

Executive Council Report June 2016

3 Minutes of March 2016 EC meeting

Matters arising

Minute 580 re RMT – an agreement has been reached for an accord with RMT

Minutes agreed as true record

4A FGPC Minutes 14th April

4B FGPC Minutes 12th May

Community Coordinators

Affiliations – a question was asked regarding affiliations and setting a budget

LM said there was no budget as such but we have a list of all affiliations through a period which will be distributed to EC during the week

5 General Secretaries Report

Public Meetings and General Events

- Unite Defence Conference, Preston.
- Speaker, National People's Assembly Demonstration, London.
- Speaker, Chilean Embassy Award Ceremony.
- Speaker, Unite public meeting, 1916: A Workers' year, Belfast.
- Speaker, International Workers' Memorial Day event, Tower Hill.
- Re-opening of Unite Carlisle Office.
- Re-opening of Unite Preston Office.
- Speaker, York NHS Rally.
- National Steelworkers' Rally, Westminster.
- Speaker, Labour Party State of the Economy Conference, London.
- Presenter, Show Racism the Red Card Charity Game, Millwall Football Club.
- Political, International & Inter-Trade Union Matters
- Various meetings with UCATT representatives for merger talks.
- Workers Uniting Steering Committee, London.
- TUC General Council / TUC Executive.
- Meeting with steel unions, Congress House.
- TULO Contact Group meetings, London.
- Meeting with Sajid Javid, Secretary of State for Business.
- Meeting with Dave Hopper, General Secretary of the Durham Miners' Association, to discuss Durham Miners' Gala.

- Meeting with UAW, Detroit.
- Meeting with General Motors in Detroit, with Dan Ammann, President, and Jim DeLuca, Executive Vice President.
- Meeting with Martin Mayer, and Steve Turner, AGS, to discuss climate campaign issues.
- Meeting with John McDonnell MP, Shadow Chancellor, and Tom Watson MP, deputy Leader of the Labour Party.
- Met with Alan Johnson MP to discuss EU referendum.
- ITF Executive Board meeting, Borough.
- Meeting with Iain McNicol, General Secretary of the Labour Party.
- Various meetings to discuss preparations for Unite Policy Conference.
- Met with Lord Falconer, Shadow Secretary of State for Justice to discuss legal matters
- Meeting with Tom Kibasa, Director IPPR think-tank, to discuss public policy priorities.
- Meeting with Pablo Bustinduy, Secretary of International Relations for PODEMOS.

Administrative & Organisational Issues

- Various meetings with Andrew Murray, Chief of Staff.
- Quarterly meeting of Management and Regional Secretaries.
- Meeting with senior staff on Membership.
- Various meetings to discuss Birmingham Project.
- Meeting with Sharon Graham to discuss organising department and membership growth.
- Meeting with Jimmy Kelly, Regional Secretary, in Belfast to discuss Irish region.
- Meeting to review Motions and Amendments submitted for Unite Policy Conference.
- Various meetings with Howard Beckett, Director of Legal.
- Meeting with Pat Rafferty, Regional Secretary, and senior staff in London to discuss Scottish region.
- Meeting with Andrew Murray, Chief of Staff, Sharon Graham, Executive Officer, and Ed Sabisky, Director of Finance to discuss Unite Organisers.
- General meeting with senior staff to discuss future objectives of the Political Department.

Constitutional Committees & Industrial Matters

- Meeting with Pete Schofield and Fiona Farmer, National Officer regarding Hull City Council.
- Meeting with Gail Cartmail, AGS, and Rob McGregor, National Officer, with Britannia Staff Union.
- Meeting with Unite Steelworkers stewards.
- Attended Unite Construction NISC.
- Meeting with senior staff and officers to discuss National Express Strategy.
- Meeting with Howard Beckett, Director of Legal, Wayne King, Regional Officer and Oliver Richardson, National Officer, to discuss HAL.
- Attended Irish Regional Committee, Belfast.
- Meeting with Adrian Jones, National Officer, to discuss Stobarts.
- Visit to McVities for the site reopening, Carlisle.
- Meeting with Tony Burke, AGS, and Tony Devlin, National Officer to discuss BP.

uniteNOW!

- Meeting with Bobby Morton, National Officer, to discuss twinning arrangement.
- Meeting with Gail Cartmail, AGS, and Sarah Carpenter, National Officer, to discuss health sector.
- Meeting with Steve Turner, AGS, and Unite Community Organisers.
- Meeting with Martin Gwynn, GIST Chief Executive.
- HAL All-Shop Stewards meeting, Heathrow Airport.
- Meeting with Ford Pensioners Group, with Tony Burke, AGS, and Roger Maddison, National Officer.
- Meeting with Co-operative business representatives and Rob McGregor, National Officer, to discuss recognition and membership.
- Meeting with National Officer, Matt Draper to discuss GIST.
- Attended 'Handover Ceremony' of Tata to British Steel, Scunthorpe steel site.
- Meeting with Unite HSBC reps, Eastbourne.

Principal Media Appearances

- Article in The Mirror 'David Cameron must do the right thing and save thousands of jobs reliant on steel'.
- Tribune Magazine, monthly column.
- Interview with Yorkshire Post.
- Sky News interview - Adam Boulton.
- BBC News Channel interview – Norman Smith.
- Interview with Rajeev Syal for The Guardian.
- Interview, Pienaar's Politics, Radio 5, Sunday 1st May 2016.
- Interview, Today Programme, Radio 4, on steel.
- Interviews on ITV News, and international broadcasters including CNN and CNBC on the UK steel industry.
- Since the last Executive Council Unite has been mentioned over 1,900 times in online, print and broadcast media with the general secretary featuring over 300 times.

Draft UCATT and UNITE Heads of Agreement was discussed

Transfer of Engagement of UCATT into Unite, Including process of due diligence

Possible time scales:

End of August reach draft agreement and possible ballot of UCATT members in autumn with implementation around beginning of next year

Will make Construction biggest sector in Unite

2 EC members raised concern that UCATT will take all senior positions in new sector. LM responded that this will need to be supported by Construction sector but should be pleased that will have more dedicated officers to new sector. This is a special circumstance and has to be seen in that light.

uniteNOW!

Another question related to the number of EC seats being 4 UCATT as well as those in Construction Sector (another 4)

One EC member raised concern relating to UCATT pension fund. LM agreed that this needs close scrutiny.

Also, are EC members going to be involved in detailed discussions with UCATT. Yes the Chair and other EC members that are required will be involved

Issue raised that Local Government should be involved. LM agreed that this would be an issue we need to resolve and that we have still to resolve in Unite currently.

Question raised about UCATT officers getting packages far in excess of their current pay and rights to severance remuneration.

What is cost of redundancies at Unite rate and should we not freeze recruitment.

LM not in agreement to making UCATT staff redundant before transfer

What is actual UCATT pension deficit. Figure will be provided – apparently its around £4million

Is London UCATT office going to be rebranded as Unite. LM - It is called UCATT House and will be a Unite office but not renamed straight away

Question relating to membership of UCATT. Also a level of EC membership is out of kilt and will upset balance of EC and will cause problems with other sectors

Will Construction sector officers report to UCATT or regional Secretary – LM UCATT regional Construction will be RCO who will report to RS and NO of sector

Many EC members raised concerns regarding the financial consequences of UCATT merger – LM agreed that it cannot be at any price

Should have had facts and figures provided before discussing heads of agreement - LM stated that we should be able to provide that information by end of week.

What about subscription rates? LM says they are different and agrees that they need to be looked at

Identity of skill sets should not be lost – LM agreed

UCATT UNITE merger is bad news for construction employer

9.7 Unite Community in the Countryside

It is proposed to run a pilot in SW region
Full report available

6.1 Organising and Leverage report

Documents provided are Work Voice Pay – Bromley Leverage – NHS Campaign and were dealt with individually

A full and comprehensive report was provided on each

Question asked about leavers and this is detailed in overall membership report

Rally in Bromley referred to and will be discussed in services Report

NHS campaign discussed in detail

Some elements of the report are confidential and were returned

7.1 Manufacturing Report

As predicted at the last EC meeting, UK manufacturing has gone into reverse gear. The ‘March of the Makers’, is long forgotten as the latest official shows showing UK industry and manufacturing sliding into its third recession in a decade.

The Office for National Statistics has shown that manufacturing is now 10% lower than when the UK entered recession in 2008. The rebalancing of the economy has not happened.

Manufacturing has been hit hard by the steel crisis – and the looming crisis in the oil sector.

Manufacturing output in March was 2% lower than last year with the manufacturing of basic metals and metal production (engineering etc) falling by 4% over the last year, leading to the biggest drop in industrial production for three years.

The Markit/CIPS manufacturing purchasing managers index (‘Manufacturing PMI’) – a reliable measure of confidence - fell in April to 49.2 from a figure of 50.7 in March, which means anything below 50 says manufacturing is technically in recession.

A Markit spokesperson stated that “on this evidence manufacturing production is now falling at a quarterly pace of 1% and will likely act as a drag on the economy during the second quarter”, noting that the sector had seen almost 20,000 manufacturing job losses over the past three months.

The Business Secretary Sajid Javid is a “hands off Minister” as was seen during his sojourn to Australia during the steel crisis. The BIS department is still intent on closing down bodies which have supported manufacturing such as the Manufacturing Advisory Service and the Advanced Manufacturing Supply Chain Initiative as well as dismantling the sector skills councils, some Industry Partnerships and the closure of UCAS.

As has been stated before manufacturing sectors such as automotive and aerospace are the two sectors which are keeping the manufacturing from going into a deeper recession.

Some commentators predict that manufacturing will pick up later this year as the recent

uniteNOW!

depreciation in sterling will boost exports and global growth picks up a 'Remain' vote in the European referendum will help to end uncertainty on investment decisions.

On a positive note, Labour has now begun the process of developing a manufacturing strategy with Unite giving evidence to the National Policy Forum on the economy.

Our initial evidence was based on the need for an industrial/manufacturing strategy to boost the economy, the issue of skills and training; and the experience in Germany of supporting the supply chain and the implications of the digital revolution on manufacturing.

No doubt we will have a further opportunity to discuss our policies with the Labour Party.

They now have copies of all of our strategy documents in regard to productivity, supply chain and overall manufacturing strategy.

7.2 Services Sector Report

The AGS will provide a verbal update to the EC on progress with implementing the intention of the LA NISC motion left on the table by the March EC.

