than offset the loss of paying membership. However, as anticipated, due to the Jackson legislation, Legal Income has started to fall, down £2.4 million year on year.

A breakdown of Unite's Total Income in the 1st Nine Months of 2014 is as follows:

- Contribution Income excluding Driver Care £111.4
- Driver Care 2.3
- Legal Income 6.4
- Affinity / Sundry Income 0.2

Total Income £120.3

Total Recurring Expenditure totalled £105.2 million in the 1st Nine Months of 2014 which was £1.0 million more than last year. Costs of the National Organising Department are up by £1.1 million versus last year as more Organisers have been employed and all Organisers have been provided with vehicles. Employment Costs excluding Organising are up by £0.4 million Employer Disputes are up by £0.7 million. Property Costs are also up as we have looked at our depreciation methodology with our independent auditors and concluded that the substantial refurbishment undertaken recently at many Unite properties should be written off over a shorter period of time (20 years as opposed to 45 years).

As a consequence, Unite recorded a surplus before Investment Income and Non-Recurring Items of 15.1 million in the 1st Nine Months of 2014 – a deterioration of £3.2 million versus the 1st Nine Months of 2013.

Investment Income amounted to £1.6 million in the 1st Nine Months of 2014, the same as a year ago. Non Recurring Items (excluding Pension Deficit Reduction payments) amounted to a net £2.4 million in the 1st Nine Months of 2014. This was comprised of severance costs of £1.0 million and the write-off of VAT on property purchase/refurbishment of £1.3 million.

The net £2.4 million cost of Non-Recurring Items was £3.9 million better than last year. This improvement is principally due to the substantial reduction in severance costs versus 2013 and prior years.

Pension deficit recovery contributions totalled £9.9 million in the 1st Nine Months of 2014 – an increase of £0.9 million compared with the same time last year. This increase was due to the up-front payment due to the Republic of Ireland scheme. Following this up-front payment, the deficit reduction payments due the ROI Scheme have been agreed at £0.2 million per year for the next 10 years.

Taking everything in account, Unite posted an overall surplus of £4.4 million for the 1st Nine Months of 2014 – a result which was £0.2 million worse than last year.

Unite's liquid assets totalling £95.8 million as at 30th September 2014 down £1.5 million from the end of June but up £2.5 million from year end 2013. The reason for the decrease in the quarter being the high spending on fixed assets, the purchase of cars, the purchase of property (Wrexham, Southampton and Ipswich) and spending on property refurbishment

(Slough, Bristol, Stoke, Carlisle, Holborn and Eastbourne).

Dispute Fund

Strike pay and criteria for application for additional payments from the dispute fund was discussed and agreed.

Branch Audits

A Branch has posed a question to me which I think should be something formally decided by the Executive Council. Specifically, the Branch asked whether it would be appropriate for a member who had previously been Branch Secretary and had subsequently been elected as Branch Auditor to sign off the Branch accounts for the period in which the member was Branch Secretary. As common sense would clearly indicate that this should not be the case as the Branch auditors should be independent of the Branch Secretary and other officials running the Branch, it is proposed that the EC endorse the following:

No Branch accounts should be audited by members who were the Branch Secretary or another Branch official with the responsibility for running the Branch during the period covered by the audit.

Carer Support

To date, members who require carers to accompany them to Unite meetings receive the following level of support (beyond reimbursement for their own expenses) to recompense costs incurred:

- Travel
- Reimbursement of additional carer's fees up to £55.80 per day
- £10 non overnight/£20 overnight allowance
- Hotel accommodation for carer (if necessary)

In light of the elimination of the £55.80 as a reference point for members' Loss of Earnings, it is proposed that additional carer's fees be reimbursed normally up to maximum of 8 hours per day at the appropriate Living Wage (currently £7.85 per hour for carer's who live outside of London and £9.15 per hour in London).

Document 10.2, Finance Strategy

The Executive Council approved a 2.3% pay increase for officers and staff for 2015.

A two-tier subscription policy (in line with Composite C43 from Policy Conference) was approved by the Executive Council for introduction in 2015.

An increase of 21p in full rate subscription charges in 2015 and no increase for 2016 were also approved by the Executive Council.

Document 11.1, Legal & Affiliated Services.

