

Unite Executive Council meeting Report for June 2013

The minutes of the meeting of the Executive Council which was held in March 2013 were agreed.

Matters arising out of the minutes feature in the main agenda.

The minutes of the special Executive Council which was held on 24th April were agreed

The minutes of the Finance and General Purposes Committee of the Executive Council which were held on 24th April 2013 and 16th May 2013 were agreed and noted respectively.

The General Secretary's Report

A full report was given and the main points being:-

Public meetings and General Events

- Speaker at Unite International Women's Day celebration, Conway Hall.
- Visit to Fords Transmission plant, Jaguar Halewood and Business Park.
- Visit to Vauxhall Ellesmere Port and Component Park.
- Visit to Airbus Broughton.
- Meeting with Stewards and members at GKN Driveline Birmingham.
- Meeting on Wincanton Sainsbury's Sherburn with Diana Holland and National Officers.
- Meeting with Rolls-Royce Stewards in Esher.
- Attended celebration of 100 years of car making in Oxford 1913-2013 and view of private exhibition.
- Speaker at meeting of Unite Housing Workers.
- Addressed Workers' Memorial Day event in London.
- Addressed May Day rally in London.
- Opening of Unite Community Centre in Cable Street, Tower Hamlets, with Mayor Lutfur Rahman and Barclays Bank.
- Attended and addressed Workers Uniting Political Conference in Toronto.
- Delivered lecture in Dublin as part of a series of commemorate events for the Centenary of the 1913 Dublin Lock Out; speaking on *Larkinism and Internationalism*

Political, International & Inter-Trade Union Matters

- Travelled to Washington DC; meetings with SEIU and USW regarding Miami 5; meeting with Jose Ramon Cabanas, Cuban Ambassador to the USA.
- Gatwick Silver Award presentation to Pete Sweet.
- General meeting with Mark Serwotka.
- Participated in USW Film prepared for Toronto Conference.
- Speaker at STUC President's Dinner in Perth; introduced Composite B on Public Procurement to STUC Annual Congress 2013.
- Meeting with Chief of Staff and Manuel Cortes, TSSA General Secretary.

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- Meeting with Iain McNicol, Labour Party General Secretary.
- Meeting with Dave Prentis, Unison General Secretary.
- Meeting with the Leader of the Labour Party.

Principal Media Appearances

- Interviewed for Radio 4, Westminster Hour, programme discussing the People's Assembly.
- Interviewed by Roger Bagley, Morning Star.
- Guest on BBC Radio 5 Live Victoria Derbyshire Show 10am 23rd April 2013.
- Interview, New Statesman, by George Eaton.

Administrative & Organisation Issues

- Various meetings with Assistant General Secretaries.
- Various meetings on Unite Property issues.
- Various meetings with Chief of Staff, Director of Executive Policy, Directors of Legal & Finance & Operations.
- USI meeting with Andrew Brady, Stephen Cavalier and David Thompson.
- Meeting with Ian Cracknell, UIA Insurance.
- Various meetings on HR Department with Chief of Staff and Acting Director of HR.
- Meetings on the Political Fund Ballot with Director of Communications and Political Director.
- Meeting with various Directors on Unite Officer Training Modules.

Administrative and Constitutional Issues

Executive Council By-elections

Nomination papers for the National LGBT seat and the London & Eastern Region seat by-elections have been issued to branches and are available to workplace representatives from their Regional Secretary. The closing nomination period closes on 28th June with the closing date for receipt of nominations being 3rd July.

Annual Labour Party Conference

The Annual Labour Party Conference will take place in Brighton this year from 22nd to 26th September. Administrative arrangements are in hand to elect representatives from regional and national committees. Nominations to the NEC will need to be agreed by the Council at this meeting, they are dealt with in more detail in the Political report

National Industrial Sector Conferences

The National Industrial Sector Conferences will take place in Brighton from 11 to 14 November this year. Arrangements are in hand for the election of delegates and an invitation for the submission of motions for inclusion on the agendas for the conferences have been issued. In accordance with policy agreed at the Policy Conference last year the agenda for each conference will include discussion about collective bargaining.