There has been notable success in membership growth. The Public Sector Campaign in a matter of weeks has put on 2,622 new members. Construction as a result of the leverage campaign and the doors it opened, the 100% campaigns and the work of the Shop Stewards and officers in the Sector has meant that over the last 24 months (up to end March 2016) the Construction Sector is the union's second biggest net growth Sector with 1,907 net new members. Finance with the huge job losses has meant we have suffered big dents in membership, nonetheless 22,000 workers across the Finance Sector are deciding to join Unite. In Health net growth over 24 months has reached 1,503 new members.

Construction continue to battle against a new generation of blacklists, mind boggling avoidance of direct employment and the exploitation of 'posted workers'. It is not xenophobic to demand equal pay between workers deploying the same skills. Exploitation based on country of origin is unacceptable in anyone's language and a corruption of the principles of a 'Social Europe' where the free movement of labour was to benefit workers. Unite has proudly led the offensive against exploitation in the Energy from Waste projects and brought the largest Danish contractor to the table. We are working with our sister union in Denmark and the EFBWW and are lobbying politically against the countries trying to block revision of the Posted Worker's Directive.

Wage settlements show an ever deepening divide between the private and public sectors. Notable in the private sector are negotiations that have improved not only pay but other terms such as additional holiday and holiday pay, plus improved terms for apprentices.

Unite is stepping up activity to demand the promised funding for Carbon Capture Storage (CCS) reneged on by the Tories. Labour's Shadow Energy spokeswoman is fully in support and agrees with Unite on the importance of defending remaining jobs in open cast mining and as such UK suppliers to the steel sector; addressing energy security and reducing carbon emissions. We genuinely believe this is a winnable campaign.

Campaigns to defend convenors, shop stewards and union facilities pan a number of sectors. Where members are kept in touch and the narrative is clear, namely an attack on the convenor/facilities is the first step in an attack on pay and conditions our members have responded magnificently, including preparation for and taking industrial action. During this EC Homes & Communities are taking the 2nd and 3rd days strike action 15 and 16 June, defending union recognition and opposing attacks to Ts&Cs. There is a demo regarding Bromley that the EC is asked to support in Bromley on

uniteNOW!

Saturday 23 July. Separately there is also a Bromley leverage campaign that the EC will be given a full report on.

7.3 Transport and Food Report

FAIR TRANSPORT PETITION – ECI European Citizens Initiative
PLEASE SIGN THE PETITION AND MAXIMISE SUPPORT FROM ACROSS
OUR UNION, OTHER UNIONS, WIDER COMMUNITIES AND FAMILIES
<https://www.fairtransporteurope.eu/>

1. Action continues to advance this vital campaign to show that we stand for fair transport and against the race to the bottom on transport standards through ‘social dumping’. The petition can be signed electronically and on paper, we have posters and recorded messages on Unite’s web pages, and have received support from Labour’s Shadow Transport team. I chaired a meeting at the ITF involving senior lay members and officers from Unite and other UK and Ireland ITF affiliates (including RMT, TSSA, SIPTU, ASLEF, Nautilus) to build support for the campaign - with speakers from other unions involved across Europe, Eduardo Chagas General Secretary of the ETF, and Lilian Greenwood MP Shadow Secretary of State for Transport. The meeting was arranged by ITF General Secretary Steve Cotton, who also spoke, and confirmed further support for the campaign from the ITF. The Danish speaker shared a report on pay, working conditions and living standards of Bulgarian, Romanian and Macedonian lorry drivers in Denmark, with an excellent subtitled short film available at www.fairtransport.dk (scroll down to bottom right box headed MOD HARALD).

2. TRANSPORT AND FOOD CAMPAIGNING – UNITE CAMPAIGNS
Transport and Food sectors are actively involved in campaigning on the horrifying impact of the Trade Union Bill and on the importance of a YES vote in the EU Referendum from a sector perspective. The excellent App Doorstep EU available here: <http://www.richardcorbett.org.uk/app/> is being very well received by activists. Key points on the requirements of the Modern Slavery Act on global supply chain reporting, on Equal Pay reporting and on the Apprenticeship levy are also being raised.

3. TRANSPORT AND FOOD SECTORS – POLICY CONFERENCE 2016
Transport and Food sectors have provided reports for Policy Conference setting out how motions agreed have been implemented and key actions taken; as well as submitting motions. A stand to build support for the Fair Transport Petition is being arranged for Policy Conference.

4. UNITE TRANSPORT SECTORS WORKING GROUP 26 April 2016
A very positive meeting took place, and agreed action to implement Unite’s Transport Strategy “Transport Matters”. This included : a short survey of reps, key issues for Labour’s Transport Policy consultation
<http://www.yourbritain.org.uk/agenda-2020/commissions/transport> and further

uniteNOW!

action on the three agreed priority campaigns : diesel emissions, mental health, ending the race to the bottom, including TUPE issues, all to lead to a conference in the Autumn. We also discussed Industrial Hub organising, Automation, Global Supply Chain and Equal Pay reporting, the EU Referendum, International Workers Memorial Day, the Apprenticeship levy and skill shortages, and plans on membership workplace mapping, combines and the important role of shop stewards in this area. Noted : May is Living Streets' National Walking Month.

5. INDUSTRIAL HUB ORGANISING

The Strategy Group meeting held on 11 April strongly welcomed achievements to date, assessed progress against milestones set and received reports from all hubs established. The powerful victory for the approach as well as for our members at Forth Ports is included in the National Officer's report which follows.

6. PDP PETROLEUM DRIVER PASSPORT AND "FROM WELLS TO WHEELS"

Passports have now been issued to over 7,300 drivers – a continuing major achievement – full details in the National Officer's report which follows. Tanker drivers also played their part alongside refinery and offshore workers as part of this strategic conference looking at the future of the Oil Industry, upstream, midstream, downstream. An important event which identified clear priorities for our Union.

7. ENDING THE 'RACE TO THE BOTTOM' – EDDIE STOBART

A major dispute with the Coop over award of a contract to Eddie Stobart has been resolved with an agreement over the future, but the threat to terms and conditions posed by Eddie Stobart is clear. As well as the experience of drivers on the Tesco contract at Doncaster which went to Eddie Stobart, there is now a potential dispute with Argos over the same issue. Action over the last year to strengthen our organisation in the company has led to some advances, but this remains a key priority. Full details in National Officers' reports which follow, also including important developments for Unite with Tesco.

8. FROM THE FIELDS TO THE PLATE Unite's Food, Drink & Agriculture

Strategy – the formal launch in Parliament has now been arranged for 7 June, and full details are included in the National Officer's Report which follows.

FDA Chair Mark Pryor attended an ITUC meeting on Supply Chains and corporate accountability, a key part of the strategy. Note : The announcement of a sugar tax on all soft drinks is being addressed by the sector through arranging a meeting between shop stewards and the Health Sector Chair and National officer.

9. FDA Pay and Living Wage :

a. WALES – AGRICULTURAL ADVISORY PANEL – in place of AWB

13,000 agricultural workers in Wales received a 6% pay rise this year (2% for each year pay had been frozen following abolition of the Agricultural

Wages Board). This has been set by an interim Order, and in future will be set by the Agricultural Advisory Panel which includes two Unite representatives. Following the report to the last EC that the Scottish AWB is to be retained, this underlines still further the serious issues facing agricultural workers in England who have no additional pay protection.

b. ICELANDIC SEACHILL GRIMSBY WORKERS GET LESS FOR HIGHER RATE

Following the introduction of the higher rate 'national living wage' under the minimum wage, Icelandic Seachill is seeking to claw back the increase with cuts to enhanced weekend and overtime rates and a threat of dismissal if they don't sign up. ETF and EFFAT have lent support to the campaign.

10. Other important Industrial Developments in Transport & Food include :

- a. HS2 FRAMEWORK AGREEMENT – on behalf of Unite I was part of the constructive meeting at which the agreement was signed
- b. LONDON GATEWAY DP WORLD – a major tribute to all involved, as recognition has now been agreed
- c. BUS SERVICES BILL – the Bill is now published, a meeting has been held with Daniel Zeichner MP Labour shadow minister for Buses, and plans are underway for a parliamentary launch of the report "Building a World Class Bus System for Britain"
- d. WORKERS MEMORIAL DAY – Veolia agreed to display purple ribbons on vehicles for the day

7.4 Equalities Report

The following headings were described in full:

UNITY NOT DIVISION – EQUALITY NOT DISCRIMINATION
TRADE UNION RIGHTS NOT EXPLOITATION - SOLIDARITY NOT HATRED

TRADE UNION ACT – AN ATTACK ON EQUALITY TOO

WHAT HAS THE EU EVER DONE FOR EQUALITY? QUITE A LOT IN FACT

POLICY CONFERENCE 2016 AND EQUALITIES

REGIONAL EQUALITIES COMMITTEES

ETHNIC MONITORING – REMITTED RULES CONFERENCE AMENDMENT

EQUALITY MONITORING

DISABILITY ACCESS FUND

INTERNATIONAL WOMEN'S DAY 8 March 2016

INTERNATIONAL TRANSPORT WORKERS WOMEN'S COMMITTEE AND VIOLENCE AGAINST

WOMEN IN PUBLIC TRANSPORT ACTION FORUM

WOMEN WORKERS UNITING

STATUTORY RIGHTS FOR UNION EQUALITY REPS
ENDING MODERN SLAVERY

Outside of report – propose a statement on Florida shootings – agreed

Full copy of report is available

9.1 Central Office Departments & Administration Report

Appendix 6: List of Officers for Ratification

At the time of compiling this report, all posts had been filled.

Vacant Position Successful Candidate(s) Interview Date(s)

National Officer (x1) Health
Sarah Carpenter 3 May 2016

Regional Coordinating Officer (x1) North West
Debbie Brannan 17 May 2016

Regional Coordinating Officer (x2) Scotland
Elaine Dougall
Dougie Maguire

All appointments were ratified

Rule 27 Membership Discipline: Ms V Grandon

Subsequent to the meeting of the Executive Council in March 2016 the EC Rule 27 Membership Discipline Panel was convened on 10 May to hear the case of a member from the Scottish Region, Ms V Grandon, charged under Rule 27.1.2

The decision of the Panel was that there was “no case to answer”.

The Panel in arriving at its decision was anxious to ensure that the union's procedures for lay member expenses recognised the current phenomena of precarious employment, zero hours contracts and short term funding in the voluntary sector and how that could possibly impact on a member's claim.

There should be established a Working Group consisting of:

- EC members
- Andrew Murray or Adrian Weir
- Ed Sabisky
- Howard Beckett

to examine the system of lay member expenses to ensure that such a case does not arise in the future.

