

Unite Executive Council Report December 2015

Previous Executive Council Minutes from September 2015: Read and Adopted

General Purpose and financial Committee Minutes from October: Read and Adopted

General Purpose and Finance Committee Minutes from November: Read and Adopted

General Secretary's Report:

Public Meetings and General Events

- TUC Conference, moving motion to conference.
- Speaker at Institute for Employment Rights fringe event, Kill The Bill, TUC Conference.
- Speaker at Morning Star fringe event, Fighting the Trade Union Bill, TUC Conference.
- Speaker at 20th Anniversary Conference of Liverpool Dockers' Dispute, Adelphi Hotel, Liverpool.
- Labour Party Conference, moving composite to conference.
- Speaker at Unite and Daily Mirror REAL BRITAIN fringe event, When did the war on poverty become a war on the poor?, Labour Party Conference.
- Speakers at Trade Union Group of MPs fringe event, The future of trade unions in the Labour Party, Labour Party Conference.
- TUC march and rally, Manchester, Tory Party Conference. • Speaker at meeting of Unite Group of MPs, Parliament.
- Attended evidence session, Trade Union Bill Committee, Parliament.
- Cuba Solidarity pub quiz night fundraiser.
- Speaker at Trade Union Bill lobby of Parliament.

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- Attended screening of United We Stand and chaired post-film discussion with Tom Watson MP, Deputy Leader of the Labour Party.
- Attended Labour Party Steel Summit, Leaders of the Opposition's Office.
- Speaker at the Oxford University Labour Club.
- Speaker, CPHVA Annual Professional Conference, Manchester.
- Speaker, Save our Steel Rally, Sheffield City Hall.

Political, International & Inter-Trade Union Matters

- Meeting with John McDonnell MP, Shadow Chancellor of the Exchequer.
- Various meetings with senior staff on Unite Political Strategy.
- Meeting with Frances O'Grady, TUC General Secretary, to discuss the Trade Union Bill.
- Meeting with senior staff on Unite response to the Trade Union Bill.
- Meeting with John Healey MP to discuss Labour Party campaign strategies in the 2015 General Election.
- Meeting with Carwyn Jones, First Minister of Wales, and Andy Richards, Regional Secretary.
- Meeting with Kesia Dugdale, Leader of the Scottish Labour Party.
- Meeting with Jon Cruddas MP to discuss various political matters.
- Meeting with employment law academics at Oxford University.
- Meeting with Sajid Javid, Secretary of State for BIS, to discuss the Trade Union Bill.
- Meeting with Jack Dromey MP, Shadow Minister for Policing.
- Various meetings with members of the House of Lords to discuss the Trade Union Bill.
- Meeting with Robert Halfon MP, Minister without Portfolio, on Trade Union Bill.
- Meeting with United Nations Deputy General Secretary, Jan Eliasson.
- Attended Workers Uniting Steering Committee, Pittsburgh.

Administrative & Organisational Issues

- Various meetings to discuss Unite property matters and developments in Birmingham.
- Various meetings with Barbara Kielim, Head of HR, on Officer Assessment Centre.
- Various meeting on Unite National Officers, Organisers and Staff Pay Talks.

Constitutional Committees & Industrial Matters

- Attended Vauxhall Ellesmere Port launch of next generation Astra model.
- Meeting with Colenzo Jarrett-Thorpe, National Officer, Health.
- Meeting with Rhys McCarthy, National Officer, Private Sector Services.
- Meeting with Tony Devlin, National Officer, Chemicals, Pharmaceuticals, Process & Textiles (Oil Distribution).
- Meeting with Harish Patel, National Officer, Metals & Equalities BAEM.
- Meeting with Oliver Richardson, National Officer, to discuss Gatwick.
- Meeting with Ian Waddell, National Officer.
- Meeting with Mike Coupe, CEO Sainsbury's.
- Meeting with BASSA Reps Nigel Stott, Chris Harrison and Anna Roffey to discuss Gatwick.
- Attended Scottish Regional Committee, Glasgow.
- Meeting with Pat Rafferty, Regional Secretary, and Ian Waddell, National Officer, to discuss Trident.
- Meeting with Martin Gwynne, Chief Executive, GIST.
- Meeting with Gail Carmail AGS, and Jim Kennedy, Construction Liaison Officer, and senior staff to discuss current industrial matters.
- Attended Aerospace and Shipbuilding NISC, November.
- Various meetings with AGSs, National Officers and senior staff to discuss ongoing situation in steel industry.
- National Industrial Sector Conferences, Brighton.
- Meeting with senior stewards and EC Members to discuss Unite position on Trident.

- Meeting with TATA Reps and Tony Burke AGS to discuss ongoing situation in Steel industry.

Principal Media Appearances

- Interview, Pienaar's Politics, Radio 5, TUC Conference.
- Article, The Guardian, 'Blairism is dead and buried. Jeremy Corbyn is the future', 13th September 2015.
- World This Weekend, BBC Radio 4, Labour Party Conference.
- Interview with Evan Davis, Newsnight, BBC Two, Labour Conference.
- BBC, The Andrew Marr Show, BBC One, 4th October 2015.
- At both the TUC and Labour conferences, the General Secretary was interviewed by national broadcast and print media and met for discussions with leading media commentators.
- Article (online) Huffington Post, 'No, Prime Minister', 16th October 2015.
- Article, Daily Mirror, 'We need to stand by the national asset that is the steel industry and its workers', 21st October 2015.
- Interview, BBC Hard Talk, 9th November 2015.
- Article, Daily Mirror, 'Tories will never be forgiven if they fail to save our steel industry', 21st November 2015.
- Between 1 September and 19 November there were over 2,600 mentions of Unite and the General Secretary in national and regional print, online and broadcast media.

ORGANISING & LEVERAGE REPORT

BROAD INDUSTRIAL STRATEGY (BIS)

In the period following the last Executive Council, the dissemination of BIS was launched and is now ongoing. In addition to the Industrial Sector Conferences, the Executive Officer is rolling out the Broad Industrial Strategy presentation to the following Constitutional Committees:

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- All Regional Committees
- All National Industrial Sector Committees

The strategy has been well received by representatives, with valuable input being received. It is clear that there is a genuine desire to engage at workplace and sector level, recognising that the attacks we face can only be defeated by co-ordinated action.

To provide practical assistance to our Shop Stewards / representatives the Department is producing a number of bargaining templates and guides as part of the Broad Industrial Strategy materials (these will be available at EC meeting). At present the following are available:

- Guide to writing your pay claim
- Guide to organising around your pay negotiations
- Trade union recognition template agreement

Further work will include:

- Trade union facilities template agreement
- Minimum standards template agreement (temporary and agency working)

It is anticipated that the resources developed will be introduced across the Union prior to the roll out of the 12 week 'Work, Voice and Pay' campaigns.

Data collection update

I am pleased to report that significant progress has been made since the last EC with regard to pay and anniversary date data collection. Over 85% of the initial data has now been collected. As reported at the last EC the pay statistics confirm the existence of a substantial Unite premium. There is no doubt that the co-ordination of industrial data has been seen by many of our stewards as critical for bargaining table wins.

CHECK OFF

As agreed the Department and the Sector is developing the Union's workplace strategy to deal with the withdrawal of check-off from the public sector. We have already identified the members who we believe will be directly impacted and the workplaces where issue based campaigns will be critical:

- Approximately 65,000 Unite members have been identified as being employed by public sector organisations and paying dues by way of check-off.

The identified membership is now being cleansed and checked by the Regional Management Teams.

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We have also written a draft narrative for the health section, in conjunction with the Health NISC, which will be used as a template for other relevant sectors. Under 'Stage 1' the following actions are being completed:

- Chairs' of relevant National Industrial Sector Committees to be brought together
- Target workplaces allocated to Senior Organisers
- Plan for digital campaign finalised
- Strategy dissemination; constitutional committees (EC/NISC/RISC) and senior regional management teams (cluster meetings)
- Regional shop steward; meetings, briefings and phone bank
- Planning meetings with target workplace shop stewards / representatives
- Letter to members

'Stage 2' (running for 16 weeks from February) will focus on the initial targets for the field campaign, including delivery of the first collective actions.

100% UNITE

The current EC period has seen 100% UNITE achieve significant milestones:

- Every Region has now surpassed their agreed annual target
- Over 18,000 new members since the last EC

These results continue to prove the success and sustainability of 100% UNITE.

Total 100% UNITE Joiners: BAEM, Disabled, LGBT, Women and Young members

The table below provides a breakdown of total 100% UNITE joiners for the 'Equalities' cluster:

- 27.8% of total joiners are recorded as '*Female*' members
- 12.0% of total joiners are recorded as '*BAEM*' members
- 4.8% of total joiners are recorded as '*LGBT*' members
- 1.0% of total joiners are recorded as '*Disabled*' members
- 14.3% of total joiners are recorded as '*Young*' members

INDUSTRIAL REPORTS:

MANUFACTURING SECTOR:

Introduction

As has previously been predicted the Tory promises to rebalance the economy are now starting to look delusional as October's GDP figures showed a contraction in manufacturing of 0.3% in the last quarter. Osborne's promise to rebalance the UK economy towards manufacturing and away from consumer spending is doomed without government adopting an active industrial strategy that supports British industry. The meltdown in the steel industry illustrates this point.