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Campaigns and Communications

The campaigns and communication department is fully engaged in delivering the union's upcoming People United tour, which will take the message of a Better Britain to some of the most forgotten towns in England.

Setting off from London on June 22, two buses will spend two weeks touring places such as Hastings, Hull and Blackpool, talking to people about what they want most for their future.

On board will be colleague unions, PCS, Unison, GMB and CWU, but the organisation and promotion is being led by Unite. Our buses will be kitted out with the latest in IT and digital media allowing members of the public to come on board to record their message for the People's Manifesto or sign the People's petition. A full-scale media and social media campaign will be used to promote the events, using Twitter and a dedicated website.

We will be using the tour as an opportunity to deepen our campaigning in some core issues such as growing food bank dependency, deepening reliance on legal loan sharks and the rise of zero hours contracts.

Other activities for the department in recent weeks include the social media and campaigns support for the political fund ballot, which was won in May when members voted solidly to retain the fund. Unite's short film to raise awareness of the ballot attracted particular praise from members from within ours and colleague unions.

Much work is also underway to defend the NHS. The C&C team is working to establish a monitoring system to flag up (and oppose) privatisations as information emerges but the priority for the moment is to use the 65th anniversary in July to remind people of the dreadful damage this government is inflicting on our principal universal service. The People United tour is planned to end with a rally at Trafford Hospital, founding hospital for the NHS which is now under threat. The team is also working with health sector colleagues to build protest against NHS privatisation at this year's Conservative Party conference.

Elsewhere in the department, we are building a publications data base which will allow reps and branches to produce and print top quality, Unite-branded newsletters and other materials with ease and at speed. This is vitally important in this age of growing computer literacy where those tempted to make their own Unite materials can overlook the need to uphold our 'brand'.

Work on our Unite app continues, too. This is being designed for mobile and tablet, synching in with our membership database too to allow for rapid joining online. We are confident that this will be the best union app around by far. Our thoughts at present are to use the summer to test run the app with a proper launch at this year's Congress.

Editions of Unite Works and Landworker have also been produced. Unite Works continues to grow its readership, and readers' appreciation of the content is reflected in the letters to the editor. Industrially, the media team has been working with Organising to support all activities to highlight blacklisting and secure justice for the affected workers.

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We continue to provide specialist training to colleagues, with another round of web training recently completed and one upcoming for legal and affiliate colleagues. In April we held a media training session for community organisers too, which was deemed a great success.

Political report

The 86% yes vote in the political fund ballot was welcomed

The County Council elections proved to be broadly a good day for Labour – based on the results Labour would have a majority of 12 in the House of Commons. Several Unite people were elected as County Councillors, including Laura Pidcock and Pat McCourt. South Shields was a victory for a decent local candidate – where recently it would have been fixed for a Blairite.

UKIP made advances, but while we must never be complacent, this was largely a reorganisation of right-wing votes. Where Labour was a campaigning force, evidence suggests that the haemorrhage to UKIP was small from Labour.

There was considerable discussion around Unite's political strategy and in particular to influence candidate selection in this current period leading up to 2015.

There have been a number of issues of great concern lately, where we have had conflicts with the party. These include disciplinary matters, and candidate selection in Falkirk. All have been subject to intervention at a high level with mixed results.

On Falkirk we have been subject to sustained press abuse, both of the proposed candidate and of Unite and its political strategy. While we know that this emanated from the right of the party, it is unfortunate in the extreme that the party leadership has too often responded to the right rather than robustly holding the fair and democratic line. We have done nothing wrong yet find ourselves and our activists the subject of vilification. Efforts to find a way through have not yet produced a satisfactory conclusion.

Kingsley Abrams was denied an appeal on his suspension from Lambeth Labour Group. On our intervention a further appeal was secured, again to the Labour Group with regional observers, but the members chose to vote unanimously to continue his suspension for breach of the Labour Group rules.

It was announced later by the GS that Jenny Formby was to be appointed as political director at least until the general election in 2015. Steve Hart has been asked to deal with CLASS and our anti-fascist work.