Dick Banks (chair)

James Mitchell

Jane Stewart

Jayne Taylor

Interim Appeals Committee

The Interim Appeals Committee met on 13 May to hear the appeal by Mr D Beaumont against the disciplinary sanction imposed by the Executive Council disciplinary sub-committee, that is, expulsion from the union. The IAC upheld the decision of the sub-committee and thereby dismissed Mr Beaumont's appeal.

The IAC panel was Jim Kelly (chair), Ian Bruce, Steve Froggatt, Susan Matthews, Stan Sims and Andrew Worth.

Organisers regrading claim

Organisers regrading successful and increased to grade 8 from 7

LM proposing no back dated pay to when claim was submitted in January

And proposing the go on starter rate of grade 8 and then full rate

22 vacancies of organisers, some because of gaining officer roles

If we filled all 22 vacancies, additional costs would be:

Year 1 £130K

Year 2 £400k

Year 3 £540k

Currently the claim is to replace 15 and the cost of this would be:

Year 1 £103k

Year 2 £275k

Year 3 £345k

8.1 Political Report

Tribute was paid to Jennie Formby. Jennie took over as Political Director following a period of uncertainty within the department and at a time when relationships with the Labour Party were at a low.

When the Collins' review was published the General Secretary made it clear that the 'status quo' was not an option. He saw then that union affiliated members could be instrumental in providing a deeper democracy within the Labour Party. Jennie with others in the team worked to maximise this opportunity. And we succeeded.

With Unite's Political Strategy providing direction for the Political Department Jennie championed the Future Candidates Programme and -- although defeat at the polls was gut wrenching we now have in Parliament good solid MPs who share our working class and trade union values.

Political context

Over the next few months and towards 2020 the political department needs to prepare to get election ready, because we have fixed term Parliaments does not mean that this rules out a snap election. The Tories are playing out the EU referendum campaign as a Leadership election contest. Win or lose the referendum, David Cameron confronts sections of Tory MPs want him gone. Cameron announced before the General Election said that he only wanted to do two terms - will he leave at a time of his choosing or will he be forced out?

The picture in the Labour Party is different. Following the local elections Jeremy Corbyn has strengthened his position and the so called "coup" has receded for the time being. Over the next period Jeremy will be looking to give the party a sharper campaigning edge and will be looking to develop the policies platform that he stood on which got him elected last summer.

Parliamentary Activities

(a) Trade Union Act

The majority of our Parliamentary work has been taken up with fighting the Trade Union Bill. Since the last meeting, the Bill has unfortunately now become an Act receiving Royal Assent on the 4th May.

Concessions

The legislation was a Conservative Party manifesto commitment and although we were unable to defeat it, we had some significant wins along the way.

Working with Peers as the Bill made its passage through Parliament has seen the House of Lords vote by large majorities in support of amendments to water down restrictions to facility time and union political funds as well as adding to pressure on the government to introduce a review into electronic balloting.

The government also did a number of U-turns including on check-off (can remain in place here the

uniteNOW!

union covers the admin costs), the Certification Officer (independence) and picketing requirements (monitor social media backtrack/ no armband/ not required to show letter of authorisation from union to the police or public).

Timetable

The main provisions in the Trade Union Act, will not apply from Royal Assent as the government will need to introduce commencement orders, which will in turn state when the legislation will be implemented.

The government is yet to announce its timetable but the best guess of the earliest that any provisions can come into effect will be July 2016.

However, where the government needs to introduce regulations then the earliest possible implementation date would be late October 2016.

The government also committed to holding several consultations on proposals in the bill – as well as the independent review into electronic balloting – and we can keep you informed of progress with these once they are underway.

(b) WORKPLACE 2020

Jeremy Corbyn has asked Ian Lavery MP, in his capacity as Shadow Trade Union Minister to lead a project looking at developing a positive set of workers' rights fit for modern workplaces.

This project was officially launched on 19th May at Ecotricity in Stroud, a company leading the way in green energy although we have been heavily involved in the planning of the initiative from its early stages.

It looks set to be an innovative project which will genuinely reach out to working people by offering them the chance to contribute to a formal consultation, providing a designated space online to share their views and combining this with regional launches/ regional tour of events forward-looking sense.

(C) UNITE GROUP

Unite has a strong relationship with MPs from the group at all levels of the Labour Party. The group has been receiving regular briefings – both in writing and through events – on a wide range of industrial issues from the steel crisis to toxic air, the tyre crisis to RBS and banking, and from defence job cuts to factory closures, to name but a few.

We have also ensured that members, as well as union officers, have had the opportunity to raise their concerns directly with their members of Parliament – most recently on NHS student bursaries during a lobby of Parliament, steelworkers who on a march to Parliament and we arranged photocalls with MPs as a show of support and also Sports Direct workers who came to meet the Chair of the BIS Committee ahead of Mike Ashley's scheduled appearance before the BIS Select Committee next week.

We then ensure that these issues are then taken up in Parliament by MPs with a stake in the labour movement, using the appropriate Parliamentary tools at our disposal.

May elections 2016

On Thursday 5th May elections took place for the Scottish Parliament, the Welsh Assembly, the

uniteNOW!

Northern Ireland Assembly, Police and Crime Commissioners and in local government in Wales and England including for directly elected Mayors in London, Liverpool, Bristol and Salford. On top of this, there were two parliamentary by-elections – Sheffield Brightside & Hillsborough and Ogmore. The scale of these elections meant that every voter in the UK had an opportunity to vote.

While the Labour Party under Jeremy Corbyn had proven itself capable of winning in the Oldham West and Royton by-election, the May elections were its first major test.

For various reasons, the Labour Party was expected to do badly on the gains/losses measure.

Principally, this was the good performance by Labour in the 2012 elections, which took place with the Tories at their low point in the last parliament, 6 weeks after their omnishambles budget. In Scotland the 2011 elections, which were not a good result at the time, were still before the referendum and subsequent domination of Scottish politics by the SNP. In Wales, by 2016 Labour had been in government continuously for 17 years and faced the prospect of an anti-politics UKIP surge following a disappointing set of results in the General Election.

The predictions were that Labour could lose all of its constituency seats in Scotland, lose around 6 seats in Wales and be forced into a coalition or even opposition, lose 200-400 council seats in England and Wales, and that if it could win in Bristol and London, it would be by narrow margins. In the end, the results far exceeded these expectations.

Labour continues to run a minority government in Wales, with the net loss of only one seat.

The result in Scotland to finish third was disappointing, but no-one should underestimate the scale of the challenge there. The Party presented a strong manifesto, which was well received, but the toxicity around Labour is still the biggest factor in voting behaviour and may be for some years. Unite is actively involved in this rebuilding process.

Labour won by big majorities in both parliamentary by-elections as well as all four mayoral contests including gaining the mayoralities in Bristol and London.

In England, there was a net loss of only 18 seats and some interesting findings from the results.

Labour is doing well in target areas for 2020 The theory that any strength in Labour's polling figures is a result of piling up support in safe Labour areas was disproved.

Labour did well in key bellwether areas (and where Labour did badly in the General Election).

For example:

Worcester – Labour has now taken back control of the council.

Crawley – Labour made a net gain of 1 seat

Hastings – no Labour losses and Labour retains strong control of the council

Southampton – the Tories only needed to win 1 seat from Labour for Labour to lose control. Labour will still run Southampton with a majority

Redditch – again, the Tories just needed one gain from Labour to effectively run it with the UKIP councillor. Labour still have a majority.

Cannock – Labour did badly here in the General Election, but retain majority control of the council.

Lincoln – again, Labour did badly in General Election. This was an all-out election and Labour retained a very clear majority control.

UKIP made no breakthrough

In these elections UKIP should have been able to make breakthroughs in several areas. They are the only major political party with an unambiguous 'leave' position in the referendum, where that position was consistently seeing over 40% in polls. They did not capitalise on this as the SNP did in

uniteNOW!

the General Election post-independence referendum.

UKIP did not win any seats in Harlow, Norwich, Plymouth, Cannock or Redditch – all places where they should be making inroads if they want to challenge for significant numbers of parliamentary seats. They were expected to make significant gains in Rotherham which was an all-out election following the child exploitation scandal, but they did not.

Farage said in the immediate aftermath of the elections that UKIP are taking traditional Labour votes. There may be truth in this, but they did not make significant advances. In Hartlepool, which they claimed as a huge result, they are calling themselves the ‘official opposition’. It is true that they are the biggest opposition party, but it’s still clearly Labour: Labour 21 seats, UKIP 5, Local Conservatives 3, Independent 2 and Putting Hartlepool First 2.

Where UKIP did make an impact it was as a wrecking party, not as a genuine contender. For example, in Plymouth, where Labour has lost control of the council to the Conservatives and UKIP, and in Dudley where Labour lost seats to UKIP and now runs the council with minority control.

People voted for Jeremy Corbyn

Elements of the Party were lining up to say that people wouldn’t vote for Jeremy Corbyn. These election results were nearly as good as our high watermark in the last parliament, with a net loss of only 18 seats, but with the conditions being much worse – coming too soon after a new leader’s election, attacks on the leader from inside the Party and highly personal attacks from the Tories. Labour’s response to the election results that they were promising, but that the performance has to be sustained, is correct. There is now clearly a path for Labour to return to government.

Labour has squeezed the Greens in England

In Norwich, Labour gained 4 seats from the Greens and Labour gained from the Greens in Oxford.

Under Jeremy Corbyn, Labour has been able to expand into Green territory. More work needs to be done with Tory/Labour swing voters and to retain voters tempted by UKIP, but this is encouraging.

Unite’s campaign

Understanding the importance of these elections to Jeremy Corbyn’s Labour Party and to members directly affected by the results, e.g. in local authorities, the political department put in significant work in support of the election campaign.

Given that historically this set of elections sees low turnouts, the general approach was to communicate as widely as possible to encourage members to get out and vote. The political department drew up a set of target areas based on the possible threats to Labour councils as well as the working relationship Unite has with those councils. Direct support was given to assist those Labour campaigns.

Leaflets in support of Labour and dispelling the myths around UKIP were distributed to regions and put into workplaces. Officers reported back into the political department about this work and a database of activity was compiled. Regional Political Officers organised dozens of campaign days in coordination with the Labour Party, with Unite activists giving brilliant support to the union and the Party.

Members of the political department spoke at every NISC on the importance of the elections and of getting out to vote with the intention that these messages would cascade through the union.