As overall growth slows to 0.5% and household consumption contributes to around 82% of Britain's economic growth, the recovery is leaving manufacturing communities high and dry, as debt -fuelled consumer spending and an over reliance, once again, on the services sector, creates greater imbalance.

The latest CBI Quarterly Industrial Trends Survey reports that manufacturing production edged downwards during the three months to October, marking the first decline in the last two years. The survey, which assesses the sector based on a balance of responses from individual firms, found that 22% of businesses reported an increase in total new order books. 30% of businesses reported a decrease in the three months to October. The balance of -8% is the lowest since October 2012.

However, the latest Markit/Cips UK manufacturing PMI report defied economists' expectations for a fall and instead jumped to 55.5 in October from 51.8 in September. A Reuters poll of economists forecast a reading of 51.3 reading – barely above 50, the mark that separates growth from contraction.

The shakey figures make it obvious that the Government's present policies are not working, with action required on energy prices, and steel and tyres dumping by the Chinese government, along with domestic intervention including the requirement that contracts awarded to develop UK infrastructure require the use of UK workers and steel.

The Tory Government talks as if the UK economy is virtually booming. If this was the case why are we seeing inflation and interest rates remaining at historically low levels and the FTSE 100 now hover at around 6,150, no were near the pre-crash highs of around 7,000?

Crisis in the Steel Industry

The Executive Council will be aware that the steel industry is now in a severe crisis. The AGS gave a verbal update on developments at the EC meeting. However the depressing picture is as follows: SSI in Redcar, despite a vigorous campaign to secure government intervention to keep the coke ovens in operation should a potential purchaser been found, has now closed with a significant loss of jobs.

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At approximately the same time Tata Steel having tried to sell its long products division and failed, declared redundancies, notably in Scunthorpe and in Scotland.

Within a few days of these redundancies being announced the Metals and steel company Caparo Industries collapsed and went into receivership.

There are serious concerns about a knock on effect into other steel companies as the crisis worsens.

The Government have had to be pushed into reacting and getting a grip on the situation. They called a Steel Summit in Rotherham following which the BIS Select Committee called the Government to account, Sajid Javid was forced to attend a meeting in Brussels but since the Steel Summit the Government have acted with astonishing complacency and the lack of any industrial strategy shows that their hands off approach will continue to have catastrophic effects on manufacturing.

The steel Unions are in constant touch with the Labour Front Bench and MPs and following a meeting with the Leader of the Labour Party and MPs with steel in their constituencies and the Unions, a major campaign is being launched to reverse Government policy which is based on the fact that without a steel industry we cannot have a successful manufacturing industry and comparing the UK situation with Europe and the rest of the world.

Dumping of steel and tyres

Among the problems facing the steel industry the dumping of cheap Chinese steel on the world market. The proof of this is well known and has been expanded in the media by Unite and the steel unions in recent times and the figures speak for themselves. China had excess steel capacity in 2014 of 340m tonnes, twice the EU steel demand and thirty times more than the UK for 2014.

We have also been alerted by our members to the fact that there is also evidence of the dumping of truck tyres on the UK market by China which are selling at a third of the price of UK manufactured premium brands.

The implications of China being granted Economic Market Status by the EU (something the UK government supports) is unthinkable. EMS is opposed by EU and US unions, the TUC and other trade union bodies. Granting of market status will see wholesale dumping of materials and goods on the world market and in the UK the probable destruction of steel and our process industries.

Job Losses

The lack of any industrial strategy by the Government which Unite has highlighted over the

past five years is being reflected not just in the job losses in the steel and tyre industry (with closures at Goodyear, Wolverhampton and Michelin in Northern Ireland), but with other job losses in the automotive component sector at Mahle in Kilmarnock and the decision by ICL to declare significant job losses at their Potash (used in the chemicals and fertiliser sector) mining operation on Teesside.

We have recently met Angela Eagle and her team to begin to press the case with Labour - yet again - for an interventionist manufacturing strategy. I now hope they fully understand the need for this and statements to that effect have been made by Jeremy Corbyn, John McDonnell. Arrangements are being made to meet with Angela's team on a regular basis.

North Sea Oil

Following on from the previous report the AGS and Scottish Region Secretary, Pat Rafferty met with the main Employers Organisation operating on the North Sea, the OCA, in an effort to try to resolve the issue of "equal time" onshore and offshore.

We were able to secure a meeting of all offshore Unions under the Chairmanship of the General Secretary of the Scottish TUC where the very real problems we face on the North Sea were aired.

A small working party of Officers and Lay Reps in Scotland is currently meeting with the OCA under the Chairmanship of ACAS in an effort to secure an agreement on the issue of "equal time" and they are due to report back in early December.

Notwithstanding any potential agreement, the issues facing our members on the North Sea, particularly potential job losses will not go away and further discussions on restructuring will be to take place with all Unions and the two Employers Organisations as well as Oil & Gas UK.

Skills & Apprenticeships

The Executive Council will be aware the Government are introducing an apprenticeship levy across the whole of the economy, including the Public Sector. There is considerable disquiet across companies in the private sector as to the operation of the levy and also the fact that there are no proposals for Union representation on any governing organisations despite initial TUC optimism in this regard.

The AGS's have met with the TUC along with other Officers involved in Sector Skills Councils to try to pull together a response to the levy and Unites' evidence to the Government was extremely detailed and is available to EC members who wish to see it.

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Whilst the principle of a levy to ensure companies train workers properly gives us few problems, the operation of the levy is still unclear and given the Government intend to create 3 million apprenticeships by 2020 and have appointed an right wing MP Nadhim Zahawi to drive up the numbers, it is clear that the Government is going for quantity and not quality.

In addition the Sector Skills councils which Unite are involved in, notably Semta, Cogent, Improve and others, are under real threat as are the Industrial Partnerships developed to drive forward quality apprenticeships in industries such as in automotive, aerospace, science, chemicals and others are no longer to receive public funding, the result of which will be that many partnerships which have only been in existence a few months could well be scrapped.

This issue alone shows the Government have absolutely no overall strategic plan.

AEROSPACE & SHIPBUILDING

Membership and organising

The new NISC was recently briefed on the union's Broad Industrial Strategy campaign and have agreed to be active participants in promoting this initiative. Delegates could see the organising potential in sharing and co-ordinating pay claim data and aiming for common settlement dates in order to maximise industrial strength. It was also agreed that the Sector should aim to build more Combine organisations in companies where there are multiple sites in the UK. There is a good track record in the Sector using the model of Rolls-Royce, where there has been a long standing combine. Combines have been set up at GKN, GE, Thales and Selex in recent years.

The NISC also proposed that the successful model of mapping and organising the supply chain, which has covered three Regions so far, should be extended into a national campaign.

Significant changes to membership terms and conditions

The impact of government spending cuts is now clearly being felt in those companies that rely on the Ministry of Defence for work. A far reaching review of all aspects of Babcock's operations at HMNB Clyde (Faslane & Coulport) is underway and has resulted in a national level failure to agree over the first restructuring exercise in nuclear operations. Proposals from the company, which they insist have come directly from the MoD, would mean taking 140 people off shifts and stripping them of their shift pay. In some cases, this could effectively mean a 40% pay cut and all members involved would be seriously affected. The situation has been made worse by Industrial positions, which we cover, being reduced and Non-Industrial posts, covered by Prospect, being increased. Members at the site believe this is pay back for the successful dispute over pay which Unite ran last year.

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Bombardier have reacted to financial difficulties in the parent company by proposing a two year pay freeze and asking members to work an extra hour each week for no extra pay. The measures are part of an effort to save 20% in costs at the Belfast site and the company describe them as essential to protect the long-term viability of the site. The proposals are being put to members for a vote.

Significant job loss/redundancies/closures and effect on sector

BAE Systems have announced almost 400 job losses at its Warton unit, where the Typhoon aircraft is assembled. This is caused by a further slow down in production rates in an attempt to keep critical skills in the business, pending a successful export order for the aircraft. These latest job losses are on top of redundancies announced last year in the Military Aircraft division of BAE Systems and demonstrate the difficult market in defence as Europe and the USA have cut budgets. Meanwhile, there is intense competition in the export market, with many similar types of aircraft being offered to potential buyers.

Industrial Action

Members are currently being balloted for industrial action at GKN's Yeovil site, where redundancy consultation has gone badly wrong. The union is also looking at the possibility of applying for a protective award over the company's failure to properly consult over job losses at the site. Those selected for compulsory redundancy are already under notice and are due to leave in December so the industrial action is being called for, even though the avoidance of disputes procedure has not yet been exhausted. Unfortunately, our hand has been forced by the company's refusal to respect the status quo pending the use of the procedure.

Political activity

Senior reps from the submarine industry in the Sector have been actively involved in meeting MPs, Ministers and Shadow Ministers over the future of the industry. Unite has been promised that we will be fully involved in the Labour Party's review of defence policy, being led by Maria Eagle and Ken Livingstone. In addition, the General Secretary met the NISC for a full and open discussion about the union's policy on Trident and the jobs that rely on the nuclear submarine industry.