Proposal

It is proposed that any member who knowingly decides to instruct a non-panel firm of solicitors to pursue a personal injury claim on their behalf, instead of a Unite panel firm of solicitors, would lose their automatic entitlement to Union legal aid on employment related matters. The above proposal is subject to a provision that a member's entitlement could be reinstated on the delegated authority of the General Secretary.

A debate took place and the paper removed for further discussion at a later EC meeting.

HOLIDAY PAY GUIDANCE FOR OFFICERS

The Judgement of the Employment Appeal Tribunal which was handed down the 5 of November in the Unite backed holiday pay case was a victory and will mean a difference in members' pay packets when they are on holiday.

This is a victory that Unite fought for and can rightly claim to be a Unite success. As the media coverage concluded: "the country marched for a pay rise and Unite delivered."

• WHAT THE JUDGEMENT SAID

Pay for non-guaranteed, contractual overtime, which members are required to work and normally work, should be included in the calculation of holiday pay under European Law. As it is only holiday under European Law that is covered by this decision, this only relates to the 4 weeks' holiday or 20 days that are required by the Working Time Directive (not the additional annual leave that members get under UK law and/or contractual leave). Consequently going forward employers will have to change their policies to comply with this. Claims in principle can be taken for back payment of previously under paid holiday pay provided there is not a three month gap between holidays. This is likely to rule out many backdated claims

• WHAT THE JUDGEMENT DIDN'T SAY OR DECIDE

The Judgement did not say whether genuinely voluntary overtime (which is what most people undertake) is included.

It did not say that claims could be back-dated 6 years back or to 1998. Press reports and commentary to this effect are inaccurate.

It did not say whether all types of 'additional payments' should be included in the calculation of holiday pay.

• WHAT SHOULD WE BE DOING NOW?

In organised or recognised workplaces, negotiation, if not already started, should be initiated by us.

National Officers need to ensure that where workplaces straddle Regions, no disparities emerge between sites.

Negotiations should not ordinarily be conducted by solicitors. Individual cases assessed by

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an Officer **IN ACCORDANCE WITH THE CRITERIA OUTLINED BELOW** should be referred in accordance with the previous Guidance. Employers seeking to negotiate collectively should be dealt with on an industrial basis, not through a referral to solicitors.

• **WHAT ARE WE LOOKING TO ACHIEVE?**

Primarily that change is effected going forward to include all payments in the calculation of holiday pay including all overtime, premiums, bonuses etc. so that the requirement that holiday pay is equivalent to the normal rate of pay is collectively and therefore contractually agreed. **WE ARE TRYING TO ENSURE OUR MEMBERS RECEIVE THEIR NORMAL PAY GOING FORWARD WHEN THEY TAKE PERIODS OF REST / HOLIDAY.**

• **WHAT IS THE RIGHT SETTLEMENT AT THIS STAGE?**

There is no 'one size fits all' and any questions about offers put forward by employers should be addressed to the Legal Department (see email details below).

A. **Back Pay**

We have to recognise that the **Judgement has at this stage effectively limited these claims**. However during a period of uncertainty employers may want to discuss this.

As a general rule, the following should be proposed to employers where we negotiate collectively. Either they can:

(i) Calculate everyone's losses and holidays on strict terms according to the judgement (this will involve a complex calculation and identifying gaps between each and every individual's holidays)

(ii) Utilise annual pay/ collective negotiations as a mechanism for resolving any potential claims collectively in order to achieve an agreed settlement.

In negotiating settlement on a collective basis, it must be remembered that as the law stands many back pay claims are likely to fail as a result of the 3 month gap provision or be of little value. It is likely that most people will have a 3 month period where no holiday was taken not least because the judgement only covers the four week European holiday entitlement rather than any UK or contractual holiday. When negotiating however, you should seek to agree with the employer that all holiday taken going forward is paid for at the 'normal rate'.

Should an employer choose the second option we can give no undertaking that individuals would not pursue claims. Should the collective accept we can say that Unite would not support such claims. Obviously if anyone went outside the Union to take a claim then the employer would know that the payment made through the collective agreement would offset any potential liability they would have.