The political department co-ordinated a national campaign day of leafleting train stations with a postcard aimed at linking the Panama Papers and the Tory tax avoidance scandal with the election. 15,000 leaflets were distributed at 30 stations in one morning and regions requested more leaflets for general use.

uniteNOW!

A whole member email was sent in the days immediately before the election to encourage members out to vote and a supplement on the elections was included in UniteWorks.

In London, Scotland and Wales Unite in those regions and nations got key campaign messages to members in their workplaces, ran strong campaigns around trade union issues, and organised well-attended campaign events with the Labour Party.

Unite can be proud that once again we played our part in supporting Labour and getting a good set of result in May.

EU Referendum

The vote for the EU referendum is next week. Simon Dubbins team have been leading on the work with the political department have contributed by being involved in the European Union Working Group co-ordinating Unite's EU Referendum campaign. This has involved liaising with the TUC, Labour In and the Electoral Commission as well as giving presentations to Regions, National Officers, RPOs and the National Labour Party Liaison Committee. The Department has produced material for literature and briefings and has written guidance about the law governing campaigning and expenditure in the referendum, as well as a regular digest of the communications from the key campaigns groups – for both remain and leave.

NPF and Party Reform

Labour Party reform process

The Labour Party NEC is overseeing a reform process looking at 7 key areas:

- Policy-Making Review, led by Angela Eagle.
- Gender representation, led by Ann Black.
- Under-representation, led by Jennie Formby.
- Devolution, led by Johanna Baxter, Andy Kerr, Cath Speight and Alice Perry.
- Support for Councillors, led by Alice Perry and Ann Lucas.
- Party organisation and community organising, led by Jim Kennedy.

Staff from the Political Department have been involved in meetings with TULO to agree a collective trade union response but have also prepared responses specifically from Unite on engaging young members, support for councillors, under-representation and the policy making process.

National Policy Forum

The Labour Party is in the process of policy making under the NPF.

There are seven policy commissions:

- Communities (priority area Housing)
- Home Affairs
- Health and Care
- International (priority area Britain's Security and Defence)
- Economy
- Education
- Transport

Unite has 14 representatives on the NPF and participates in each Commission. We have submitted papers to each commission. These will be discussed at an initial NPF meeting on 2 July.

uniteNOW!

Labour Party National Executive Committee (NEC)

The NEC took place shortly after the May elections looked in depth at the results of all the elections that took place, as well as the forthcoming European Referendum (Labour has produced an excellent Briefing Pack which answers the main challenges and myths; the App 'doorstep EU' is also a vital way of checking all claims about Europe as they are made).

As part of his report, Jeremy Corbyn referred to the launch the following day of Workplace 2020 and the important union and worker rights Labour is determined to ensure now the TU Bill has become an Act, referring in particular to : union rights and protections, health and safety, right to join a trade union, living wage, apprenticeships and training, self-employed and their rights, rights for union equality reps and carers. He also spoke about the U-turns forced on the government eg on Academy schools, the agreement achieved for government to offer a stake in steel, and paid tribute to Labour in the Lords for achievements on housing and on the Trade Union Bill. Having attended the award ceremony at Unite arranged by the Chilean Embassy, he paid tribute to those in Unite and others who had supported Chileans during the coup and referred to discussions he had held on the awards with President Bachelet.

The NEC also had full reports and discussions with Jan Royall on the inquiry she had carried out, which is now completed, and with Shami Chakrabarti on the Inquiry into tackling Antisemitism and other forms of racism, which is now taking place. The NEC also confirmed a Code of Conduct which begins : "The Labour party is an anti-racist party, committed to combating and campaigning against all forms of racism, including antisemitism and islamophobia. Labour will not tolerate racism in any form inside or outside the party" which was presented by the Leader, and also an NEC statement on social media presented by the Deputy Leader, which begins : "A starting point for all our actions as a party and a movement, is to treat all people with dignity and respect. This applies to all our dealings with people, offline and online."

The NEC received reports from Labour in Local Government and in the European Parliament, and confirmed arrangements for the Tooting by-election following the great victory of Sadiq Khan.

The National Policy Forum report provided an update on the work of the 7 policy commissions all on Labour's Policy hub, the review into policy-making, and introduced the Labour is Listening pilot on housing and small business policy.

Labour's Finance Strategy remains on track, following the major achievement of reducing the Party's debt to zero (it was previously over 26 million pounds). This provides the opportunity to begin to rebuild the Party's finances. However, the long-term impact of the relevant clauses of the Trade Union Bill cannot be underestimated.

Future Candidates Programme

Since the general election we have held two courses for potential candidates who would like to try to be elected public office. The overriding strategic goal is increased representation at the 2020 general election or the next general election. A third course is currently being prepared.

The potential candidates need to fulfil our criteria on being committed to the working class values of solidarity and unity that underpin the Trade Union and Labour Movement.

Redressing the democratic deficit also means reflecting diversity in society. By working closely with the Equalities Department for the first course, out of 20 participants we had 9 BAEM men and

women, 7 women, 2 disabled people and an age range that started from the early twenties. The team's involvement in equality conferences and political schools has helped to identify potential candidates.

In addition to the programme the team are involved in internal training at all levels from lay members to senior Unite staff.

Next Steps

Over the next period the Political Department will turn to looking at how it can be most effective with the challenges we currently face and with the change of Leadership and in the Labour Party. Among other things this will include developing a campaigning edge, pushing through on our industrial work and campaigning inside Parliament, developing a political campaigning edge, building alliances.

10.1 Finance report

1st Quarter 2016 Results

The financial results for Unite in the 1st Quarter of 2016 are satisfactory and better than last year primarily due to the extra contributions to The Labour Party in 2015 as Unite Financial Report – 1st Quarter 2016 approved by the Executive Council. 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 £42.0 million in the 1st Quarter of 2016, down £0.7 million versus the same period a year ago. Contribution Income was off by £0.2 million (something that will have to be watched closely). As expected, Legal Income continued to fall, down £0.5 million versus Q1 2015. A breakdown of Unite's Total Income in the 1st Quarter of 2016 is as follows:

- Contribution Income excluding Driver Care £39.9M
- Driver Care 0.6
- Legal Income 1.5
- Affinity/sundry income 0.0
- Total Income 42.0

Total Recurring Expenditure totalled £34.7 million in the 1st Quarter of 2016 which was £3.5 million less than last year. This reduction in spending was almost entirely to the £3.3 million lower spending on Political Affiliations & Grants in the quarter. Employment Cost excluding Organising also contributed positively being £0.4 million lower than last year.

As a consequence, Unite recorded a surplus before Investment Income and Non Recurring Items of £7.3 million in the 1st Quarter of 2016 – £2.8 million better than last year.

Investment Income amounted to £0.4 million in the 1st Quarter of 2016 which was down on last year. Non Recurring Items (excluding Pension Deficit Reduction payments) amounted to a net expenditure of £1.4 million in the 1st Quarter of 2016 comprised principally of severance costs

uniteNOW!

(£31,000), the write-off of VAT on property purchase and refurbishment (£1.1 million) and a £122,000 loss on the sale of Lincoln.

Pension deficit recovery contributions totalled £3.1 million in the 1st Quarter of 2016 – the same as last year.

Taking everything in account, Unite posted an overall surplus of £3.2 million for the 1st Quarter of 2016 – a result which was £2.3 million better than last year.

Liquid Assets

Unite's liquid assets totalled £109.0 million as at 31st March 2016 up £4.1 million from year end 2015. Both cash and marketable securities were up. This is despite marketable securities falling heavily in January as they recovered their losses and more by the end of the quarter. The outflows associated with the Birmingham project will start to impact significantly from the 2nd quarter onwards until that project is completed.

Dispute Fund

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

Opening Balance – 1/1/16 – £34,156,749

Add: 2.5% from Branch Admin £969,231

Less: Dispute Benefits Paid (£67,156)

Expenses/Costs - £00.00

Closing Balance – 31/3/16 – **£35,058,824**

As indicated, from a balance of £34.157 million at the beginning of the year, the balance of the Dispute Fund has risen to £35.059 million as at 31st March 2016. This reflects inflows of £969,231 (the 2.5% diversion from Branch Administration) offset by Dispute Benefit payments totalling £67,156. 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. A detailed breakdown of the disputes is contained in Appendix 2.

Property

On the new National Training, Education and Conference centre plus new West Midlands Regional office in Birmingham, Unite has now signed Heads of Terms with the hotel brand company Starwood (which is in the process of being bought by Marriott) to build a Aloft branded hotel on the site. Owing to the buoyancy of Birmingham, we have also taken the decision to build an extra floor onto the hotel but not to fit it out initially. This would increase the room count from 168 to 204 when fit out is eventually undertaken. With these two decisions taken, specification of the work to be undertaken can now be finalised and work can progress in earnest.

A lot of building work on the Union's other properties has been completed recently – e.g., Southampton, Coventry, Stoke and Edinburgh. Work at Wrexham was delayed owing to the Unite's contractor going into administration but is now back on track with another builder. The restaurant and a new mezzanine event room at Eastbourne have also been completed. We are bidding on a building next door to the Crawley office to provide more space at that very busy

office and also at Leicester.

Enhanced Membership Benefits and Contributions

While there have been a few tweaks to the benefits -- e.g., increasing the fatal accident/TPD benefit to £10,000 and adding a new £5,000 benefit for becoming disabled and unable to undertake the member's current or equivalent occupation (as opposed to being unable to undertake any occupation under TPD) -- While member subscriptions for Enhanced membership has remained unchanged at 15p per week, we have now undertaken a comprehensive review and come up with a significantly improved set of benefits for members generally as before but especially those members most in need of help.

The table below summarises the current and proposed new benefit levels:
Enhanced Membership proposal effective 1st September 2016

- 1. New two tier incapacity benefit** o **No proof of reduction in salary** Was £12.80 p/w for 10 weeks (Max £128) Now £10 p/w for 25 weeks (Max £250) o **With proof of 25% reduction of salary (definition to be same as DC)** Was £12.80 p/w for 10 weeks (Max £128) Now £25 p/w for 25 weeks (Max £625)
- 2. Fatal Accident** £10,000 £25,000
- 3. Total Permanent Disability** £10,000 £25,000
- 4. Equivalent Occupation** £5,000 £10,000
- 5. Loss of Limb/Eye benefit** £10,000 £10,000
- 6. Maternity benefit** £12.80 p/w for 10 weeks £15.00 p/w for 10 weeks
- 7. Paternity benefit** £12.80 p/w for 2 weeks £15.00 p/w for 2 weeks
- 8. Convalescence benefit** Up to 2 weeks at View Hotel Same but more Regional oversight proposed
- 9. Cost** £0.15 p/w or £0.65 p/m £0.25 p/w or £1.08 p/m

As indicated, substantial increases in the Enhanced Benefit levels are proposed for a cost of only 10p a week. As Basic full time membership subscriptions rates are not being increased this year, it means the 10p increase will be the only increase applied to full time members. Full time Enhanced Membership would increase to £3.50 per week (versus £3.40 per week currently) while the Basic full time membership rate would remain at £3.25 per week and the Basic Low Pay rate at £2.00 per week.