International report

Since the last meeting of the UNITE Executive Council in March the European and wider international situation for trade unions has remained extremely challenging.

The appalling collapse of an eight storey textile factory in Bangladesh that cost the lives of more than 1100 workers rightly received huge international attention and condemnation. In a path breaking response the Global Union Federations IndustriAll and UNI worked closely together and made a breakthrough in shaming some 40 well know brands to sign up to a legally binding agreement that will create an independent and resourced factory inspectorate with the ability to inspect and close substandard facilities.

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Closer to home the economic and political situation in Europe remains extremely fragile. Although the UK only narrowly missed a triple dip recession, many of the other austerity hit countries remain in the throes of the longest and deepest recession in living memory, with total economic collapse and social breakdown threatening.

Youth unemployment is now approaching 60% in Spain and Greece and social tensions continue to rise. There are some signs that the Commission is easing its austerity demands, evidenced by the acceptance that Spain, France and The Netherlands will not be expected to meet the 3% deficit target for at least another 2 years.

The rising unrest and threats of total social breakdown in some countries may well be the reason for this mild easing of the approach. Workers Uniting held its first ever political conference and is aiming to launch an anti-austerity programme in the UK, US, Canada and Ireland under the title 'A Global Agenda for Shared Prosperity'.

Further afield peace talks between the Colombian FARC guerrilla movement and the Colombian Government have yielded the first positive result in a framework agreement on land reform which has enabled the talks to progress to the second point of a five point agenda.

In Venezuela Hugo Chavez's named successor – Nicolas Maduro – was elected President, however the margin of 1.6% majority of the popular vote was tighter than had been anticipated.

In Cuba Rene Gonzalez – one of the Cuban Five who had been released on probation but forced to serve it in Florida – has now been allowed to stay in Cuba after his visit to take part in a memorial service for his Father in Law. The news was received with great joy during the May Day period.

Manufacturing report

The UK economy continued to contract in April but so far has managed to avoid the triple dip recession some commentators had forecast. The Market/CIPS Manufacturing Purchasing Managers Index (PMI) rose to 49.8 in April which indicates a slow stabilising process but the manufacturing sector is still short of a reading of over 50 which would indicate growth in the sector.

With manufacturing accounting for around 10.5% of the UK economy analysts have said that although output fell by 0.3% in the first quarter this was not adding to the 'drag' on the economy and had showed a more positive response than had been expected.

There are still weaknesses in demand from the domestic markets but there was an improvement in export orders, especially in growth economies in Latin America, the Middle East, North America and Australia. This meant new export orders rose for the first time in over a year and at the fastest pace since July 2011.

There has been a number of policy and funding decisions from the present government which have served the manufacturing sector well, especially in the Defence and Aerospace

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industries, but it is clear that although there is a vague political will to support manufacturing 'winners' there is still evidence of a lack of understanding by government as to how to strategise and improve on what have been effectively the plans to grow manufacturing which were laid down by the last Labour government.

In a report published by the Royal Society for the Advancement of Manufacture and Commerce (RSA) findings showed that there could be a £20 billion reduction in the trade deficit and around 200,000 UK based jobs created over the next 10 years as mid-sized manufacturing companies end the out-sourcing of production to Asia and start to 're-shore' back to the UK. This report runs completely against the current political rhetoric, which encourages small companies to expand export operations from the UK.

The report said that due to large scale global trends, companies should be looking locally to expand their businesses and that current inward investment in the auto and aerospace industries was providing the stimulus for demand.

It is unfortunate that the decline in manufacturing in the UK has been more pronounced than in most of the other established manufacturing economies, with the single most important factor being the failure of successive governments to recognise the importance of the manufacturing sector to the UK economy. The historical 'hands off' market driven approach means that the UK is not achieving its true potential, unlike economies which identified the importance of the sector and established structured interventionist policies and support to protect competitiveness in R&D, innovation and productivity.

As such, in the UK manufacturing sector we have seen that any long term future for the sector will be heavily influenced by government policy and investment. Because of this we are now looking at ways to forge a cross party political consensus around manufacturing and how a long term industrial strategy for all the industrial sectors can be used to ensure growth, investment and ultimately job creation – this is what happens in Germany and the economic results of that political consensus can be seen in the continued success of manufacturing in Germany.