Separately, reps from the NISC have also met Angela Eagle to discuss the future of the industrial strategy bodies originally set up by Labour and continued under the Coalition. Foremost amongst these for the Sector is the Aerospace Growth Partnership, with £1billion of government funding matched by £1billion of industry cash. Reps are worried that Sajid Javid, the BIS Secretary of State, has been talking about an "industrial approach" rather than a strategy and reps were keen to ensure that Labour takes a strong position on this issue.

The results of the government's Strategic Defence & Security Review (SDSR) are expected imminently. Reps from the Sector have been very active in lobbying for greater protection of UK jobs by procuring defence equipment from UK suppliers.

AUTOMOTIVES

Membership & Organising

The organising campaign in the automotive sector continues with some excellent work being undertaken in our Regions.

The total number of new members organised in the campaign so far is 7000 with 22 recognition agreements. These include recent recognitions won at TS Tech UK Ltd, Swindon; Draxelmianer in Coventry; Sarginsons in Coventry; Cofleet, Merseyside with ongoing organisational work taking place in supply companies in the sector.

In addition a campaign to secure a living wage has commenced for catering staff within Fords.

Significant changes to membership terms and conditions

Average Pay For Holidays – EU Ruling: Ford have offered to pay all holidays at full shift as well as keeping the holiday bonus of 35% on all holidays. They have also agreed to include voluntary overtime if and when this becomes law and back pay to a maximum of two years. Our lawyers believe this is acceptable but we are awaiting confirmation from Howard Beckett.

Significant job losses

Whilst the automotive industry is still driving the economy forward the first signs of difficulties have emerged, notably in the supply chain where we face over 120 redundancies at Mahle in Kilmarnock which are being dealt with by the Region.

Industrial Action

Industrial action was taken by our members at Lunar Caravans in the North West to achieve a 2% pay increase.

At Case New Holland, who manufacture tractors, our members undertook two one-day stoppages of work which resulted in at two year pay agreement of 2% per year which was accepted by the members.

Political Activity

Following on from the launch of the Automotive Sector strategic plan, MPs have been given a copy of the document for information.

Chris Matheson MP, who secured the debate on procurement recently will be addressing the Sector Conference on this issue.

CHEMICALS, PHARMACEUTICAL, PROCESS & TEXTILE

Membership and organising

The AGS and National Officer are currently working on an oil industry conference that will take place in May 2016, this will be called "Well to Wheels" with the strategic objective of organising and establishing tangible communications in the Oil industry from Downstream to Upstream encompassing all the component parts such as the Tanker Drivers, Construction, Refineries and offshore, we have had an initial meeting to scope this out and will be meeting again in the new year.

Also various elements of the CPPT sector are being looked at to the view of establishing combines such as Glass, Rubber, Chemicals and Oil.

Significant job loss/redundancies/closures and effect on sector

Goodyear have announced the closure of their Wolverhampton plant with the loss of 330 jobs which is clearly a political decision as UK workers are the easiest to make redundant from all of the other sites. We are currently working closely with the stewards, officers and external bodies to achieve the best outcome for our members.

Michelin have just announced the closure of their Ballymena site by mid-2018. We are not only working closely with our senior stewards' on the site but with the sector as a whole to devise a strategy for the Tyre & rubber sector locally and nationally to deal with the many issues that the tyre and rubber industries face.

Industrial Action

The BOC drivers are currently being balloted for industrial action over pay. Members working under the COTA agreement on the North Sea balloted for industrial action on the second part of a two year deal, but a proposed settlement is going to ballot.

Political activity

The major issue in the sector is with cheap Chinese imported truck tyres that are being dumped in the UK, which was the primary reason for the closure announcement of the Michelin Ballymena site. This has started to be addressed with a meeting taking place recently with senior civil servants at BIS in Westminster attended by AGS Tony Burke and Michelin convenor & NISC delegate Robert Taylor, the National Officer and industry representatives to present our case.

Unite will be arranging a meeting of cross parliamentary MP's that are responsible for Tyre factories in their constituencies to present a case that will start to address the dumping of cheap Chinese tyres in the UK, as well as running our own Unite strategy in tandem with this.

GENERAL ENGINEERING, MANUFACTURING & SERVICING

Significant Industrial Developments (Pay and Pensions)

KONE - The company at pay talks tabled a final offer of 1.25%. The KONE National Negotiating Committee recommended rejection of the company offer to the members.

A consultative ballot was held where the members voted overwhelmingly to reject the offer. I informed the company that Unite would now be proceeding to an industrial action ballot for the second time in a year, to which they quickly responded by arranging a further meeting on pay.

An offer of 1.8% was tabled and quickly rejected by the NNC. The company then tabled a further offer of 2% on basic and all related allowances plus average earnings on holiday pay commencing January 2016.

The members were balloted on the new offer of 2% on basic and all related allowances and the average earnings on holiday pay and the offer has now been accepted.

In conclusion this is a testament to the confidence the members now have in the National Negotiating Committee and Unite as whole that they were prepared to take industrial action for a second time in a short space of a few months.

GRAPHICAL, PAPER & MEDIA, IT & COMMUNICATIONS

Membership and organising

Hutamaki, Blackburn. This is a Regional officer 100% target. Elections have now taken place at this site where we have only a handful of members – we now have two Reps at the site. A national meeting of all sites is being arranged, to ensure a closer working relationship.

Significant job loss/redundancies/closures and effect on sector

CSC have announced a business transformation programme with the possibility of 700 redundancies. Talks with the company and unions are taking place and this is likely to be ongoing until 2016 April.

Crown Neath - The company have announced the possible closure of the Neath site which produces can ends, for the food and drinks industry. If this goes ahead it will mean the loss of 345 jobs. Meetings with the company both at National and European level continue and agreement has been reached to conduct a feasibility study using Syndex.

METALS (INC. FOUNDRY)

Introduction

The steel industry continues to face challenging and turbulent global market. The coking coal and iron ore markets are likely to remain volatile with an element of uncertainty despite forecasts for a surplus market with lower prices. We will witness complex dilemma as steel companies decide whether capital should be invested upstream for raw material security or downstream to capture greater share of the value chain. It is therefore envisaged that further companies may continue with restructuring as they dived whether they are prepared to take the plunge to invest in new geographical markets. IT is important to note that if the EU grants Market Economy Status to China there will be further job risks in the sector.

Membership and Organising

Recruitment and organising remains a priority and this is at the top of agendas at all meetings. The National Industrial Sector Committee continues to actively develop new strategies in improving activism, communication and engagement with the Regions to ensure that opportunities to recruit and organise are pursued in a collaborative way. The recent uploading of data by the Organising and Leverage Department of all organised companies is very helpful.

Significant job losses/redundancies/closures

Sahavirlya Steel Industries UK Ltd (SSI) Redcar SSI was wound up by the High Court in Manchester on Friday, 2 October after facing mounting debts of more than £800m. This will result in at least 2200 direct loss of jobs with a further loss of 5000 connected with the supply chain. Unite has approximately 370 members who are directly affected. Despite lobby for government support to moth ball the furnace and coke ovens safely so it can be brought back into use in the future, this has largely been ignored. The relevant Region is assisted to ensure that our members are supported in these difficult times.

TATA Steel UK Ltd

The company has also advised of its desire to reduce capacity in its Specialist Products division which is currently being reviewed by Syndex to look for alternatives. The full report has been produced and further discussions are taking place to mitigate any job losses.

The separation of Long Products came live on Sunday, 2 August 2015. Discussions are ongoing on the structure of our consultation, negotiations and representation. A combine meeting was held of all our Senior Reps in early September and following discussions it was agreed that a revision must have a robust representation and a set consultative and negotiating structure within Tata Steel which allows for Lay Reps involvement.

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The company has decided to relocate their Research & Development campus from Rotherham to Coventry. This has had an impact on our existing members who have difficulties in relocating from Rotherham to Coventry and this issue is currently being resolved at local level.

Discussions have been ongoing to move Global IT Services facilities to IBM. These discussions have reached a point where no agreement can be reached at domestic level. There will be further meetings to discuss how best this can be resolved soon.

Tata Steel announced a further 1200 job losses on 20 October, four days after the Steel Summit on the Future of the Steel Industry in Britain held on 16 October. Tony Burke and the National Officer attended. Due to limited seats allocated it had not been possible to have any lay representation. However it became clear at the Summit that the Government had no idea or indeed any strategy on how to react to the crisis. Following intervention from the AGS, they have taken notice of the concerns and we wait to see the outcome.

Since the recent job losses the National Officer has attended a number of events, lobbying and released a number press releases to ensure we keep the pressure up. In discussions with AGS Tony Burke are looking at further activities to highlight the importance of the steel industry in the UK. One of the issues we are considering is to lead a high level delegation to Tata Steel main Board in India.

Caparo Industries UK Ltd Administrators were appointed on Monday, 19 October placing 1736 jobs at risk involving 21 separate legal entities. To date 452 jobs have been lost already and only give companies look to have a future. The main companies which look to be sold off are mainly components suppliers to Jaguar Land Rover.