As a reminder, as part of the five year phase out/transition of the part time scale, the EC has approved an increase in subscription rates this year (1st September) for part time members. The EC has also previously approved a 5p per week increase in the Driver Care subs rate from £0.95 per week to £1.00 per week. However, that increase was meant to come into effect after a marketing effort for the scheme had been undertaken which is only now commencing. Thus, it is proposed to delay the increase in the Driver Care subs rate until the results of the marketing campaign can be determined but no later than to take effect 1st September 2017.

uniteNOW!

Branch Banking

As part of the divorce between Unity Trust Bank and The Co-operative Bank, Unity had to resource its clearing service away from The Co-operative Bank. As this was done via competitive tender, best possible terms were secured but, nevertheless, this was at a level which represented more than a 125% cost increase versus the former rate charged by The Co-operative Bank. As a consequence, Unity have had to introduce monthly charges on its current accounts across all customers.

Being a large customer, Unite have been able to negotiate preferable terms for itself (including Branches). The end result is that, effective from 1st October 2016, Unity will charge £2.50 per month (debited quarterly) on all Unite current accounts. This compares favourably with Unity's standard charge of £6 per month.

As a partial offset, Unity has agreed to establish Instant Access Savings accounts for Branches with more than £20,000 on deposit. These will bear interest and have no monthly charge. Their initial rates, at the current UK Base Rate, are:

£20,000 - £49,999 0.200%

£50,000 - £99,999 0.250%

£100,000+ 0.400%

Unite Financial Report – 1st Quarter 2016

Thus, Branches to look to close current accounts to the extent they have more than one (as the £2.50 per month charge will apply to all open current accounts) and open new Instant Access Savings accounts. For Branches that have the £20,000 minimum on deposit, the annual interest (£40) will exceed the annual charge on the current account (£30).

Separately, Unity's supplier of Alto Cards is going out of business, effective 31st August 2016 and all the cards in circulation will cease to operate at that point. Any funds left on an Alto card after 31st August will be automatically refunded. Branches can, as an alternative, look to obtain a prepaid Mastercard as is already offered by Unite to its membership at large.

Branch Starter Funding

A problem for many newly formed or newly active Branches is a lack of funds. While they, theoretically, do not merit any money having not run an active Branch previously, it nevertheless can be a detriment to active Branches arising or being able to carry out their duties. Accordingly, subject to Regional discretion, it is proposed that up to one year's worth of Branch Administration be paid to newly constituted Branches (assuming the money has not previously been paid to another Branch in which case it should be transferred to the newly constituted Branch). The same rule would apply to previously suspended Branches.

Lay Member Receipts

At the March meeting, I was quite apparently unclear as to what HMRC require as to receipts and so, to date, we have run with what I said which is one receipt for food or drink per expense claim. This will not be acceptable to HMRC and the miscommunication at the March meeting is my mistake. The HMRC requirement is that any individual allowance cannot be claimed unless some cost has been incurred. Thus, the EC now need to agree that members must submit one

receipt for food and/or drink per allowance (excluding the £5 incidental overnight allowance but including the £50 daily international allowance) claimed dated as per the date of the allowance. Thus, for example, if EC members were to claim four £25 fifteen hour allowances for Monday to Thursday this week and three £5 incidental overnight allowances, they will need to submit at least four receipts for food and drink one each dated Monday, Tuesday, Wednesday and Thursday. The receipts do not have to be for £25 each or add up to £100 in total. However, if members have more than one receipt per allowance, it would be useful if they would submit those as well so that we can demonstrate to HMRC (if asked) that the amount of the expenses incurred bears a reasonable relation to the amount of the allowances claimed. It is proposed that this revised policy on receipts come into force for union business travel commencing on or after 1st August 2016.

Agreed to increase enhanced rates by 10p for increase in benefit

Agreed increase of 7p on part time rate making it £1.70 pcm

Agreed start up for newly active branches of 1 year administration

Q: re expenses for conference – agreed will pay out standard expenses prior to conference

8.2 International Report

Since the meeting of the last Executive Council the international work of UNITE has been dominated by the UK's referendum on the European Union. The staff and resources of the International Department have been focused on UNITE's own campaign. Other aspects of the union's international work have however continued with details given below. This work continues to take place against an extremely difficult European and international situation.

In general terms the EU remains in serious difficulties and faces enormous challenges. Although the refugee crisis has been partially and probably only temporarily, contained, it is far from under control or being dealt with properly. In addition far right parties continue to take frightening shares of the vote in elections – as exemplified by the Austrian presidential election. At the time of writing it is still unclear what the outcome of the UK referendum will be and what effect this will have upon the whole of the European Union as a political entity. At the same time the economic situation remains poor with growth very weak and huge industrial unrest over new labour law proposals in France.

Slightly further afield, although the conflict in Syria shows no sign of nearing an end, there are signs that the grip of ISIS on a number of major cities is weakening, however the situation in Turkey is becoming even more critical with the lifting of immunity of Kurdish and progressive MPs in order to arrest and charge them.

Across the Atlantic although the Colombian peace process seems well on course to produce a

definitive settlement in the near future, the progressive government in Venezuela is facing massive problems and appears to be teetering on the brink of losing power, while the progressive Brazilian leader Dilma Rouseff has been suspended from office and is due to face impeachment proceedings in what trade unions and left parties are calling a constitutional coup.

Donald Trump has secured the Republican nomination as their presidential candidate and it seems very likely that the Democrats will nominate Hilary Clinton despite an energetic and inspiring campaign from outsider Bernie Sanders.

Global and European Trade Union Federations

IndustriALL Global/IndustriAll-Europe (manufacturing sectors):

IndustriALL Global Executive: UNITE, as Workers Uniting Europe, participated in the recent global Executive Committee of IndustriALL. Much of the discussion was taken up with preparations for the 2nd Congress which will take place in October this year. Consensus was reached on the draft action plan and the majority of the proposed changes to the statutes.

However, further debate is required on a number of issues, in particular as to whether or not to impose a strict 40% quota for women's representation. Workers Uniting had submitted a motion on trade and China's MES to the congress. The key points regarding trade have been incorporated into a draft political resolution and Workers Uniting will make further proposals on how to incorporate the issue of China's MES into this resolution.

A resolution condemning VW's actions in relation to the UAW's organising activities in Chattanooga was unanimously approved and the Executive was also brought up to speed with the Unite Save Our Steel campaign. The Executive also publically stated IndustriALL's opposition to the coup in Brazil.

Industrial Europe Steering Committee and Executive: Attention at these meetings was focused upon finalising preparations and positions for the Industrial Europe congress to be held in Madrid in June. An agreement on the make-up of the leadership team has now been reached and a united slate will be presented to Congress.

Industrial Europe Congress resolutions Committee: The final meeting of the congress resolutions committee took place at the end of April. Significant progress had been made and there was strong consensus on the contents of the political resolution, action plan and on the proposed amendments to the statutes. This was important as significant divisions between affiliates had been clear at the start of the process.

IndustriALL International Nuclear Workers Union Network (INWUN) Annual Meeting: This took place in April and was attended by Kevin Coyne, National Officer, David Whitnall, Executive Member and Tim Davison, Senior Convenor. The meeting included discussions on the profile of the sector within IndustriALL, and resolutions on balanced electrical generation and in support of nuclear workers in Ukraine. Full report available.

uniteNOW!

UNI/UNI-Europa (private services & graphical sectors):

UNI World Congress 2018: UNITE is represented on the preparations committee for the UNI World Congress which will take place in Liverpool in 2018. Significant preparations are already underway and there is strong co-operation with the Council in Liverpool, in particular in relation making the UNI World Congress part of the ten year anniversary celebrations of Liverpool as the European City of Culture.

UNI –Europa Congress: The UNITE delegation played a full and active part in a successful UNI-Europa congress held in April in Rome, Italy. The theme of the congress was ‘Changing Europe Together’ and UNITE delegates intervened on a range of issues including trade, organising, digitalisation, young members and collective bargaining. UNITE also worked with sister unions to submit an emergency resolution on the Kurdish situation. A full report, prepared by a member of the delegation, is also available.

ITF / ETF (transport sectors):

ITF Executive Board: This took place in April in London and continued the developments in the ITF in line with decisions taken at Congress in Sofia. Discussion took place on the Global Economy – jobs, wages, tax justice, digital economy, multinationals and responsible investment. Discussion also took place on the upcoming priorities for ITF campaigning and strategic focus. Updates were given on going campaigns, such as the mission to Palestine and Israel in May which was sponsored by UNITE, and the European Citizens’ Initiative “Fair Transport” campaign. A full report is available.

BWI / EFBWW:

EFBWW Standing Committee: Attended by Jim Kennedy in Brussels on the 12th May. Jim updated the committee on the blacklist litigation in the UK. The committee discussed the posting of workers and the amended posting workers directive, which the EFBWW has welcomed as it is trying to bring back balance by adding further worker protections. The committee also discussed the implementation of the European Enforcement Directive, an EU legal instrument which the EFBWW had campaigned hard to bring about. The Directive aims to ensure stronger enforcement, monitoring, cross-border cooperation and information provision in cases of crossborder posting. This EU Directive must be transposed into all Member States’ national legislation by 18 June 2016, but concern was raised over the UK situation.

Trade

Policy Network Event on TTIP & meeting with US Ambassador to the EU:

The Policy Network held a major event looking at TTIP with the key note speakers being Cecelia Malmstrom and Peter Mandelson. The whole event was set up to be extremely supportive of TTIP with TUC General Secretary Frances O’Grady the lone voice raising concerns over the impact on the public sector, regulation and employment rights.

Bilateral meetings

Annecy Group meeting with Nordic IN:

UNITE was part of a delegation from the Annecy group who met with Nordic In, the umbrella organisation for the Nordic industrial unions, to discuss the preparations for the forthcoming IndustriALL Europe congress, and in particular to discuss the make-up of the new leadership team.