Industrial

The biggest disappointment this quarter was the decision of our members at the body shop at Fords, Dagenham not to vote for industrial action in support of equalised redundancy pay and in particular guaranteed employment opportunities in the engine plant.

Unite ran a good campaign of mass meetings and briefings with our members as well as a leaflet explaining the case to our members as to why they should support a vote for industrial action to strengthen our hand, secure employment and equalise redundancy pay with Southampton. Our Stewards were confident a good result could be delivered, however the company deployed management to warn our members that if they voted for industrial action the "continuity payment" which is worth considerable amounts of money would be put "at risk". This swayed enough members to vote against the industrial action.

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The end result is now that having met all of our Stewards following the result was to regroup and concentrate on forcing Fords to honour the commitment to provide alternative employment for members facing redundancy in the body shop and move them into the engine plant.

We have also met with senior HR of the company to see if we can resolve the key issue of job redeployment and vacancies. The AGS is to meet the European CEO to discuss the future of Ford in the UK. Ford have recently closed its last plant in Australia with the loss of 1200 jobs and it should be noted that Ford had previously benefited from 34 million dollar subsidy from the Australian Government.

Services report

Where Unite members have power, mainly but not exclusively in the Energy Sector, they are achieving pay increases of an average 3% on basic rates, with multiple year deals delivering higher increases. Pay across most Sectors continues to fall well short of inflation resulting in historic pay inequality not seen since the 1930s depression.

There is a direct correlation between increasing income inequality and health inequalities, which also now mirror the 1930s. The Health Sector is punching above its weight in a multiunion environment and increased membership by 6,272 net over the last 12 months and continues to lead opposition in England to the privatisation of our NHS.

Increasing health inequalities, coupled with local government spending settlements that hit our poorest communities' hardest mean workers providing health and social care are expected to do much more with fewer workers, reduced funding and less pay.

Inevitably the government's austerity policy impacts beyond public sector's provision of health and social care. Nick Clegg's wife, Miriam Gonzalez accused the government of failing to do enough to help children who are victims of sexual exploitation when she criticised the policy of relying on a patchwork of voluntary and council services to help exploited children. The continuing race to the bottom in Community, Youth and Not for Profit Sector is again highlighted in this report. Members in this Sector deserve praise for the stance they are taking up to and including strike action.

Unite's ability to influence devolved governments in Scotland and Wales is having some impact on a range of issues and sectors, for example fairer treatment in Wales of Remploy workers and engagement in Scotland on Blacklisting.

Unite members employed as fire-fighters in Defence Fire & Rescue Services through tenacious campaigning and political lobbying are within reach of achieving parity with Local Authority Fire Fighters, at worst their current normal pension age is unlikely to increase.

The union's Crossrail Leverage Campaign will be fully reported to the EC, however it would be remiss not to note the injuries sustained by George Tapp, in a hit and run during a lawful protest.

Whilst at a macro level Government is softening up public opinion to re-privatise RBS, Banks in general continue to lay off workers. So while the Sector reports over 3,000 new members since the

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beginning of 2013 this must be seen in the context of the 'big four' banks announcing job losses of over 6,000 during the same period. At least 150,000 jobs have been lost in financial services in the UK since the crash of 2008. HSBC reacted strongly against Unite when the union announce we would not rule out industrial action in defence of job cuts of up to 1,100 but have since backed down. Building membership density across the Sector is a priority.

The Health Sector is working alongside the Greek Solidarity Campaign, and the report notes among other things that in Greece there are now an estimated 1 million people with no entitlement to health care – a shocking statistic and points out the problem is not just a Greek one; 'Greece is the experiment'. Unite members in construction have gained the support of the European Federation of Building and Woodworkers in the campaign to eliminate Blacklisting and get justice for Blacklisted workers.