Industrial Action

Following the Industrial Action ballot result earlier in June this year, where our members supported the call for industrial action, the company requested a conciliation meeting involving ACAS. The meeting took place with the Joint Trade Union Steel Co-ordinating Committee on Monday, 15 June, lasting 10 hours. The final outcome of the Conciliation meeting resulted in an offer from the company to continue the Final Salary scheme, albeit with some changes. This was discussed at a special meeting of all senior reps from all unions where a decision was taken to recommend the offer and put it to the members by postal ballot. The postal ballot was conducted by our legal department which resulted in our members accepting the offer by 72% and 27% rejection, with 1% spoilt papers being returned.

SERVICE SECTOR INTRODUCTION

During the period covered by this report Sectors are making good progress on achieving and improving recognition, for example at 10:10, Gwynedd and Anglesey CAB and Lloyds Banking Group.

In most Sectors pension negotiations are ongoing and a year of negotiations with EDF achieved significant success in safeguarding full pension benefits for new starters thus avoiding a two tier workforce.

On pay Devolved Administrations are cutting deals that exceed Central Government's 1 percent cost envelope; pay campaigns lead by Unite among outsourced services are likewise breaking through the Chancellor's four year pay cap. Unite 'Doctor's in Health' are playing a prominent role in support for the junior doctor's campaign against the imposition of a new contract.

Sectors are establishing new structures to strengthen organisation, for example in Energy a Combine for members working in Nuclear Decommissioning and in CY&NfP a National Housing Forum. Likewise reps/shop stewards capacity is being built by using innovative methods such as on-line new reps training for the Faith Workers Branch and new structures such as a London-based International Bank Workers Branch.

Membership surveys and online campaigns are being used to raise the union's profile and identify membership issues in many Sectors including Finance, Construction and CY&NfP.

Public Sector employers have added their voice to the campaign against the Trade Union Bill with over 50 councils in Scotland, England and Wales together with the D.A.s and London NHS Employers explicitly stating their objection with state interference with employer-union relationships. The Unite Public Sector Combine met in November to discuss and endorse an aggressive issue based campaign to safeguard our organisation and income from the prohibition of check-off.

The AGS provided a verbal update on Blacklisting and the industrial impact of the November 2015 Comprehensive Spending Review.

BUILDING CONSTRUCTION AND ALLIED TRADES Construction Combine Committee

The negotiating sub-committee of the Combine have met with Representatives from the Major Mechanical and Electrical Contractors' and the Electrical Contractors Association. The parties have an agreed draft document setting out a JIB Major Contractors' Committee Constitution & Terms of Reference, providing for a dedicated forum for multi-service contractors under the JIB Structure, engaging with Unite the Union to review and where practicable agree changes on

issues relevant to multi-service contractors working under one industry wide collective agreement.

- Direct Employment
- Harmonised Terms and Conditions
- Best Employment Practices –Transparency / Blacklisting
- Future development of the Agreement

The talks initially have concentrated on the essential requirements of securing Direct Employment as opposed to the industry norm of, precarious working arrangements around Bogus Self- Employment and Umbrella Companies, where individuals are paid via Intermediaries (Pay Roll providers).

The signatory parties have recently met with Representatives from a number of Major Employment Business Service Providers establishing their views and opinions over the proposed draft document which sets out the terms and conditions for all JIB skilled & unskilled operatives who will be directly employed, paid strictly in accordance with the full terms and conditions of the Joint Industry Board from DAY ONE of Employment by all the signatory parties to the Major Contractors' Forum in accordance with the JIB National Agreement. The Employment Business Service Providers have agreed in principal to the new proposals subject to final endorsement by the Major Contractors Committee and the Full Combine Committee as both parties have scheduled meetings to take place in November, and the proposed document been agreed by the relevant constituents, as the parties continue towards this being incorporated into the JIB National Agreement and effective from the first working Monday in January 2017.

Bogus Self-Employment

Figures released by the Inland Revenue reveal effective collusion with big business tax avoiders. The construction industry accounting practice, of categorising individual employees as self-employed in order to avoid paying employer national insurance is effectively being endorsed by the Tory Government.

A recent **Freedom of Information** request on the 1st October 2015, identifies the practice of false self-employment is growing and yet the HMRC figures show that in the last three years the number of construction companies fined for this illegal practice has dropped from 57 in 2012/23, to 24 in 2013/14, and fewer than 5 companies were fined in 2014 /15.

The Inland Revenue should not be an agency for the rich. It should serve all the people of Great Britain. These tax avoidance practices are the blight of our industry and are growing year on year, and yes the HMRC is doing less and less to catch the culprits which is simply a national disgrace.

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Recent figures identify around 5 million or 16% of the UK Working population are self-employed, which again is also the highest percentage at any point in the last four decades. The figure is around 1.25 million self-employed who are working across the Total Construction Process Sector, as these individuals have very few Employment Rights.

In addition, Unite have also responded to the recent Government consultation document (DECC /BIS & Treasury) over the need to stamp out Tax Avoidance schemes involving Bogus Self-Employment and Umbrella Companies (Intermediaries'). As in our previous submission document of February 2015 resulted in the "Home to Work" tax loop hole being closed from April 2016.

Blacklisting

The recent announcement by Solicitors representing eight leading construction firms, Balfour Beatty, Carillion, Costain, Kier, Laing O'Rourke Sir Robert McAlpines, Skanska and VINCI, have submitted an "unprecedented" apology to the high court for anxiety and distress caused to workers and unions.

The admission from these eight companies and the damages for Blacklisted workers are an important step on the road to justice in righting the wrongs of the past, additionally the wrong doings and actions of these companies cannot be completed until we have a full public inquiry and the livelihoods of the blacklisted workers restored by the firms involved in giving them a permanent job.

COMMUNITY YOUTH AND NOT FOR PROFIT MEMBERSHIP AND ORGANISING

The 10:10 Foundation: Recognition Agreement signed at 10:10 a small campaign organisation that supports practical actions to help solve climate change.

Gwynedd and Anglesey Citizens Advice Bureux: Recognition agreement signed at this CAB.

GMB: For many years Unite (formerly Amicus/MSF) had a recognition agreement for GMB staff grades. Approx two years ago a new structure was agreed for single table negotiations and the National Negotiating Committee was formed. There have been on and off discussions among GMB Regional Officers about seeking recognition of Unite over a period of years. Since formation of the NNC there have been numerous issues that the workforce are unhappy about and in the light of these issues the NNC recently ran a ballot of all Staff and Officers asking if they wish to seek recognition for Unite to have collective bargaining rights for the whole workforce. There was overwhelming support for this proposal but the result was not wholly conclusive as the ballot was run regionally and no results were received from two regions. Unite has now met with the Senior Management and proposed that a further joint ballot should be held of all the workforce on the question of a collective agreement with Unite. It is proposed that if a majority of those voting are in favour then GMB should

agree to enter into such an agreement. We are now awaiting the outcome of the discussions of the full SMT.

SIGNIFICANT JOB LOSS/REDUNDANCIES/CLOSURES AND EFFECT ON SECTOR

Warrington Borough Council

- Meeting held with Helen Jones MP for Warrington North to outline our campaign and make the case for the council not to use £3million of its capital budget to fund a Youth Zone in Warrington.
- The union has launched a survey of all our members across the country to identify the damage youth zones and privatised play areas have done to the funding of statutory and voluntary sector, youth and play services. From this we will be able to provide evidence that privatised youth and play services means less statutory and voluntary sector, provided youth and play services.

Oxfordshire County Council

The Council has announced it is planning major cuts to children's services and Early Intervention

Service (EIS) hubs, the proposals include:

- Closing 44 out of 57 children's centres (0-5)
- Closing 7 early intervention hubs and 6 satellite hubs
- 420 jobs axed
- Slashing £8m from £16m Children, Education & Families budget

These proposed cuts come five years after the council implemented a major restructure of children's and young people's services , when youth clubs were shut and replaced with 7 hubs.

The consultation ends on 16 January 2016 and there was a joint union March and Rally in the centre of Oxford on 14 November.

Defend Social Care and Housing Campaign

Campaign tool launched for workers to "rate their employer" online:

This has been developed as part of our campaign for sector wide minimum standards and enables us to collect information about employers across the sector and involve members and non-members alike.

<http://www.unitefoursociety.org/blog/entry/work-in-social-care-then-its-time-to-rate-youremployer/>

<http://www.unitefoursociety.org/blog/entry/work-in-housing-then-time-to-rate-your-employer/>

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Choose Youth

- Choose Youth had its' quarterly meeting on 11 November. An action plan will be drawn up to commission and obtain funding for research to examine the impact of the destruction of youth services across the country.
- Choose Youth will put focus on supporting the campaign in Oxfordshire to stop their cuts.

EDUCATION

SIGNIFICANT INDUSTRIAL DEVELOPMENTS PAY AND PENSIONS

The National Officer sent out a postal consultative ballot to all members in the New JNCHES university pool. The resulting turnout was poor less than 20% with 8% looking to reject the final offer and take industrial action.

Consequently Unite members accepted the 1% consolidated offer, as did the three other unions GMB, UCU, Unison. EIS of Scotland are still in dispute.

The other universities outside the New JNCHES arrangements have had similar offers of between 1 and 1.5 %.

JOB LOSSES / REDUNDANCIES / OUTSOURCING

In Sussex university health and safety is becoming an issue because of outsourcing estates and soft facilities management Interserve is the current contractor. The joint TUs are looking into this.