National Union of Mineworkers – South Africa:

UNITE met with the National Health and Safety chairperson of the NUM – Peter Bailey - during his visit to London in May. He was here for discussions regarding recent court cases related to the battle for justice for South African mineworkers suffering from silicosis. Discussion took place on the current political and trade union situation in South Africa.

Workers Uniting

Workers Uniting Steering committee:

The Workers Uniting Steering Committee took place at the beginning of March. The committee discussed the political situations in US, UK, Ireland and Canada and reviewed work that has taken place with multinationals, solidarity and education. Particular focus was on the situation with steel and tyre industries which is affecting the UK and US, and the effect that China has had on the industry by dumping steel into the economy. The Steering Committee issued a statement on the right wing attack on Brazilian democracy, and expressed Workers Uniting's solidarity with Brazil's former President, Lula da Silva, and its current President, Dilma Rouseff, who are under massive attack by organised rightwing forces.

Building Power Internationally course:

The first leg of the 4th cohort of the building power course took place in April. UNITE and USW members participated in the course, which took place in Mexico and coincided with the 10th anniversary of the killing of the striking Los Mineros members in Lazaro Cardenas. The group met with the leadership of Los Mineros and Mexican labour lawyers and campaigners.

National Grid:

UNITE membership and officials from national Grid sent messages of solidarity to the USW membership in the company in their struggle to obtain a fair contract.

Women Workers Uniting:

Diana Holland and USW counterparts have been in discussions on moving forward on Women Workers Uniting.

China:

Workers Uniting has continued to raise the issues of market economic status with the federations and MEPs and as part of the steel campaign in UNITE and USW. Workers' Uniting has made clear its adamant opposition to the granting of Market Economy Status to China.

Multinational Companies

GE: A further meeting of the GE SNB was held during May. Despite a complicated and difficult situation within the SNB the organised trade union group commanded a majority of 19-13 when critical issues were forced to a vote. The first draft of the workers side proposal has now been tabled to management and a first full negotiation is planned for 29th June 2016.

Emerson CAC Case: Since the last Executive council, the Emerson EWC appealed the CAC decision at Employment Appeal Tribunal. Before the case was heard by the EAT Emerson central management approached the EWC to discuss the issues, subsequently all issues in this case were resolved, with a confidentiality agreement in place.

Westinghouse: The first Westinghouse SNB meeting was held in Frankfurt. The company was represented by Eversheds. It has been agreed that the SNB will receive training before further negotiations commence.

Manpower: At the SNB meeting in April, it appeared that the company was prepared to negotiate a more favourable agreement, rather than default to the subsidiary requirements. Unfortunately at the follow up meeting however, a serious sticking point arose around the use of legal experts (Manpower use the same lawyers as Emerson).

Textron: UNITE met with Textron central management to discuss improving the operation of the extron EWC. Unfortunately Textron management would not commit to proper information and consultation and refused to accept the principles of the new directive. In response the reps terminated the EWC agreement and will initiate the process to establish a new SNB.

IAG: Finally at the IAG SNB meeting in March the SNB made a decision on the Expert issue and decided to dispense of the services of Helmut Gohde, who had consistently undermined the negotiations process and the trade unions.

Safran: UNITE participated in the first meeting between IndustriALL Global and Safran central management to discuss the possibility of a Global Framework Agreement in Safran. UNITE made it clear that due to previously poor industrial relations practices in the UK and the US, it was sceptical about whether the central management could really commit to implementing a GFA. Negotiations will continue.

SPX Flow: The first SPX flow SNB meeting was held in Frankfurt. The company was represented by Eversheds. It has been agreed that the SNB will receive training before further negotiations commence.

EWC Training: Since the last Executive Council, UNITE has provided training for Princess Food SNB and ITW EWC. There are also a number of other companies scheduled for training, including HP Enterprise, SPX Flow and Westinghouse.

Solidarity Work

Turkey/ Kurds: UNITE has been significantly increasing its solidarity work with the Kurdish population of Turkey and all other progressive forces now facing the extreme repression of the Erogan government. Since the last report the immunity of HDP MPs has been lifted and 53 of 59 are likely to be jailed. Serious military actions are on going in many Kurdish cities and Turkish forces are openly backing ISIS and Al Nusra Front fighters against Kurdish advances in Northern Syria. UNITE supported the launch of the 'Free Ocalan' campaign in the Houses of Parliament during April and has sent letters of protest at the subsequent arrest of the DBP leader who joined the action.

uniteNOW!

UNITE has also sent solidarity letters and demanded action from the UK government. An important fringe will be held at the July Policy Conference.

Cuba: Since the last Executive Council, President Obama has undertaken an historic 2-day tour of Havana, during which he took the opportunity to call for Congress to end the US blockade. Although the visit is welcome and a positive sign that relations between the US and Cuba may be normalised in the future there is still a long way to go. On 9 May, Cuba raised the continuing impact of the extraterritorial application of the blockade in its report to the United Nations with specific reference to the recent closure of CSC's bank account by the Co-operative bank. Two of the Miami Five, René González and Gerardo Hernández, plus family members will be in Britain from 10 – 20 July for the Miami Five Freedom Tour, the Five will bring the message that solidarity with Cuba is just as important as ever while the US blockade remains in place.

Seventeen UNITE young members visited Cuba to take part in the May Day celebrations in Havana. They joined trade unionists and political activists from around the world in a programme of solidarity work, political, educational, cultural visits and were guests at the May Day rally in Havana and the International Solidarity with Cuba Conference on May 2.

Palestine: In the past few weeks and months there has been increasing discussion of antisemitism. It is important that PSC and the trade union movement set out the campaign for Palestinian rights as an anti-racist campaign, and that any attempt to connect or conflate antisemitism with the campaign for the rights of the Palestinian people is wrong, misleading and harmful.

PSC is currently drafting a contribution to the anti-Semitism inquiry in the Labour Party. PSC has also released several statements in the media - which have been supported by UNITE - in defence of the right to campaign for Palestinian rights using BDS as a solidarity tool. This is particularly important as human rights campaigner and founder of the BDS movement Omar Barghouti, has not only been effectively put under house arrest by the state of Israel, Omar has also had physical threats levelled against him by Israeli government ministers.

Colombia: An agreement was reached on how to ensure a peace agreement has legal protection and cannot simply be overturned by future governments. After long and complex legal discussions an agreement was announced on 12 May 2016 to include the agreement in the constitution, and protect it under international law, as well as include it in a UN Security Council Resolution. How any future deal will be ratified is still to be agreed. Official talks have been agreed between the Colombian government and Colombia's other guerrilla organisation, the ELN.

2016 has seen a spike in death threats and murders of activists with 10 killed in March alone. Justice for Colombia has compiled data from several Colombian organisations documenting 534 political activists killed between 2011 and 2015. More than 300 have been killed since the peace process began; at least 90 have been killed every year, and on average two activists were killed every week. Preliminary hearing in Hubert Ballesteros' case has begun with the prosecution having presented their evidence to the court. The next rounds will take place in June.

Miguel Beltrán continues to await the decision on his appeal to the Supreme Court – a petition set-up by Justice for Colombia together with Education International and Labour Start calling for an imminent decision and his release has achieved over 9,000 signatures.

Brazil: The attempt to overthrow Brazil's elected progressive government - which has been condemned by all the progressive movements and governments in the region - has stepped up a gear. Brazil's Senate has voted 55 to 22 to start impeachment proceedings against President Dilma Rousseff in what many call a coup to remove the elected President. Rousseff maintains that she has

committed no crime and that the attempts to oust her are therefore political. The head of state will now be suspended from office for a maximum of 180 days, leaving Vice President Michel Temer as acting president during her trial. He would remain in the post until elections in 2018 if she is found guilty. UNITE AGS Tony Burke also spoke at an emergency NO COUP IN BRAZIL rally in May, alongside two Brazilian speakers, and Workers Uniting issued a statement on the situation in March.

Venezuela: Recent developments in Venezuela have seen progressive trade unions and other social movements mobilise against an intensification of right-wing destabilisation and US intervention, with right-wing leader Henrique Capriles explicitly calling for a military coup in May and former Colombian President Alvaro Uribe - who's government presided over the killing of thousands of trade unionists and human rights activists - calling for military intervention into Venezuela. In this extremely difficult and tense situation, international solidarity is vital and UNITE hosted an eye-witness account from a Venezuela-based journalist in April with the Venezuela Solidarity Campaign. Copy and paste report

Outside of the report the Council agreed a statement regarding the recent Orlando Massacre

8.3 Education Report

*“Education is not the filling of a pail, but the lighting of a fire”
William Butler Yeats 1865-1939*

W. B. Yeats, perhaps, the greatest ever poet writing in English, reinforces the whole thrust of Unite's approach to education. But students are not empty vessels simply waiting to be filled up by the tutor's "expertise": rather our courses are designed and delivered to regard each student as a reservoir of knowledge and expertise. And to develop each individual's critical faculties so that he or she can be a more effective trade unionist and member of the community.

1. QUARTERLY AND ANNUAL STATISTICAL RETURNS

UNITE THE UNION EDUCATION DEPARTMENT STATISTICAL RETURNS JANUARY TO MARCH 2016

REGION	No. Of Courses	No. Of Students	No. Of Teaching Days
<i>East Midlands</i>	18	203	875
<i>Ireland</i>	12	121	828
<i>London & Eastern</i>	63	535	1705
<i>NE, Yorks & Humber</i>	39	418	959
<i>North West</i>	29	312	1500
<i>Scotland</i>	41	471	1495
<i>South East</i>	13	90	356
<i>South West</i>	14	141	629
<i>Wales</i>	12	124	832
<i>West Midlands</i>	21	210	1043
Residential Courses	16	168	659
TOTALS	278	2793	10881

uniteNOW!

As part of our education offer our courses are structured and located to suit the needs of our members:

- by mode of delivery
- through day release on
- one day a week format
- different half days per week
- by distance learning
- by E-Learning
- Residentially

and through a variety of locations:

- Geographically (eg Gloucester, Swindon, Bristol)
- Regionally (eg Leeds, London, Oxford)
- Nationally (London, Esher Place, Eastbourne)

and Internationally via Workers' Uniting/TUC/WEA. Additionally we are in the process of standardising all our materials throughout the regions and countries in which we operate.