Recent Unite submissions that the Research Department have assisted in include:

- Health Select Committee Inquiry into Emergency Services and Emergency Care;
- National Audit Office study on progress in implementing the NHS reforms;
- Parliamentary Commission on Banking Standards request for written evidence;
- HSE consultation on proposals for a National Local Authority Enforcement Code.

In addition the department has also drafted responses to the policy papers issued as part of the Labour Party policy review process including those relating to the NHS and housing.

Transport & Food report

Organising Transport & Food Workers

There are a number of campaigns in Transport & Food reported on in the following National Officer reports, including membership gain and improvement in strength through increased shop stewards/workplace reps and collective agreements, and I would like to pay tribute to all involved.

The context for organisation is a difficult one in many parts of transport and food sectors – with systematic attacks on terms and conditions, refusal by employers to support eg funding CPC (certificate of professional competence), and a considerable number of threats to DB Pensions reported on this quarter. The point is also made that employers are using the pressure and fear from the global economic crisis and government austerity attacks to threaten and undermine hard fought-for gains.

However, there is growth in the sector and potential for membership growth, including London Gateway : DP World / Marks & Spencer, Liverpool 2 : Peel Ports.

Inter-union disputes particularly in road transport – are reported in the attached National Officer reports. During the quarter, in addition to the previously registered dispute with Community over TNT Post, we have registered disputes with the TUC in relation to USDAW at DHL Debenhams Sherburn and Wincanton M&S Bradford where there was no union agreement and we had been organising for some considerable time, only to be informed very late in the day by the company that they had just signed an agreement with USDAW. USDAW has also registered a dispute with the TUC in relation to Unite at Wincanton Sainsbury's Sherburn, where USDAW has a single union

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agreement, but a number of the former USDAW members have joined Unite. The former USDAW, now Unite steward at the site, has now been dismissed and the membership is being balloted. These serious incidents, together with others in the report involving URTU and joint union sites with USDAW and GMB, highlight the need to look again at how TUC principles are working in practice. For Unite, the approach of organising workers as the priority is effectively excluding us where companies and other unions are doing deals before the other union has a member on site, and even in some 3 cases before any workers have been employed. Meetings are taking place on these issues, and an update will be made at the EC.

Agricultural Wages Board

The National Officer's report sums up very effectively the current situation "*as one of the saddest days of the RAAW sector's life and for democracy within the UK*" with the abolition of the Agricultural Wages Board without a debate or even a clear vote, following the most cursory of consultations. The final meeting of the AWB has taken place, and now our union is being consulted over establishing 'voluntary machinery' with those part of the sector that supported retention of the board. This issue must remain high on our agenda as a wrong to be put right by a future Labour government.

Unite Transport Strategy and Implementation of 2012 Policy Conference Statement on Transport

The Unite Transport Strategy document is being finalised for consultation with the Transport Sectors NISC Chairs, Vice-Chairs, Executive Members, and National Officers, to be followed by discussion at Transport Sector NISCs before being launched later in the year at Sector Conferences. The Strategy calls for :

- A commitment to investment in transport
- Accessible, affordable, integrated and accountable public transport
- A fundamental shift away from further privatisation and deregulation
- Safe transport
- Decent employment standards – ending the 'race to the bottom'
- Equality and protection from violence against transport workers
- A more sustainable transport system that is better for the environment

Our union has responded to Labour's Living Standards and Sustainability Policy Commission's second challenge paper on Bus and Rail.

Global Supply Chain Organising

The Australian Transport Workers Union (TWU) led to a major conference hosted in Unite House and supported by key global supply chain unions including the Teamsters, SEIU/Change to Win, Scandinavian transport union, and with input from the ITF. Thanks to all Unite Executive members and National Officers who played an important part. These initial discussions will lead to further planned joint activities within Transport sectors and as appropriate including our Food & Agriculture membership as part of the food supply chain.

ITF, ETF, IUJ, EFATT, Ethical Trading Initiative

Our union has continued to be represented at the international and European levels in these important Global Union Federations, and we have also taken part in key social dialogue and other

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standard setting events, protecting, enhancing and building on minimum standards across Europe and internationally. Violence against transport workers and against women transport workers in particular has been raised as a particular concern, and the importance of the IUF involvement with the Ethical Trading Initiative in conjunction with our FDT sector, RAAW sector and our union generally remains a priority.