Also at Sussex Interserve are cutting cleaners hours to 4 per day this is to increase staff in other areas of estates and facilities management. There is a campaign that's beginning to organise cleaners. Furthermore at Sussex there are moves to look at a restructuring exercise of Technicians which could very well have job implications.

There are a number of re - organisations around several universities including Dundee - reorganisation of estates staff, Edinburgh - reorganisation of Med school, Glasgow – general reorganisation. These re - organisations could mean job losses. Joint TU Committees are looking at these reorganisations with a critical eye.

POLITICAL ACTIVITY

In FE there are discussions going on around the cuts with civil servants. It appears that colleges will be expected to join together to create large conglomerate colleges which has no application or links to local communities. With the economies of scale in these larger college organisations there is likely to be job cuts.

ENERGY & UTILITIES MEMBERSHIP AND ORGANISING

Siemens

I am in receipt of a recognition agreement from the Company side for the blade production facility in Hull. The document requires some work but does offer Unite exclusive recognition on the site without any employees.

I am also meeting with the Company shortly, to negotiate recognition for a 150 new members in the North West who work offshore as technicians, servicing turbines. This has the potential to include in scope all offshore technicians, currently 1500, rising possibly to circa 6000.

Ecotricity

First meeting held on seeking recognition with other meetings scheduled. Various initiatives planned jointly with Management to take forward a recognition agreement. It is important that we make inroads into green energy employers.

Magnox

Establish a political campaign with the political department to raise the profile of the Government's unexplained de-privatisation of Magnox/Cavendish Fluor in order to reduce pensions, change exit payments to a lower level and inclusion in the Trade Union Bill. Campaign to be extended to a Combine which is now being formed and comprised of Sellafield, Dounreay, NNL, Magnox and other decommissioning sites.

SIGNIFICANT JOB LOSS/REDUNDANCIES/CLOSURES AND EFFECT ON SECTOR

Eggborough

The announcement of the closure came during the period with a loss of 400 jobs. Currently meeting with Management to discuss mitigation and alternatives.

Ferrybridge

During the same period, Ferrybridge Power Station came to a conclusion on its consultation and I am seeking a meeting with the CEO of SSE prior to seeking a protective award for lack of meaningful consultation.

The Board announced the closure of the plants before any consultation commenced as their only option, whilst having well over a million coal stocks on the plant, which it refused to discuss in terms of cost benefit analysis, i.e. burning coal rather than transporting to a natural closure site and other matters. Coal Fired Power Stations to Close by 2020 During the period, The Rt. Hon, Amber Rudd, Secretary of State for Energy, announced the closure of all coal fired power stations in the UK, which will have significant implications for Unite members in these plants and of course, electricity supply to the UK.

POLITICAL ACTIVITY

Responses to Government Consultations and political lobbying within the sector. Met with the new Opposition Spokesperson for Energy, Lisa Nandy and several MPs. Looking for support of new nuclear build and our campaign for Magnox and decommissioning.

FINANCE & LEGAL

Legal & General Industrial Action

Members at Legal & General's flagship site in Kingswood, Surrey, have held a consultative ballot ahead of planned industrial action. The dispute was caused by the company's announcement that the site would be closed by 2017, resulting in up to 1,700 job losses.

The consultative ballot resulted in a 68% turnout, with 63% voting in support of industrial action. The company responded by offering to delay the closure by a year and offering to relocate the majority of staff to Hove, Cardiff and London. Consultation with the members continues.

Robin Hood Tax

The union has continued to support the Robin Hood Tax campaign, which proposes a tiny tax on transactions such as bonds and derivatives in order to off-set austerity. At the 2015 Labour Conference the sector supported a fringe event on the RHT, led by AGS Gail Cartmail. Shadow Chancellor John McDonnell used the event to signal his own support for the tax.

HEALTH

MEMBERSHIP AND ORGANISING

The health sector membership continues to build on previous reported net growth, with a total at 10th November of 100,953. There has been significant recruitment of healthcare support workforce staff, in pay bands one to four, who comprise at least one-third of new joiners each month. The sector has also seen an increase over the last year in hospital ward nursing staff, in addition to our traditionally high-recruiting groups like community practitioners, health visitors, and in healthcare science.

NHS Pay and terms and conditions

Unite and the national staff side have submitted their evidence to the NHS pay review body (PRB) but the four UK health departments have delayed submitting their evidence pending the chancellor's spending review and autumn statement. The NHS pay review body is taking evidence for its report and recommendations for 2016/17.

The NHS staff council's sub group commenced the review of Agenda for Change as part of the 2015/16 pay agreement for England in the summer. The main work undertaken has been related to modelling for changes to the pay structure and this will continue well into 2016 and include the

impact of the national living wage and transition arrangements for any new pay structure. The separate negotiations for the ambulance services in England arising from the 2015/16 pay agreement for England continue and Unite, Unison and the GMB have submitted supplementary evidence to the PRB to support the unions' position on the payment of recruitment and retention premia for ambulance paramedics.

In Northern Ireland there has been no progress regarding NHS pay for 2014/15 and 2015/16 since July 2015 due to the political situation. A Unite-led demonstration took place on 4th November 2015 and the unions' requests to meet the minister are still awaiting a response.

LOCAL AUTHORITY MEMBERSHIP AND ORGANISING

16071 members have joined through 168 Local Authority 100% campaigns in the regions.

Police Staff

The pay review working group is continuing to draft a harmonised set of conditions for police staff in England and Wales. 80% of Police Community Support Officers posts are being cut in the West Midlands posing a serious threat to public safety. The Chief Constable in Scotland has resigned following numerous incidents arising from the closure of call handling centres.

SIGNIFICANT JOB LOSS/REDUNDANCY/CLOSURES AND EFFECT ON THE SECTOR

Department of Local Government and Communities have indicated acceptance of a 30% funding cut in advance of the CSR. By 2020 DCLG will have suffered funding cuts of 64%. Scottish Councils are seeking to reduce the historical debt which stands at twice the level of England and Wales to avoid significant job losses. Glasgow City Council must make savings of £130m and Edinburgh City Council will have to save £107m by 2017.

Members at Walsall council are being balloted on proposals to reduce the pay bill by 6% and avoid job losses.

Hull City Council is proposing to reduce its union convenors by 50%, unions are mounting industrial, political and legal challenges.

Public Health workers transferred to NJC terms and conditions have suffered reductions in pay of up to £20K, many have now returned to NHS posts.

Strategic Plans for the Sector/Political Activity

The strategy going forward is to challenge and campaign against funding and service cuts, outsourcing and attacks on facility time. Public facing campaigning will focus on the value and importance of local government services and workers in their communities.

Over 50 councils in Scotland, Wales and England have signed up to motions and statements opposing the Trade Union Bill.

1500 labour councillors are now on the Unite database and regional meetings have been well supported.

MOD & GOVERNMENT DEPARTMENT SIGNIFICANT INDUSTRIAL DEVELOPMENTS

Final Offer from MoD reluctantly accepted at 0.86 % this is not consolidated. Some of the lower paid skill zones received the full 1% once again non-consolidated. TUs will start to get into discussions before the end of the year with MoD for pay in 2016 / 2017.

TRANSPORT & FOOD SECTOR

TRANSPORT MATTERS – UNITE TRANSPORT STRATEGY – UPDATED 2015

This newly-updated strategy is Unite's clear commitment to the transport sector and to transport workers across all modes of transport, to be launched at the Transport National Industrial Sector Conferences. Updates include the Trade Union Bill, Bus Bill, Network Rail review, Airports Commission, City devolution and private hire booking apps. The strategy calls for action in five key areas: investment, integrated transport, re-regulation, public accountability and ownership, safety, decent employment standards, equality and protection from violence, sustainable transport.

PASSENGER TRANSPORT REREGULATION OF BUSES

The latest development in the long-running moves to establish the first Bus Quality Contract under the 2008 Act is not helpful (details in NO report below). Together with the sector, the AGS has met with Transport for Quality of Life who are producing a major report on the bus industry and Campaign for Better Transport about coordinated campaigning with the TUC and other unions over cuts to buses and threats to the BSOG (Bus Service Operators Grant).

Buses Bill

The National Officer, along with reps from the TUC met with Stephen Fiddler of the DfT to discuss the Buses Bill announced by the Queen following the General Election. Key points and actions from the meeting are as follows:

- Buses Bill – on DfT agenda: passenger benefits, better service outcomes, industrial relations

- Timeframe for Buses Bill still unclear. Draft Bill could be published in Feb 2016, or Dec 2015
- No advances made on the TUPE/pension discussions/plans at yet
- Andrew Jones leading Bill through Commons
- Bill will be delivered by early 2017 (timed with Devo decisions, particularly Manchester Mayor)
- May need secondary legislation
- Type of engagement we have – to be agreed (don't want to undermine parliamentary process) and depends on resources

ROAD TRANSPORT COMMERCIAL, LOGISTICS & RETAIL DISTRIBUTION Membership and 100% Campaigns in the sector

There are currently 40 live 100% campaigns in the sector which have in total recruited 5,370 members. Including closed campaigns there have been 11,154 new members over 157 campaigns. Total sector membership is 77,365.