For the collective option you must consider if your workplace has regular holiday periods defined that mean the 3 month gap is never broken. If you consider your workplace may not break the 3 month gap then please **IMMEDIATELY** refer to the solicitors (separate advice will go to the solicitors telling them to issue in those circumstances). Provided your workplace does not have regular holidays that keep it within the 3 month period we are recommending you try to negotiate the workforce a 2-4 WEEK bonus payment for back pay, remembering always that the union's priority is to get Holiday pay to reflect normal pay going forward. If the employer will not deal collectively on Back Pay then it would be for the members to approach us about any individual claims they have and in those circumstances please refer to Individual Claims advice below.

Please note that many workplaces for example the automotive industry may already have holiday pay terms negotiated by the union which exceed the entitlements provided for by law. **B. Individual claims**

We are not actively encouraging or seeking claims for back pay either on a collective or individual basis as a result of the decision of the EAT. However, as always, each and every individual has the right to pursue their own claim. Should a member approach an officer each claim should be assessed on its merits in the normal manner with the following additional minimum provision:

Any individual claim for underpaid previous holiday pay must entail the member:

- (i) Having had at least 7 (seven) days holiday in the previous 3 month period **and/or**
- (ii) A minimum of 2 periods of holiday going back which are less than 3 months apart

If those criteria apply the matter should be referred to solicitors for evaluation. Expectations should be managed that many of these claims will simply be uneconomic to pursue because of their low value when set against the cost of the union's resources in bringing the claim.

C. Future holiday pay

This is the union's priority and why we have taken the position above on Back pay.

Currently the legal judgements do not deal with voluntary overtime however the case law is very much moving towards a holiday pay slip reflecting what a worker normally gets in their wage packet. **It is for this reason that employers should be approached to be asked for holiday pay that reflects the average pay that someone has received over the last 12 months.** This is not a difficult calculation for employers. Clearly this would mean some voluntary overtime would be included in the holiday pay package, and that pay package would reflect 28 days and not 20 days covered by this legislation. This means you can legitimately tell members we have negotiated beyond the case law, and hence the union position on back pay, but you can also clearly make the argument with the employer that the case law is moving to "normal pay in times of rest"- indeed many employers may think that this is where the case law currently stands in any event. On that basis, as set out above, you should seek to negotiate that the employer pays normal pay to its employees for all holidays taken.

WHAT ABOUT OTHER UNIONS, LAWYERS, NO WIN NO FEE ARRANGEMENTS?

People will promise things they cannot deliver. At the moment the law is stating that back dating of claims is possible however the three month gap referred to above will make it difficult for many to achieve any meaningful value to the claim. This may be challenged. However it will be some time before this is undertaken and many claims will potentially become time barred in the interim if employers change their policy. Even if successfully challenged in the Courts, the possibility of government intervention cannot be ruled out.

WHAT TO WATCH OUT FOR?

The biggest risk in this area is that employers change policy and either do not advise you of this or do so without agreeing the matter with you.

If no agreement is reached and an employer's policy is changed the clock starts running on potential time limits and the individual members affected will need to be referred to solicitors as per the previous guidance issued.

Legal Department: Email addresses: (please ensure you cc all the people below into your email)

Howard Beckett: howard.beckett@unitetheunion.org

Barbara Kielim: barbara.kielim@unitetheunion.org

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LEGAL OFFICERS

To ensure the union can afford legal services we have begun to appoint regional legal officers. The legal officer role is not intended to take responsibility for legal matters from other officers but they are intended achieve d) above. The legal officers will report directly to the regional secretary on officers' performance of d) above. Specifically the legal officer is tasked with:-

- i) Improving the officers' use of the solicitors on employment matters;
- ii) Implementing the early conciliation procedures in the regions to ensure maximum effort is used to achieve workplace resolutions;
- iii) Ensuring officers are engaged on matters referred to the solicitors to ensure maximum success;
- iv) Review cases rejected by solicitors to ensure best standards;
- v) Ensure training is targeted to the areas required;
- vi) To develop the ongoing integration of legal services within the industrial agenda of the union;
- vii) To ensure the regional balloting systems and officer knowledge are to the standard needed for urgent industrial action to be taken;
- viii) To ensure maximum usage of Health and Safety legislation;
- ix) To ensure maximum usage of the CAC both for negotiation and for access to essential information for bargaining purposes;
- x) Ensuring matters of significance are recognised within the region.