Equalities report

Unite National Equalities reps Conference

This major well-attended conference took place on 5 March 2013 and demonstrated yet again the vital role of union equality reps and the importance of ensuring statutory rights. In addition to Unite National Committee and Executive members, and Unite GS, AGS and National Officers, speakers included Angela Eagle MP Labour's Shadow Leader of the House and Sarah Veale Head of the TUC Equality & Employment Rights Department. Thank you to all involved. A separate report is available.

Unite equality strategy

Following discussions reported at the last Executive Council, together with the priorities raised at the National Equality Reps Conference, the Unite Equality Strategy will be ready shortly for further consultation and discussion.

Unite the union for equality

Action continues to strengthen the web pages, publications and we are also developing a notice for the entrance highlighting the union's commitment to equality at the heart of the union, as well as identifying Unite equalities sectors : Women, Black, Asian & Ethnic Minorities, Disabled Members, LGBT, Young Members and Retired Members.

Slavery by another name: The tied Migrant Domestic Worker Visa

I spoke at a major relaunch of the campaign for justice for migrant domestic workers, Unite members, in the House of Commons in May. This involved a wide range of organisations and individuals, including J4DW and Kalayaan. One year on, the removal of rights has had a serious adverse impact on the severity of abuse being reported, and there are grave concerns that for many migrant domestic workers, there appears to be no way out and therefore they are too fearful to turn to anyone for support, far more isolated and more vulnerable to abuse. This campaign needs to be central to our campaigning demands for a future Labour government.

Proposal for officer appointments

The GS sought the EC's sanction for the following appointments:

Assistant General Secretary (new post)

This post would be responsible for our political, international and policy support work. An appointment to this position will require a wider reorganisation of work in several departments at Central Office. It was further anticipated by the GS that, when these changes are implemented over the next few months, the elimination of other senior posts in the union would cover the cost of the

new AGS position.

This specific proposal attracted extensive debate, due to a position that we should not be increasing management costs at a time when members' contributions were increasing and Unite was suffering significant losses.

UniteNOW and other independently minded EC members voted against this [proposal](#), however it was agreed by a majority vote of EC members.

Executive Officer

It was proposed that Tony Woodley leave the union at the end of 2013 and be replaced in his role as Executive Officer responsible for organising and leverage.

The duties attached to this post include supervision of our organising and leverage department, as well as undertaking such other work on the GS's behalf relating to the strategic development of the union as may arise. Upon an appointment being made to this post, it was proposed that Tony Woodley arrange a handover of his responsibilities for the remainder of the year.

After the intervention of two EC members and the Chair, the GS asked the EC to withdraw this proposal for further discussion whether Bro Woodley wished to retire, as he detected a consensus from those interventions that EC did not want Tony Woodley to do so.

This puzzled many EC members, as it was difficult to understand how a consensus could be detected from the views being expressed by only 3 of the total EC membership and that if discussion was required with Tony Woodley on his willingness or not to retire, why this had not taken place before now.

In any case, subsequent to the decision we then took to note this proposal for further consideration, EC has now been asked by the GS to agree the original proposal by telephone vote; the result of which is yet unknown.

National Officers

Agreement was provided by EC to appoint three new national officers – one each for the Passenger Services, RTCLRD and Health sectors. Each of these posts has been filled on an acting basis for some considerable time now, so this will lead to no effective increase in either cost or national officering numbers.

Regional Secretary

Likewise, authority was given by EC to advertise the post of North-West Regional Secretary. This post has been filled on an acting basis since the end of last year, following Paul Finegan's secondment as National Officer in the GPM sector. The GS reported that he is satisfied that Bro Finegan is working well in this role, and will therefore not be returning to the post in the North-West, necessitating a

permanent appointment there.

All these appointments will be made by an Executive Council panel constituted as per agreed procedure. The successful applicants for the posts of Assistant General Secretary and Executive Officer will additionally be invited to make a presentation to the full Executive Council before confirmation of the appointment.