PETROLEUM DRIVER PASSPORT - CONTINUES POSITIVE DEVELOPMENT

6,765 passports have now been issued, the 3 Belfast terminals have confirmed operation of the passport and there is further progress in the rest of Northern Ireland and discussions have taken place in the Irish Republic. The last meeting of the Downstream Oil Distribution Forum also discussed the apprenticeship levy and implications in the sub-sector.

CIVIL AIR TRANSPORT

CAT Civil Air Transport Membership Numbers

The CAT membership as of October 2015 stands at 64,423 an increase of 216 over the previous quarter.

Sector Campaign updates and Implementation of NISC and Policy Conference decisions

Air Quality

The Unite air quality 'hotline' and register have been set up, and there has been significant amount of press and media focus on the issue. Further development of the campaign and the support for the 'public enquiry is being developed with the communications department. The ITF have agreed to develop a campaign on the ground air issue of ultrafine particles.

Hub Airport

The announcement by the airports commission of Heathrow as the choice of airport for additional runway expansion is wholly in line with Unite policy and the long standing campaign on the issue. The work continues to ensure that there is political support for the outcomes and delivery of the project and campaigning work will be done with Labour MP's on the issue.

LET BRITAIN FLY CAMPAIGN REPORT – THE IMPORTANCE OF DOMESTIC CONNECTIVITY

Unite continues to be actively advancing our Policy Conference decision industrially and politically in support of Heathrow, which follows the outcome of the Davies Commission report.

DOCKS, RAIL, FERRIES & WATERWAYS

RAIL SUPPLY GROUP, ACTION FOR RAIL AND HS2

Together with the sub-sector, we have contributed to the Rail Supply Group strategy, met with the TUC and other rail unions over priorities for rail, including opposing any threat to break up or privatise Network Rail, and with our construction sector have been part of joint TUC and union discussions over the MOU for HS2.

FOOD, DRINK & AGRICULTURE

FROM PLOUGH TO PLATE – UNITE FOOD, DRINK & AGRICULTURE STRATEGY 2015

Unite's first strategy for Food, Drink & Agriculture has been developed jointly by the former FDT and RAAW industrial sectors, now FDA sector, for launch at the first Unite National Food, Drink & Agriculture National Industrial Sector Conference, and is a powerful analysis and call for action for a 'food chain free from abuse and discrimination'. Specific areas include : 'a workers' voice' in the industry; a food system for the future 'our strategy for growth' with 'a fair share for workers in the industry', action to tackle low investment and skills, no exploitation or social dumping, 'hi-tech that works for us', 'laws for protection not profit', sustainability, affordable, safe and healthy food. Each section includes clear action points on: organising, politicising, internationalising and equalities.

Political Report

Introduction

It would be wrong to start this report without mentioning the appalling events that led to such a tragic loss of life in Paris, but we should also remember similar atrocities in Beirut, Baghdad and elsewhere that have received almost no coverage by our broadcast media. Whilst of course the British Government should respond to the increased threat of attack by terrorists, nothing has happened to change the logic argued by Unite in the emergency motion submitted to, and passed by Labour Conference in September. The sustained bombing of Syria by other countries has not contributed either to finding a solution or to lessening the threats, and there is nothing to be achieved by the UK sanctioning our own airstrikes other than worsening an already difficult situation. As a statement from our General Secretary said:

“First, it is undeniable that bombing will cause more civilian deaths in Syria and drive more people from their homeland as refugees. “Second, absent any plan for supporting ground military action against Islamic State by

those already fighting it, it will do little to eliminate IS barbarism from Syria.

“Third, he [Cameron] has failed to assuage doubts about the legality of military action, as Labour Party policy requires.”

At the time of writing this report, speculation is reaching fever pitch on whether Corbyn will give a free vote or whip MPs to vote against airstrikes with the media trying to portray this as the make or break moment in his leadership. They appear to be suffering from collective amnesia, conveniently forgetting Labour MPs were whipped to vote for the Iraq war but despite 139 breaking the whip, there was no clamour for Blair to resign.

Elsewhere in Westminster, the last three months have seen major developments. The landslide election of Jeremy Corbyn as Labour Leader has shaken up politics in a way not seen for generations. Although some members both of the PLP and the Shadow Cabinet are finding it hard to adjust to the huge mandate he received from members and supporters, it is still early days; everyone needs to recognise the importance of uniting against an out of control Government intent on demolishing our democracy and with nothing to offer to restore the economic health of our nations.

Labour Leadership/deputy Leadership elections

Following an astonishing campaign with hundreds of thousands of people getting involved, Jeremy Corbyn was elected Leader of the Labour Party in an outright win, securing nearly

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60% of the vote in the first round and convincingly beating the other candidates with over double the votes in every category to his nearest rival.

Tom Watson was elected as deputy Leader in the third round, again with a convincing majority.

Unite members played their part with nearly 94,000 having been accepted as affiliated supporters eligible to participate in the elections, and work is now underway to engage with these members to get them more involved in political campaigning and hopefully to persuade them to become full members of the Labour Party.

New leadership in action

Labour has achieved a lot in a short time since the leadership election. As a result of much stronger political interventions, they have forced the Government to back down on cuts to tax credits, and the interventions on China's human rights record, on the Trade Union Bill, on economic recovery and on the vital role of our steel industry have been important in setting a credible political alternative to the failed plan of the Conservative Government.

Parliamentary Activities

(a) Trade Union Bill

Work on the Trade Union bill has dominated Parliamentary work in the last quarter, and we have been working closely with MPs to provide an effective opposition to the Bill and to attempt to gain some positive amendments. As expected, despite minor concessions, the Government made no major concessions in the Commons, but excellent arguments and evidence were put forward by the Opposition which we hope will pave the way to some success in the Lords. We have kept Unite Officers, staff and organisers updated on the progress of the Bill, and have provided briefings for and made presentations to all NISCs and Regional Committees on the content on the Bill and how members and activists can get involved in the campaigning.

A clear message from and strong campaigning by Unite led to the Labour Party prioritising secure workplace balloting in the amendments and in the debates.

We have also worked closely with the TUC and TULO to ensure that Unite are fully represented in both campaigns, and together with the regions and in particular with some great work from Unite's Comms team, delivered an excellent turnout from Unite members from all regions at the Lobby of Parliament on November 2nd.

Finally, through the Councillors' Network we have asked councillors to support a model motion opposing the Trade Union Bill. So far over 50 councils have passed motions including many which commit the council not to implement changes imposed through the Bill on facility time and check-off.

Steel

The Government's refusal to act over the crisis of the UK steel sector or to intervene in any way, further underlines their total lack of interest in ensuring the economic future of the UK and demonstrates that they have no industrial strategy to support a viable manufacturing sector. The Labour front bench and MPs in steel towns have been very active in looking at options to save the plants, and I attended a Steel Summit with the GS and Tony Burke that had been convened by Jeremy Corbyn and John McDonnell to discuss this vital issue with a further meeting due in Parliament on 8th December.

Draft Investigatory Powers Bill

Kate Purcell from the Political Team attended a meeting organised by the Labour Campaign for Human Rights (LCHR) with the Shadow Home Office team, Andy Burnham, Keir Starmer & Lyn Brown. The purpose of the meeting was to share concerns about the draft Investigatory Powers Bill, also known as the Snoopers' Charter. Following the meeting, we produced a briefing for Andy Burnham, documenting examples of state surveillance of trade unionists, from phone tapping to police collusion in blacklisting. Andy supports the principle of updating the legislation to take into account technological developments but with caveats and wants to ensure greater safeguards over the collection and use of data in surveillance.

Fair Tips

Unite organised a very successful event in Parliament in support of the Fair Tips campaign to brief MPs on the issues and inform them of the various appalling tipping policies of some restaurants. Chaired by Ian Mearns MP, there was excellent support from Labour MPs, and a strong turnout from hospitality workers involved in the campaign to stop exploitative bosses from taxing tips and charging workers exorbitant fines for things that are out of their control, such as customers leaving without paying

Toxic Air

Amy Jackson has been working with LE and cabin crew members to develop a strategy to raise awareness of the issue of toxic air on planes facing our members in the CAT sector. As a result we have invited a speaker to attend the next Unite Parliamentary Group, after which we will be sending detailed briefings to all Labour MPs and asking them to sign an EDM and take other actions in support.

Opposing austerity

We have continued to work with Labour in local government nationally to oppose austerity, having developed relationships with senior figures in the Labour Party's local government structure in order to promote progressive, anti-austerity policies despite the massive cuts to funding. However, with that funding due to have been cut by a staggering 79% by 2020, it is

hard to see how councils will be able to continue to operate and this vital issue will be examined and discussed by Labour nationally.

International report:

An attack by Islamic extremist in Paris killed 130 people and left over 300 seriously injured, this has led the French government to step up its bombing of Syria and the UK government to try and push for support for UK involvement. UNITE issued an immediate statement condemning the attack in the strongest language while calling on governments not to turn their backs on the refugees and urging all parties to guard against knee jerk reactions and those that would seek to exploit the situation for sinister aims. UNITE also issued a statement rejecting the UK Prime Minister's claim that there is a clear case for UK involvement in bombing. The situation has become considerably worse with Turkish forces shooting down a Russian fighter plane. French unions are concerned about the civil rights implications of the state of emergency that will be in force until February 2016.