Acknowledging that we cannot cover every facet or subject we work in harness with the TUC in the UK and ICTU in Ireland to ensure that our more isolated geographically members can benefit from trade union education near their home: indeed the latest statistics for the TUC Education Service evidence that Unite reps take up 14,000 learning days of TUC Shop Steward and Safety Reps courses every year and just over nearly 30% of places on the TUC Short Courses.

1. UNITE/ITF HUB PROJECT: UPDATE

“224 activists, shop stewards and union staff/officers have now completed Module One of the joint training programme, with 174 having completed Modules One and Two. The most recent education event took place between 23-25 May in Liverpool. Module One training was delivered for delegates from the North West and Irish regions with participation from Dansk Metal and the UK and Ireland FOC-POC inspectorate team. Since March 2016, further Hubs Programme training has been delivered with the Food, Drink and Agriculture and Chemicals sectors, the UK Tyres Combine and Veolia shop stewards. The Humber Hub participated in a tailored Communications Training Workshop during the same period.

Over 500 union activists, officials and staff have participated in training related activities within the Programme, as of May 2016 with delegates attending from Dansk Metal, FNV, Industri Energi, SIPTU, USW, IndustriALL secretariat, ITF Arab World and ITF America regions, ITF Head Office and the ITF UK and Ireland FOC-POC inspectorate.

uniteNOW!

Participant gender breakdown forms part of the training objective monitoring. It is currently 11.5% women participants across the board. Retired, community, equalities and youth structures are invited and encouraged to send representatives to Hubs Programme training events.” *Dr. Paula Hamilton*

UNITE EU REFERENDUM CAMPAIGN

Building on the belting work being undertaken by our colleagues in the International Department, a seminar was designed for the Education Organisers and the more experienced tutors to maximise the impact of the Unite Referendum Campaign in the classrooms and from there into workplaces and Jonathan Hayward and Simon designed and delivered first-class materials for all our tutors to use in all our courses.

Hopefully the education thrust will be better than the attendance at the seminar of Education Organisers and tutors which was disappointing – albeit called at short notice. Nevertheless the energy and quality of the materials from the International Department was first-class.

2. “REBEL ROAD”

Tons of things happening on the “Rebel Road” section of our Unite web-site. With the author, Mark Metcalf, I spoke at the launch of our briefing on “Benny Rothman – a fighter for the right to roam, workers’ rights and socialism” at the Working Class Movement Library in Salford. It was a brilliant event. The library and its large meeting room was chocca – standing room only. And a tad nostalgic. I know Benny personally. He was, among lots of other roles, Secretary of his Trades Council. Plus, I was at the opening of the Working Class Movement Library (WCML): indeed I made the formal address. Our series will continue, thanks to the effervescent resilience of Mark Metcalf, with a Unite book on Mohammed Taj. Moreover and with this development we are reinforcing our ambition for our members to contribute to “Rebel Road”, we are now seeking our reps and members help for stories – and jokes – for a 64 page book on “The Case for Trade Unions”.

There may be more people organised in a trade union than any other body in Britain and Ireland, but it’s still the case that far too many people are unaware of the importance and impact of trade unions in their lives.

What is needed are stories about successes at work or in the community or in a campaign.

You’ve won a recognition battle, prevented some job losses, negotiated better working practices, improved the canteen facilities, upped the number of members, constructed a joint shop stewards committee with other unions, persuaded management to introduce a workplace training programme, helped encourage a young worker to become a workplace representative, built a link with a local campaign fighting benefit cuts or one that’s now kept open a threatened children’s centre, set up a European Works Council right across the firm where you work or began lobbying on behalf of trade unionists in

uniteNOW!

totalitarian states such as Columbia or Iran ... great, just what is needed. Success stories, big and small; jokes, short and tall, are thus needed. They can be sent to:

Mark Metcalf, mcmetcalf@icloud.com
@markmetcalf07 Mobile: 07952 801 783

3. MARX MEMORIAL LIBRARY & WORKERS' SCHOOL (MML&WS)

Our works and activities with the MML&WS goes on apace. Our members (and staff) continue to benefit from their Political Education seminars. And we enjoy their first-class facilities and expertise.

A whole raft of events, activities and exhibitions are in the pipeline and will be reported to the Education Sub-Committee and the Executive Council in a structured fashion. In the meantime, there is a consideration of opening Unite's historical archives for purposes of education and self-development.

This is a DRAFT proposal for a collaborative project with Marx Memorial Library and Workers' School

The Issue

Unite incorporates over 400 predecessor unions covering a very wide range of trades and occupations. These archives are dispersed between the Modern Records Centre at Warwick University, county and national record offices, museums, Marx Memorial Library itself and a range of union offices and residential centres such as Esher. There is no over-arching catalogue or listing of locations and therefore no easy access for union members – either activists or those responsible for the Union's education programmes. Some archives and historical artefacts may be in danger of getting lost. Other key aspects of the Union's recent history are held in the memories of Union members. These will be lost unless there is a targeted programme of oral history recording. Learning from a unique history

The trade union movement is socially and politically unique. It is the biggest democratically organised movement in Britain by far. It is, also uniquely, organised on principles of collectivism, mutual support and an understanding of the class nature of our society. Today Unite comprises, through its constituent unions, a large part of the history of the British trade union movement – itself historically the pioneer of trade union organisation internationally.

Educationally people learn most effectively when dealing with issues and ideas that are directly relevant to them and to those with whom they work. Some progress has already been made to open aspects of the history of component unions for such purposes. But it remains limited.

The assumption of this project is that this history can and should be opened comprehensively for study and use by union members and that this history of

uniteNOW!

union struggle, self-sacrifice and comradeship by union members will provide a far more effective basis for political and developmental education than anything based on principles developed externally to the trade union movement. It will do so because it can relate so specific trades and occupations – perhaps particularly, given immediate challenges, for women in trade unions, for black and minority ethnic activists and those in precarious employment, by focused study on such history in the past.

We are at a very early stage of discussion: an exciting prospect which does require interrogation.

4. CONCLUSION

The demands on education are ever-increasing. Funding is more precarious. But we have a very solid base within our own organisation and the wider Education and Labour Movement. This is reflected most colourfully during our National Political Education School which is deliberately times to coincide with the Durham Miners' Gala.

Unite's education roots are deep – our task eternal is to keep widening our influence.

8.4 Report of AGS Steve Turner

Detailed reports were provided on the following areas:

- Hotels and Hospitality
- Fair tips Campaign
- International
- Post Office and Royal Mail Group
- Retired Members
- Young Members
- Community Membership
- Unite in Schools
- Industrial Hubs Programme

EC accepted the report, a full copy of which is available

Associate Community Membership

A document on proposals to allow associate community membership was agreed
Full copy available

9.3 Draft Ballot Rules for EC Elections

DRAFT BALLOT RULES AND GUIDELINES FOR EC ELECTIONS FOR THE 2017-2020 ELECTORAL PERIOD

The ballot rules and guidelines for the Executive Council elections would usually be provided for consideration at the September meeting of the Council. However, following amendments agreed at the Rules Conference last year the General Secretary undertook to ensure that the elections continued to be run in a fair and transparent fashion.

The draft guidelines are therefore being presented to you at this meeting for consideration. There are a number of specific areas that the Council will need to examine and agree a procedure on and these are set out in the notes below. The full draft of the ballot rules and guidelines follows on at pages 5 through 16.

The September meeting of the Council will be provided with the full timetable for the elections and proposals for the make-up of the Council for the next electoral period in accordance with Rule 14.2. An outline timetable for the election is set out at the end of this note. This will be amended to fit in with the decisions of the Council on the guidelines this week.

To encourage members to stand for election to the EC we have prepared a leaflet called Executive Council – Roles and Responsibilities. The text follows these notes on pages 17 to 22. This will be available to members in advance of the election and posted on the Unite website. It will be attached as an appendix to the ballot guidelines when these are sent to branches.

Notes on the ballot rules and guidelines:

1) For this election it will be possible for branches to make their nominations online – the union administration will continue to scrutinise the nominations as before.

2) A new section in the guidelines entitled Candidates sets out what the union will do to facilitate members standing in the election before and when they become candidates.

This includes:

- a. inviting prospective nominees to send their details to the administration before the nomination period
- b. Sending this information to branches and workplaces with the mailing inviting nominations

This section also confirms the current practice of keeping candidates up to date with their nominations during the nominations period.

3) Section 4 in the guidelines – Campaigning in the Election is extracted from the previous guidelines; it is amended and now comes under its own heading.

a. This section says that a branch may make a donation to the candidate(s) it has nominated – the EC may want to consider whether it defines this further.

b. It also clarifies further how a candidate might contact a member for the purposes of campaigning and it prohibits them from contacting Unite employees via the Unite email system, other than contacting the employees administering the ballot for purposes connected with their candidacy.

4) The Count of the ballot – there are three options to the counting procedure that the EC may wish to consider.

a. The draft guidelines allow for the same count verification process as used at previous elections.

b. Single ballot count - because of the process for sorting, counting and verifying ballot papers it is not possible to run a single count in the presence of candidates using the current method of combining a number of constituencies on a single ballot paper and counting them electronically.

i. If it were agreed that a single count in the presence of candidates is required we will need to hold a full or semi manual count. This would have implications for the way we run the whole ballot and would mean returning to the practice of sending out a greater number of ballot papers to individuals (possibly 1 per constituency a member could vote in) and then doing a manual count.

ii. This would add about £150,000 to the already considerable cost of running this ballot.

iii. In 2014 there were 656 different variations to the spread of voting possibilities for members who were eligible to vote. Doing these sorts manually and sending out several ballot papers would also add to the chances of members getting the wrong ballot paper(s).

iv. This process would also add a number of weeks to the ballot timetable, both in terms of producing ballot papers and elections addresses after the close of nominations and before they are mailed to members and for the conduct of the count.

c. Alternatively, the count process could be that the envelopes containing returned ballot papers will not be opened until after the close of the ballot and allow for a more detailed count verification process. This would add about £5,000 to the cost of the ballot and would have implications for the time taken to declare the result.

i. An example timetable for the process is set out below:

- Day 1 - Close of Poll – 5 pm
- Day 2 – Open ballot envelopes, remove and flatten ballot papers face down, count into 100s, pass through to scanning, scan ballot papers and verify i.e. visually check any doubtful papers that the software says need to be considered, e.g. blank, over votes etc
- Day 3 – Scan and verify ballot papers til finish, process results
- Day 4 – Check and produce results.
- Day 5 – Candidate Count Verification
- Day 6 – Candidate Count Verification
- Day 7 – EC to receive result and declaration made

ii. Observers would be invited to attend days 5&6. Because of the potential number of observers i.e. if all seats were contested this could be over 120 they would be invited to attend in batches. It is not practical to say they could attend any other of the days in this process.

iii. ERS can be invited to the September EC meeting to give a presentation of the count process should this be deemed beneficial.