Sector Reorganisation

A **proposal** was tabled by executive officers to consult on the merger of specific sectors as a result of a review of the effectiveness of the constitution and in particular the functionality of RISC's:

1. That the Electrical Engineering & Electronics, the IT & Communications and the Servicing and General Industries national industrial sectors be combined in one new sector: General Engineering, Manufacturing and Servicing (GEMS). It is proposed that a small section of the IT & Communications membership working in broadcasting be transferred to the Graphical, Paper & Media sector instead. It should be noted that the same two National Officers presently service all three sectors.
2. That the Vehicle Building & Automotive and the Motor Components national industrial sectors be combined in a new Motor Industry sector. It should be noted that the same two National Officers presently service both sectors.
3. That the Food, Drink & Tobacco and the Rural Agricultural and Allied Workers national industrial sectors be combined in a new Food, Rural and Retail sector.
4. That the position of the Docks, Rails, Ferries & Waterways national industrial sector be reviewed in the light of developments in the union's discussions with the Transport Salaried Staff Association concerning a transfer of their engagements.

It was evident that many EC members were opposed to some or all of the proposed mergers, however were willing to agree to a consultation exercise being carried out in the sectors concerned and a report to next EC in September.

Construction Sector in North West Region

A proposal was put to EC to establish two Construction Regional Industrial Sector Committees in the North West Region, due to "difficulties in establishing a functioning Construction RISC, arising from the failure of the Regional Industrial Sector to complete its business".

This proposal included convening two sector conferences and to increase representation to regional Committee and Sector conference by one.

After debate, it was clear that the GS and many EC members were not comfortable with this proposal, which resulted in the document being "noted" for further consideration at the next EC.

Officer stand down appointment

A document was agreed clarifying who can apply for which officer positions and the process for appointing "stand-down officers" (reps who temporarily act as officers) was agreed, but it was accepted that more action is required to ensure we get more women and BAEM candidates. Andrew Murray said that now (or soon) there would be no stand-down officers who had been in place for over 12 months.

Members' complaints procedure

A member's complaints procedure was tabled and agreed by EC ([link](#)) including an officer in region designated to deal with such complaints.

Ratification of officer appointments

The following officer appointments were ratified:

NEY&H Regional Officers x 3 – Sarah Mitchell, Steve Bush and Tom Rushworth

EM Regional Co-ordinating Officer – Paresh Patel

Ireland Regional Officers x 3 – Tom Fitzgerald, Tony Kelly & Ed Thompson

SW Regional Officer – Mark Richards

EM Regional Officers x 3 – Tony Brothwell, Sean Kettle & Lakhy Mahal

Finance report

As indicated above, the financial results for Unite in the 1st Quarter of 2013 are satisfactory and slightly ahead of last year. It needs to be kept in mind that the 1st Quarter is generally the best quarter of the year.

More specifically, Total Income amounted to £41.0 million in the 1st Quarter of 2013, up £2.8 million versus the same period a year ago. Contribution Income increased as the increase in membership subscriptions implemented 1st September 2012 more than offset by the loss of paying membership. In addition, Legal Income was up substantially versus Q1 2012, although this represented the last quarter before the effective date of the Jackson inspired legislation which will substantially reduce Unite's Legal Income over time.

A breakdown of Unite's Total Income in the 1st Quarter of 2013 is as follows:

- Contribution Income excluding Driver Care 37.2
- Driver Care 0.9
- Legal Income 2.8
- Affinity/sundry income 0.1

Total Income 41.0

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Total Recurring expenditure totaled £33.4 million in the 1st Quarter of 2013 which was £0.4 million more than last year. This slight deterioration was more than entirely attributable to the additional printing and postage costs of the General Secretary election.

As a consequence, Unite recorded a surplus before Investment Income and Non Recurring Items of £7.6 million in the 1st Quarter of 2013 – an improvement of £2.4 million versus the 1st Quarter of 2012.