Steel crisis: International efforts in relation to the steel crisis in the UK have been considerable with special delegations organised to Italy to learn first-hand about the rescue plan for the Ilva steel works that saved 16 000 jobs, and a special demonstration organised in Belgium to coincide with the extraordinary ministers meeting to discuss the situation. Part of the solution to the crisis lies in preventing Chinese dumping of subsidised steel in the EU and rest of the world, and UNITE with the USW has issued strong statements to this effect. The statements also strongly oppose the granting of 'free market economy' status to China that would threaten up to 3 million European manufacturing jobs.

EU referendum: The UK government has put in writing its key demands in relation to EU renegotiation. Efforts to prevent other EU governments making concession in the social area are continuing and there are some positive signs that they will not achieve much in this area. Plans for a more comprehensive campaign for the referendum are being developed.

Solidarity Work: In terms of solidarity work UNITE has issued statements condemning the bombing of the Turkish trade union rally and the attacks in France. A statement welcoming the historic breakthrough in the Colombian peace talks was issued while UNITE supported the visit of a further specialist delegation to the peace talks in Havana and is preparing to implement the Workers Uniting project with oil union USO. A delegation of GPM activists took part in a further delegation to Palestine and meeting were held to deal with the situation around Barclays bank.

The Executive Officer responded to questions including on the Fair Transport Europe Campaign, where it was agreed to spread the link to the petition as widely as possible at every opportunity, on Venezuela, where the recent election results have seen the opposition

take control of Parliament and on Hubo Ballesteros, where it was asked for the campaign to get him released to be stepped up amidst genuine concerns for his well-being the longer he remains in a Colombian jail. It was suggested the campaign should be on similar lines to the successful one to free the Miami 5.

EQUALITIES REPORT

EQUALITY SURVEY OF UNITE WORKPLACE REPS AND BRANCH OFFICERS

Over the summer, Unite Equalities issued a survey of all Unite lay reps. The survey was carried out via email and resulted in a good response rate – 2,413 responses. Responses came from all parts of the union and a diversity of reps of different ages responded across England, Scotland, Wales and Ireland, from different sectors, women and men, white and BAEM, inclusive of disabled and LGBT members, working full-time and part-time. The results are now being analysed and a full report will be made available. Shortly before the Regional Equalities Conferences, Regions were sent details of anyone who indicated they would like to get more involved in equality structures, and the survey contained links to further information available online. Initial findings show that :

The top ten responses on equality issues that have needed to be tackled, were :

1. Stress and mental health issues (this issue was well ahead of all others)
 2. Flexible working
 3. Temporary and agency contracts
 4. Age rates for young workers
 5. Sex discrimination
 6. Apprenticeships
 7. Representation of black, Asian & ethnic minority workers
 8. Dress codes and uniform
 9. Parental leave
 10. Policies for trans workers
- In over a quarter of workplaces, financial pressures on the employer were said to be sidelining equality
 - The top 3 responses to the impact of the current economic climate on the workplace, were: Members at greater risk of stress (73%), experiencing redundancies and restructuring (57%) and members experiencing greater financial hardship (48%) (respondents ticked more than one box)

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- Over 40% stated they had a union equality rep at the workplace (a few more than this stated they did not and the remainder did not know)
- Of those who stated they had union equality reps, slightly over half said union equality reps had paid time off/facility time (some were also elected as shop steward or other workplace rep)
- Just under three-quarters said they did not have an equality committee at the workplace, around a quarter did not know, but a small number did say yes

TRADE UNION BILL AND EQUALITY

As set out in the following reports, Unite women, BAEM, disabled and LGBT members have been fully involved in the rally and lobby on the Trade Union Bill. It has also been identified that as women are now more likely to be trade unionists than men, and as workplaces with a trade union have a smaller pay gap, better maternity arrangements and equality policies, the Trade Union Bill is also an attack on working women in particular.

Immigration Bill 2015. The Bill will create a new criminal offence of 'illegal working' for people working who do not have the right to work in the UK because of their immigration status with a maximum prison sentence of 51 weeks and/or a fine. New powers have been created for the immigration service to seize earnings and close down businesses. The Bill creates a requirement for public authorities to ensure that each person who works in a customer facing role speaks fluent English and to operate a procedure for complaints to be made for the authority about breaches of this requirement. The Bill will also introduce more measures and a summary has been prepared for the Committee.

The Immigration Act 2014 received royal assent on 14th May 2014 with the explicit purpose of making it more difficult for undocumented workers to live in the UK. The legislation introduced a system of health charges that included the provision for sponsored migrants to have to pay a health charge levy as a condition of residency in the UK and charges for other migrants that may be in the UK but not covered by the levy. The Government introduced a three phase implementation plan for the rationalisation and introduction of charges into the NHS. The first phase was to get NHS Trusts and other healthcare providers to setup a system to enable the recoupment of the costs for treatment of EU nationals from their respective countries. The second phase was the introduction from 6 April 2015 for all non EU nationals coming to live in the UK for longer than six months of a health surcharge 'in order to gain access to the NHS. The health surcharge was set at £200 per year and £150 per year for students and will be payable at the same time that an individual submits their visa application on-line. Visa applicants will need to pay up-front for the total period of their UK visa. The third phase will be the introduction of charges which the government has set at 150% of the costs of treatment for people not ordinarily resident in the UK.

The PREVENT Strategy. The Government has stated that the updating and extension of PREVENT is based five objectives which are:

- To challenge the ideology behind violent extremism and support mainstream voices,
- Disrupt those who promote violent extremism and support the places where they operate,
- Support individuals who are vulnerable to recruitment or who have already been recruited by violent extremists,
- Increase the resilience of communities to violent extremism and
- Address the grievances which ideologues are exploiting
- The terms 'extremist' and 'extremism' are not defined by legislation. However, the guidance issued by the Government defines extremism as "vocal or active opposition to fundamental British values, including democracy, the rule of law, individual liberty and mutual respect and tolerance of different faiths and beliefs."

Community/Youth & Retired Report:

This quarter has been yet another busy and productive one for our Service Industries Sector, Young Members, Community and Retired Member sections of the union. Our 'Decent Work for All' and the hospitality sectors 'Fair Tips' strategies have been

launched and we've had some fantastic early successes.

- 'Fair Tips' Strategy wins across the restaurant sector
- 'Decent Work for All' Strategy supporting the campaign at Sports Direct
- Net gain of 16,274 young members joining the union in 2015
- Community activity across all regions, tax credit and workfare wins...
- Mapping of our Agency membership now complete

Our young and community members have linked up with our industrial membership in the hospitality sector to secure major win in the 'Fair Tips' campaign to end the theft of tips by restaurants deducting 'administration charges, and a percentage of sales' from waiting staff. The next target for this campaign will be Jamie Oliver's chain of restaurants, where 3% of sales are also taken from waiting staff. Direct actions on the High Street has led to the abolition of charges in a number of household names; Pizza Express, Strada, Giraffe, ASK, Zizzi, Café Rouge, Belgo, Cote Brasserie, Las Iguanas and Byron burger.

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Our 'Decent Work for All' strategy has seen our members active on the High Street at Sports Direct where a day of action on 9th September saw 47 separate actions outside stores and at the company's AGM in Shirebrook where a 'shareholder collective action' forced majority shareholder, Mike Ashley to use his shareholding to protect the position of Chair of the Board.

These campaigns continue and the level of activity, enthusiasm and determination by our members to win real industrial gains for workers bodes well for our future work.

The AGS responded to questions including how many members are we recruiting through fair tips and sports direct campaigns, not as many as we'd like and strategy day is planned for December to try and increase numbers, community membership not growing as much as would have liked, these are "foot soldiers" of movement, agreed in future will get report of community membership by regions and on housing crisis, need a coordinated approach through industrial, community and political as this will affect us all.

Education Report:

The Education Brochure has been printed and the Education Programmes for 2016 have been published and are available on the website.

The EC discussed the audit and review of education and that will now be on the agenda for the March EC.

UNITE THE UNION EDUCATION DEPARTMENT STATISTICAL

RETURNS JULY TO SEPTEMBER 2015

Region	No of Course	No of Students	No of Teaching Days
East Midlands	26	261	1017
Ireland	18	225	1763
London & Eastern	68	623	1951
NE, Yorks & Humber	32	277	1173
North West	35	344	1643
Scotland	26	257	899

South East	29	283	1344
South West	16	163	604
Wales	9	89	432
West Midlands	18	220	994
Residential Courses	12	131	529
Total	289	2873	12349

Finance Report

The financial results for Unite in the 1st Three Quarters of 2015 are satisfactory and more or less on par with last year. More specifically, Total Income amounted to £123.2 million in the 1st Nine Months of 2015, up £2.9 million versus the same period a year ago. Contribution Income increased by nearly £5.0 million as the increase in membership subscriptions implemented 1st September 2014 and 1st September 2015 more than offset the loss of paying membership. However, as anticipated, due to the Jackson legislation, Legal Income has continued to fall, down £1.8 million (or 25%) year on year. A breakdown of Unite's Total Income in the 1st Nine Months of 2015 is as follows: (All figures in millions)

- Contribution Income excluding Driver Care £116.3
- Driver Care £2.1
- Legal Income £4.8
- Affinity / Sundry Income £0.0

Total Income £123.2

Total Recurring Expenditure totalled £108.1 million in the 1st Nine Months of 2015 which was £2.9 million more than last year. This adverse variance is almost entirely accounted for by an £2.8 million increase in Political Affiliations & Grants owing to the General Election and the subsequent Labour Party leadership contests. The costs of Employer Disputes and Irrecoverable VAT are both up by over £1 million versus last year while spending in other areas has fallen – the £0.9 million decline in Employment Costs excluding Organising is worth noting. Despite an £0.6 million increase in depreciation relating to the change in depreciation method approved by the EC in September 2014, Property Costs were only up £0.2 million as spending on repairs and maintenance was lower than last year.