5) Outline Timetable for the election

- Agree Ballot Rules and Guidelines for the conduct of the election June 2016 EC meeting
- EC to decide on constituencies and timetable September 2016 EC meeting
- Invite campaign statement from people seeking nomination – email to branches and activists plus
- Post on website - Receive statements November 2016
- Prepare Statements for despatch December 2016
- Despatch of Nomination Forms PLUS e-mail with campaign statement from people seeking
- Nomination w/c 2nd January 2017
- Nominations Period January/February
- Last date for Receipt of Nominations Late February 2017

- Last date for Acceptance and Receipt of Election Address End February 2017
- Voting Papers Despatched Late March 2017 Easter 2017 14th – 17th April
- Deadline for Voting papers to be returned to the Independent Scrutineer – 5.00 p.m. on Mid-April – dependent on decisions of EC
- Count and scrutiny of ballot papers by ERS and Count Verification attended by observers Mid-end April 2017 dependent on decisions of EC
- Executive Council receive report of Independent Scrutineer 28th April
- New EC takes office 1st May 2017

9.2.3 Policy Conference 2016 Summary of Principles

EC agreed to adopt the following position:

Motion 6 Austerity - EC statement

Motions 18 to 35 Trident – Oppose

Motion 68 Sustainability - Composite with 191 Union Admin Section – Remit or Oppose

Motion 84 Financial Responsibility – Remit

Motions 93, 95, 96 and 98 Leave EU – Oppose

Motion 116 Noise Levels - Remit

Motion 119 Scrap Buses to Save Lives – Oppose

Motion 120 Ban on Helium Balloons and Chinese Lanterns – leave to Conference

Motion 121 E Cigarettes – Remit

Motions 139 & 140 Decriminalisation of Sex Workers – Composite – Oppose

Motion 144 Outsourcing Facilities Companies - Oppose

Motion 147 Affiliate to NSSN – Remit

Motion 149 Pensions – Remit or Oppose

Motion 153 Regional devolution – under consideration

Motions 157 & 158 Alternative Voting System/PR – EC statement to launch major debate within union

Motion 161 Re-selection of Labour MP's – Remit

Motion 178 Workers reps on Company Boards – Support

Motions 193 & 194 Retired members summer school - Composite – under consideration

Motions 195 & 196 Lay member expenses – Remit

Motion 197 Executive Council Elections – under consideration

Motion 198 Reintroduction of Skilled Membership Card – Remit or Oppose

It is considered at this point that all other motions will be supported however this will be finalised prior to conference

9.2.2 implementation of Motions

This report detailing the Implementation of all motions from Policy Conference 2014 was agreed Full report available

9.2.4 Policy Conference Draft EC Report

A draft EC report to go to Policy Conference was agreed
Full report available

11.3 Membership Report

Workplaces and Regions

Further to the last EC report, we now have all workplaces identified with the region that they belong to; we have 'locked down' these workplaces to ensure that this information is not changed without proper consideration and authority. There are currently 110,813 workplaces, all allocated to a region and sector.

The target now is to have all workplaces allocated to a regional officer (their allocation) and to record the pay deals that have been negotiated at each workplace. This pay data information is due to be available on the union's web site and to be available for all officers and workplace reps to interrogate and download.

To assist in identifying which workplaces should be audited / mapped to bring the members data up to scratch, there is now a new portal in Stratum, similar to the one used for Campaigns, this shows a summary and status of all workplaces in an officer's allocation. The data for this report will be built daily as part of the overnight procedures.

This will have a region and sector summary, from there, it will be possible to select either a region or a sector and gain further information. The next level will be the officer breakdown for the region / sector selected, this will show all the workplaces for that officer and detail the number of current members and then the joiners and leavers, in total and for the current year and month.

It will also show the number of shop stewards, other reps, then members with invalid addresses, no telephones, no emails, those over 26 weeks arrears and any members falling into the retention category. It will be possible to display and report upon the members in each of the above categories so the officer responsible can chase up the members included and take appropriate action to correct what is amiss.

Below shows a representation of the starting page of this summary, links then allow the user to navigate to greater detail.

Keeping officers updated – re-introduction of membership lists

The officers and the RCO's are now receiving a weekly email report, this shows the significant movements in any workplaces in their allocation. The report shows the details for the current month and show any new members who have joined and those members who have left the union, the report will also include those members who have stopped paying and fall within the retention project. A summary report is being produced for the regional secretaries, to show an overview of each officers allocation, to highlight any areas where action may be needed.

Workplace/Sectors – Protocol for bulk changes to members' sector

The protocol notified at the last EC is now in place and as requested at that EC, the RISCs will also be notified when any transfers of this type are carried out.

11.1 Legal Report

Audit of Panel Solicitors' files

For the past 4½ years the Unite Legal Department has been identifying cases to review from panel solicitors. The cases selected have been personal injury claims where the union has paid out (or are being asked to pay out) Defendant costs on lost and discontinued cases.

To date a sum of almost £745,000 has been saved as a result of the audit process.

Ongoing reviews are taking place to identify suitable cases for audit when requests are received for Defendant costs.

At present there are a number of unsuccessful cases from panel solicitors which Unite are reviewing and may be requesting repayment of Defendants costs. Within those cases, issues with the case handling have been identified. Failures on the part of solicitors on some cases appear to have led to Defendants costs ultimately being incurred.

A total sum in excess of £300,000 claimed by panel firms is being investigated. Further repayments are likely and will be reported at the next EC.

Audits of employment files are continuing. These audits are unlikely to have a financial penalty for the firms concerned (other than in the most extreme of circumstances) but they will assess and improve standards throughout the regions. We intend to progress to reports as to the performance of panel firms.

2. Regional Audits

(a) General audits

With a view to assessing the standards of service provided by panel solicitors, arrangements have previously been made to visit various panel law firms. The visits have taken place at their offices.

A number of personal injury and employment files have been audited and discussions have taken place with the relevant heads of department to discuss the files and to explain what is expected of panel law firms.

In the last 2 years, 11 panel law firms have been audited. Following audits, various firms have subsequently left the Unite panel.

In the summer of 2016, Robert Lemon from the Unite Legal Department will be undertaking a further audit of all panel solicitors. The parameters of this audit are being finalised and will be reported at the next EC.

The previous audit process identified areas of concern in case handling and recommendations have been made to help improve the standards of service to members. The need to contact members as soon as possible to avoid cases being lost to 'no win no fee' lawyers has been emphasised.

Unite's requirements for panel solicitors to attend branches, provide training to union officials and to support the Union on local/national campaigns was also highlighted.

(b) Asbestos, Serious Injury and Clinical Negligence Audit

More recently audits have been arranged with panel firms in England and Wales to specifically assess the case handling of Serious Injury, Asbestos and Clinical Negligence cases which are of particular importance to Unite and its members. The audit of all 8 panel firms has been completed. A report has been prepared to outline the findings of the audit.

The report has highlighted massive differences in the standard of service being provided to some of our most vulnerable members.

Any EC member who wishes to consider the reports relevant to the panel solicitors in their Region should let me know.

Meetings have been taking place with panel solicitors to discuss the findings in the audit. Panel firms have been providing further information requested from these meetings so further review can take place.

Strategic decisions need to be taken as to how personal injury work in respect of Asbestos, Serious Injury and Clinical Negligence cases should proceed going forward.

A Triage Branch is being developed and tested to identify certain personal injury case types when initial contact is made by the member. The Triage Branch will then be able to determine the appropriate panel law firm the member needs to be allocated to.

Slater & Gordon Solicitors

Many of the Executive may have questions about Slater & Gordon arising from recent press reports. We are reviewing the current situation and are keeping a close connection with Slater & Gordon and are happy to answer any questions that arise.

Self Insurance Premiums

Unite has for many years received income in respect of self-insuring personal injury claims in England and Wales.

The SIP payment would be recoverable on all personal injury claims (with a value of over £1,000) that were successful either via a negotiated settlement or at trial.

The value of a SIP on an individual case would vary depending upon the case type and whether or not the claim was issued and allocated to a certain court track.

On higher value multi track claims the value of an individual SIP to Unite could be substantial. Unfortunately, given the changes that were brought in by the government in 2013, no SIP payment can be recovered by Unite on any personal injury claim that commences on or after 1st April 2013.

For personal injury cases that commenced prior to that date, Unite has been able to recover a SIP in respect of the successful claims but inevitably that number is decreasing greatly each month.

It will not be much longer before the income produced from the SIP payments will completely come to an end.

The following appendices were presented in detail, copies of which are available

3. **Personal Injury and IT Update**
4. **Asbestos Report**
5. **Aerotoxic Syndrome**
6. **Holiday Pay**
7. **Update on Blacklisting Cases**
8. **Update on Legislation**
9. **Regional Legal Officers' Report**
10. **National Legal and Affiliated Coordinator's Report**
11. **Unite Legal Services Website**
12. **Certification Officer Cases & Judgments**
13. **Legal Cases of Significance**
14. **Unite Legal Department Accounts**
15. **Personal Injury, Employment and Tribunal Case Statistics**
16. **CAC Applications**
17. **Industrial Dispute Report**
18. **Member Relations Officer's Report**

9.6 Correspondence including resolutions

1. MOD/Government Dept NISC – Change name of sector to GDDPC (Government Departments, Defence and Prison Contractors – EC asked that NISC should look again at name proposal whilst there was no objection in principle
2. NW Regional Committee – To initiate a Housing Crisis campaign – Carried
3. EM Regional Committee – Pocket Guide of union structures – Carried
4. EM Regional Committee – To extend Unite's Mesothelioma Awareness Campaign - Carried
5. EM Regional Committee – for Unite to take urgent steps to advise members on Pension Freedoms - Carried
6. GPM & IT NISC - Support for Jeremy Corbyn – Carried
7. Construction NISC – To set up a monitor all infrastructure developments in UK – Gail Cartmail and Diana Holland to attend NISC to discuss
8. CY&NfP & WM Regional Committee – Support campaign to reinstate Alison Morris – Carried
9. Energy and Utilities NISC – To mobilise for the decommissioning sector - Carried
10. WM Regional Committee – Ban use of Goodyear and Dunlop Tyres on Unite vehicles – Accept and support when possible