The officers will receive 3 months' intense training from secondment to regional firms. They will spend a month covering personal injury work to ensure they have an understanding of causation issues with accidents at work and diseases; they will spend a month in employment to ensure they have a full understanding of issues relevant to proving unfair dismissal / discrimination and understand the complexities of the Employment Tribunal systems; a month in the Trade Union Dispute team to see the challenges ballots face. To date the appointments have been made in Scotland; North East; North West; East Midlands; London and East. The secondments will commence at the start of January.

Back to Work

A total of 14,090 members are now participating in the Back to Work programme an increase of 732 since the last report.

It is likely that a high percentage of these members would have left Unite without the Back to Work option. This programme is therefore retaining subscription income of £366,340 per

annum for Unite.

Member gets Member

The scheme continues to gain momentum. A total of 23,006 members have been introduced and 17,993 cards have now been sent out.

Credit Union Service

In the period 1 August to 31 October, UCUS were contacted by 340 members interested in the service. London Plus received the most referrals with 66 and the most popular product enquiry was for loans.

Two new credit Unions have joined the panel - Plough and Share Credit Union (South West) and

Norwich Credit Union (London & East) and 3 other Credit Unions are interested in joining:

- Plane saver credit union (Transport and emergency services – based in Middlesex)
- Transport CU (Transport – Glasgow)
- Ipswich & Suffolk CU

We are in the process of redesigning the literature and are building a new web site which we hope will increase member's awareness and understanding of the service.

Unite Home Insurance

As at the end of October a total of 3,869 policies have been sold. The 42% conversion rate has been maintained and this is very encouraging in a highly competitive marketplace.

These sales are on target to generate over £150,000 in commissions this year and when the advance payment is taken into account the value to Unite this year will exceed £400,000.

Unite Prepaid Debit Card & Unite Rewards

Almost 1,000 cards have now been issued and £107,000 was loaded in the second quarter of the year. This demonstrates that members who have applied for the card are actively using it.

The Unite Rewards website now has over 7,000 members registered.

Unite Debt Advice

As at 31 October, a total of 2,625 members have contacted the service. This represents a 47% increase on the same period in 2013. Around 100 members have entered into Debt Management Plans. Marketing activity has been stepped up in recent months and has included:

- West Midlands: attendance at Key RISC meeting
- London & Eastern: awareness training at BA (Heathrow) and Virgin Atlantic (Gatwick)
- South East: attended an RBS Reps meeting
- North East: ran a training session for Reps

There are now 4 Payplan representatives providing local support to the Regional Coordinators. It is anticipated that this team will provide further support to the Credit Union initiative whilst attending more RISCs, Committees, Reps meetings and conferences than ever before.

Unite Debt Advice have provided all the Credit Unions participating in UCUS with an individual referral process for members in need of financial help.

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Unite Life Insurance

The scheme continues to perform well and product sales have produced £30,789 in commission income for the period from 1st September to 24th November. This means that the total income received over the past 6 months is now £63,570.

Over the last 3 months our marketing activity has generated 4,739 new leads, many of which we hope to be able to convert into sales in the coming weeks.

Unite Tax Refund Service

For the period 1 January to 31 October a total of 1,107 application packs have been despatched. 465 of these have been returned resulting in 260 successful claims. 121 claims are still being reviewed by HMRC.

This activity has generated refunds of £16,420 for members.

Unite4Jobs

The site attracts an average of 600 visits per week and around 7,000 members are now registered. We expect to have the Hinkley Point support site up and running early in December and this will include a specially designed CV template that will aim to identify members who currently have the type of skill sets EDF require or who could be trained.

AOB

Other items discussed were as follows:

- Extensive debate around a new officer and stand-down process which will be based on an assessment centre model, due to be launched in early 2015, this will not replace the EC appointment process, it will simply be an additional step prior to interview.
- The Executive Council approved the outcome of the EC Disciplinary Panel Investigation reference enforcement order made by the Certification Officer in respect of Hicks v Unite the Union concerning the conduct of Assistant General Secretary Steve Turner that; *“not to initiate an investigation into this matter under Rule 27”*