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As a consequence, Unite recorded a surplus before Investment Income and Non-Recurring Items of £15.1 million in the 1st Nine Months of 2015 – exactly the same as last year.

Investment Income amounted to £2.1 million in the 1st Nine Months of 2015 -- £0.5 million more than a year ago. Non-Recurring Items (excluding Pension Deficit Reduction payments) amounted to a net £3.4 million in the 1st Nine Months of 2015. This was comprised of severance costs of £1.1 million and the write-off of VAT on property purchase/refurbishment of £2.2 million. The net £3.4 million cost of Non-Recurring Items was £1.0 million higher than last year which was almost exclusively Irrecoverable VAT reflecting relatively high property spending as a number of projects are nearing completion – Preston, Stoke, Edinburgh, Coventry and Eastbourne among them.

Pension deficit recovery contributions totalled £9.3 million in the 1st Nine Months of 2015 – a decrease of £0.6 million compared with the same time last year. The decrease was due to the upfront £0.9 million payment to the Republic of Ireland Scheme in 2014 offset by £0.2million ongoing deficit reduction payments to the ROI Scheme.

Taking everything into account, Unite posted an overall surplus of £4.5 million for the 1st Nine Months of 2015 – a result which was £0.1 million better than last year.

Liquid Assets

The liquid assets of the Union as at 30th Sept 2015 in comparison with Q1, Q2 and year end 2014 are detailed in the table below: (figures in millions)

30 Sept 15

Cash and Equivalents £52.0 Marketable Securities (@ market value) £50.6

Total Unite £102.6

As indicated, Unite's liquid assets totalled £102.6 million as at 30th September 2015, down £0.4 million from the end of June but up £1.5 million from year end 2014. The reason for the decrease in the quarter being the fall in the global stock markets which led to a £3.0 million decline in the value of the Union's marketable securities.

Dispute Fund

The status of Unite's Dispute Fund at Q3 is summarised in the table below:

Opening Balance – 1.1.14 £32,007,504

Add: 2.5% from Branch Admin £2,877,299

Less: Dispute Benefits Paid £1,631,252

Expenses/Costs £ 0.00

Closing Balance – 30.9.14 £33,253,551

As indicated, from a balance of £32.0 million at the beginning of the year, the balance of the Dispute Fund has risen to £33.3 million as at 30th September 2015. This reflects inflows of £2,877,299 (the 2.5% diversion from Branch Administration) offset by Dispute Benefit payments totalling £1,631,252 (detailed in Appendix 2). Note that there has been no deduction of expenses/costs reflecting the EC's previous endorsement of the General Secretary's recommendation to this effect.

Lay Member Expense Policy Modifications

Following discussions at prior EC meetings, it is proposed to amend Unite's Lay Member expense policy in respect of:

To increase reimbursement by 5p per mile for use of a member's personal vehicle while on Union business for each additional member transported (names required). In line with this, members who live nearby each other will be asked to travel together where practicable where journeys exceed 100 miles (return).

In response to questions and comments the executive officer spoke of the upcoming impact of the Government's decision to increase the limit on small claims court cases from £1000 to £5000. This will have a devastating impact on our legal services as there is no ability to claim legal expenses in small claims cases, the EC will have to make decisions on this in the near future as it will affect most of our PI claims. On the introduction of the new lower subscription rate for low earners there had not been much take up as yet, the GS commented that he expects to see new members as a result and future membership reports will include details of membership numbers in different categories. On the new Birmingham facility progress was on course for completion late next year and on Branches that cease to function it was stated that the funds should be divided in proportion with where the membership go.

A question was raised over activists attending Regional Sector Conferences not receiving loss of earnings, they only got this if they were successfully elected onto the RIS Committee.

The GS responded that the union could not afford to pay this but accepted it was not fair and said for future conferences the first meeting of the RISC would be held on a different day to the conference so everybody would be treated the same, nobody will get loss of earnings for the conference.

Legal Report

There have not been any significant legal developments regarding holiday pay since the last Council meeting. The next thing on the 'Holiday Pay Calendar' is the British Gas v Lock appeal, which is due to take place in the Employment Appeal Tribunal on the 8 and 9 December 2015.

As explained when the British Gas appeal was first known, the appeal will take many years to come to a conclusion should British Gas decide to pursue this all the way and this would provide a further period of uncertainty for resistant employers to rely upon.

Although Lock is not a Unite case, we have become aware that British Gas are attempting to settle the case and resolve holiday pay issues for their employees. We are hopeful that this materialises, so that any further appeals/uncertainty can be avoided.

We continue to see a mixed picture with industrial negotiations and, whilst some successes have been achieved since our last update, these are certainly slowing down. It may be necessary to adopt a more litigious approach in the New Year, if employers continue to refuse to move on the issue. Legal cases may have to be taken to resolve this important issue for our members and we are currently considering strategy to ensure results are achieved in the most cost effective way possible.

Whilst it did not relate to holiday pay, there has been a significant and widely reported European Court decision regarding Working Time, which, as with holiday pay, relates to European requirements under the Working Time Directive and is worth a quick mention.

In the Federacion de Servicios Privados del sindicato Comisiones obreras v Tyco Integrated Security SL case, the European Court confirmed that travel time to and from mobile workers home counts as working time under the Working Time Directive. Unfortunately, despite the initial media reaction, this is not likely to impact on members' pay (subject to any results achieved by industrial pressures) because, with the exemption of holiday pay, the Working Time Directive sets limits regarding working time but does not regulate workers' pay.

Personal Injury: small claims track limit: the Law Society described it as a "shock" announcement in Osborne's Autumn Statement. As a measure of the anticipated impact, the share value of Slater & Gordon, the only listed law firm with a lot of personal injury work in the jurisdiction of England & Wales, fell by 51% in 24 hours. Meanwhile the share value of liability insurers went up – payback from the Tories.

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The announcement, on the back of comments about whiplash and fraud in road traffic accident claims, included reference to the fact that: “More injuries will also be able to go to the small claims court as the upper limit for these claims will be increased from £1,000 to £5,000.” That means all claims, including industrial accident and disease. It probably means an increase to £5,000 general damages: compensation for the injury itself. The fact that a Unite member loses their livelihood for a while, or permanently, as a result and is entitled to compensation for that would still mean the case remains in the small claims court.

There is also to be action taken to prevent damages being claimed in lower value whiplash cases – probably by primary legislation to saying something along the lines that damages are not payable if the victim cannot show that the speed of the impact was greater than that at which airbags go off.

The significance of the rise in the small claims tract limit is that from 2017 the union will no longer be able to recover costs of pursuing a case, even if it is necessary to take the case all the way to trial (unless our lawyers can successfully argue that the case has features that make it unsuitable for the small claims track).

Unite has been at the forefront of arguing successfully for years that the limit should not rise – certainly not anywhere near £5,000 general damages. Even Sir Rupert Jackson concluded the limit should stay at £1,000. The Civil Justice Council agreed and the most recent analysis by the Transport Select Committee reached the same conclusion. This has not stopped the Association of British Insurers and its members asking Osborne to make the announcement on 25 November.

The Claims Portal statistics for September show that the average general damages offered in Employers Liability Accident claims was £3,677 and for disease it was £3,917. The majority of Unite claims are for less than £5,000, including all heads of damage. Even £1,000 is a lot of money to lose for our members.

Legal Services continues to represent 220 Claimants in the High Court blacklisting litigation against the construction companies, leading the Claimant Solicitors’ Steering Group.

In a major development at the start of October, the main body of Defendants made far-reaching admissions and issued an apology. These Defendants admit that (i) certain of the information on the databases were protected by rights to privacy and confidence; (ii) the Consulting Association databases breached the Data Protection Act; (iii) inclusion of a name in the filing card system was defamatory; and (iv) the consequence was loss of employment to Claimants.

Legal Services regards this as a vindication of its strategy to pursue privacy, confidence and, most particularly, defamation claims.

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Preparations continue for an 11-week trial of 20 Lead cases starting in May 2016. Upon the authorisation of our members we have accepted an invitation to without prejudice discussions about possible settlement.

Responding to questions the legal department are looking at the viability of a legal challenge to the TU Bill, devolved authorities may not have to implement. On the rise in the limit of small claims cases this will have a significant impact on the way Unite funds legal services, a decision will have to be taken at a future EC.