Investment Income amounted to £0.4 million in the 1st Quarter of 2013 – on par with last year. Non Recurring Items (excluding Pension Deficit Reduction payments) amounted to a net expenditure of £2.1 million in the 1st Quarter of 2013 comprised principally of severance costs (£1.45 million) and the write-off of VAT on property refurbishment (£0.6 million).

Pension deficit recovery contributions totaled £3.0 million in the 1st Quarter of 2013 (25% of the £12.1 million scheduled for the year) – an increase of £0.5 million compared with the same time last year.

Taking everything in account, Unite posted an overall surplus of £2.9 million for the 1st Quarter of 2013 – a result which was £0.5 million better than last year.

Eastbourne

Much concern had been raised with regards to the future of Eastbourne Centre: Ed Sabisky reported a proposal had been negotiated with staff that will mean employment of those staff and building ownership will remain 100% within Unite

Legal report

A full and comprehensive report of more than 90 pages was provided by Howard Beckett which is available in its entirety by clicking [here](#)

Membership report

A full and comprehensive report was provided by Howard Beckett which is available in its entirety by clicking [here](#)

Annual TUC Conference

The TUC will be meeting in Bournemouth this year, from 8th to 11th September. Unite is entitled to submit 3 motions for inclusion on the agenda the deadline for submissions of motions is 15th July, proposals on motions will be put to this meeting.

Congress delegates from EC were elected: Denis Wilson, Tracey Ashworth, John Cooper and Lindsey Adams.

The deadline for submission of nominations for the General Council is also 15th July. Our current nominees to the GC are:

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General Council Section A: Len McCluskey, Tony Burke, Gail Cartmail, Andrew Murray, Steve Turner, Jane Stewart, Pat Stuart and Tony Woodhouse;

Section E (Black Member): Mohammad Taj

Section H (trade unionist representing members with disabilities): Sean McGovern

We are entitled to nominate in all of these categories again. We are also entitled to nominate in Section G (Black Woman Member), Section I (member representing LGBT trade unionists) and Section J (Member under 27 years of age).

It was agreed that the reduction in GC delegates will come from officer members and not lay members

Strategy for growth 100% campaign

The Executive officer reported that 100% campaign has continued to deliver substantial new membership gains for the Union. However, it remains clear that considerable improvement can be made in a number of areas.

In total 73,599 new members have joined the Union in 1,153 target workplaces
(as of 20/05/2013)

100% - Target workplaces by National Industrial Sector (NIS)

Summary points (as of 20/05/2013)

- The Manufacturing sector cluster has delivered 25,332 new members from 368 targets.
- This is an average of 69 new members per target
- The Services, Energy and Construction sector cluster delivered 22,519 new members from 407 targets.
- This is an average of 55 new members per target
- The Transport and Food sector cluster delivered 25,748 new members from 378 targets.
- This is an average of 68 new members per target

Sector and Regional figures for the period since 20/5/13 we provided also.

Talks on a transfer of engagements of the TSSA into Unite are proceeding and the Executive Council has provided copies of the Heads of Agreement. The majority of TSSA members would be in a new rail sector in Unite. It is intended to bring proposals to the September EC for a decision.

PCS conference had passed a resolution allowing their leadership to discuss merger or transfer into Unite although there had been no discussions since then. The GS is due to meet Mark Serwotka next week and EC would be kept advised of developments.

An update on Miami 5 was provided by the executive officer also

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National Organising & Leverage Department report

A detailed and comprehensive report was provided by Director of Organising and Leverage

Unite's organising & leverage department is currently focused on the Crossrail project following the dismissal of Frank Morris and more than 20 other workers. This is already producing movement from some employers, but there is a lot more to be done.

During the EC, members visited picket lines at Equinox Care and a protest demanding union recognition at the London Gateway port.

Severance Sub-Committee

Contained with the GS report was a proposal to deal with severance agreements by sub-committee; the "no more golden goodbyes" policy passed by Unite policy conference and despite EC opposition.

After extensive debate around this matter, further information was provided around severance and compromise agreement guidance and it was agreed to include regular updates on both categories.

A sub-committee was eventually agreed: Tony Woodhouse, Mark Lyon, Joyce Still, Agnes Tolmie and Phil Entwistle