

## **EC REPORT MARCH 2015**

### **MINUTES OF EC COUNCIL DECEMBER 2014 ,3A**

Minutes were agreed with the following matters arising;

- An exercise is underway to ascertain how much Unite pays in affiliations
- Officers pay ballot delayed due to HRMC expenses changes.
- Guidance for strike pay still to be finalised

### **MINUARY 2015UTES OF SPECIAL EC JANUARY 2015, 3B**

Minutes were agreed, no matters arising.

### **MINUTES OF F&GP JANUARY 2015, 4A**

Minutes were agreed, no matters arising

### **MINUTES OF F&GP FEBRUARY 2015, 4B**

Minutes were agreed, no matters arising

### **GENERAL SECRETARY REPORT DOC, 5**

Activities of the General Secretary for the period since the Executive Meeting of December 2014

Public Meetings and General Events

- Attended Trade Union Group Annual Reception, Portcullis House.
- Guest Speaker, Daily Mirror Editorial Conference, Canary Wharf.
- Attended various London Buses picket lines, 13th January 2015.
- Led the re-dedication of our Unite Liverpool Office with Liverpool Mayor Joe Anderson.
- Delivered key note address to Unite All-Officers Conference in Birmingham.
- Attended full day Workers Uniting Steering Committee in London.
- Speaker at Doncaster geographical branch open meeting.
- Speaker at Sheffield Trade Union Council AGM.
- Official visit to Nestlé site in Halifax to meet management and Unite reps.
- Speaker at Launch of the Unite Workplace Champions Campaign for the General Election.
- Political, International & Inter-Trade Union Matters
- Attended and spoke at UNI World Congress, Cape Town, South Africa.
- Attended a number of Contact Group meetings with TULO General Secretaries.
- Attended a number of TUC Executive Councils.
- Numerous meetings with Iain McNicol, General Secretary of the Labour Party.
- Various internal and external meetings on the recent developments in Cuba and the release of the Miami Five.
- A number of meetings with John Monks on Employment Rights and Labour policy.

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- Various meetings with Paul Kenny, General Secretary, GMB.
- Various meetings with the Political Director and senior staff on Unite's
- General Election Strategy.
- Strategy meeting with senior staff on immigration and UKIP.
- Meeting with Jim Mowatt and Geoff Shears on USI.
- Meeting with the President of the Nordic affiliate unions of IndustriALL in London.
- Meeting with Nigel Flanagan, UNI global union, to discuss the progress of the Jack Jones Film Trust.
- Meeting with Napoleon Gomez president and General Secretary of Los Mineros.
- Administrative & Organisation Issues
- Meeting with National Officers & Assistant General Secretaries, Esher.
- Various meetings on internal departmental reviews and Central Office reorganisation.
- Various meetings with Chief of Staff and Assistant General Secretaries.
- Attended the first meeting of Unite Working Party on Mileage.
- Meeting with Ed Sabisky, Executive Director, Tony Woodley and Mike Ryder, on Unite Property matters.
- A number of meetings with Andrew Murray, Chief of Staff, Adrian Weir, Ass. Chief of Staff, Steve Turner, AGS, and Howard Beckett, Executive Director on Rules.
- Preparatory meeting with Sharon Graham for All-Officers Conference preparations and 100% strategy.
- Meeting with Diana Holland and Tony Devlin.
- Meeting with Tony Ayres and Ed Sabisky – Esher Pay talks.
- Meeting with Howard Beckett and Tony Ayres on NW Tutors.
- Meeting with senior staff on Unite membership recruitment and retention.
- Meeting with Executive Officers and Regional Secretaries to discuss Unite's membership and initiatives on recruitment and organisation, Esher.
- Meeting with senior staff to discuss the Officer Assessment Centre.
- Meeting with senior staff to discuss the Union Learning Fund.
- Meeting with Kevin Coyne, National Officer, to discuss issues relating to Gibraltar.
- Unite Meetings, Constitutional Committees & Industrial Matters
- A number of meetings with Sharon Graham, Executive Officer, and Gail Cartmail, AGS, on Yorkshire Ambulance Service.
- Meeting with London & South Eastern Security Branch.
- Meeting with Ian Waddell, National Officer.
- Meeting with Tony Excell, Chair of the NW BAEM Committee, Liverpool.
- Meeting with Chair of JNC Staff Side, Liverpool.
- Meeting with Senior Staff and Officers on Hinkley Point.
- Meeting with Lindsey Adams, EC Member, and Dominic Hook, National Officer.
- Meeting with Gail Cartmail and John Allott regarding asbestos.
- Meeting with Diana Holland for general discussion on Stobarts.
- Convened a Special Executive Council in Liverpool, 29th January 2015.
- A number of meetings with senior staff to discuss the ongoing dispute with London Buses.

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- Meeting with Matt Smith, Regional Officer, and Oliver Richardson, National Officer, on Heathrow.
- Meeting with Diana Holland AGS and Steve Turner AGS to discuss issues relating to TNT Post.
- Principal Media Appearances
- The General Secretary has been mentioned 220 times in regional and national print and online media in the period since the last EC.
- Unite was mentioned over 1,500 times in national and regional newspapers and online news sites. On regional TV and radio Unite was mentioned over 420 times. The London bus strikes, Barbour dispute and our members' concerns in the offshore oil and gas industry featured heavily during the period as did Unite's donations to the Labour party.
- Bi-monthly column for Tribune magazine.
- Daily Mirror Column; the General Secretary filled in for Ros Wynne-Jones column on Wednesday 14th January 2015.
- V Interview, An Idiot's Guide to Politics, BBC Three, aired 11th February 2015.

The GS also congratulated the Organising Department on the Yorkshire Ambulance victory on Recognition etc, 22 months of strike but eventually resolved with just 22 days of "Leverage"!!

Items raised from the Executive were;

- With the new officer appointment assessment centre and the guarantee of any individual on the panel being guaranteed an interview, will that not increase the amount of interviews and how will manage. The GS agreed that this could well be the case and said that it is something we will have to live with. The Chair commented that if this causes issues, then it will have to be revisited at a later date.
- Concerns raised over Officer jobs now being open for applicants Nationally rather than initially Regionally as it was previously, because it now means that the EC panel members could face the possibility of interviewing applicants from their Region.

The GS and Chair advised that as is the case with any administration policies, they are not written in stone and if there needs to be changes, then the Executive will need to look at this.

## **ORGANISING AND LEVARAGE 6.1**

### **OVERVIEW**

#### **100% Unite**

Over 20,000 new joiners since the last EC

#### **Unite Leverage**

NHS

Yorkshire Ambulance Service (YAS)

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## **100% UNITE**

In the last quarter *100% UNITE* continued to deliver significant new membership for our Union – over 20,000 new joiners.

*100% UNITE* has a track record of delivery. Recent analysis of the data gathered since the reintroduction of 100% activity (March 2011), underlined this point:

Over 183,000 new joiners (*now over 197,000*)

89% of new joiners paying the full-time rate

Over £28.5 million in revenue generated

Based on 2011 subscription rates and formed by tracking each individual new joiner by start and leaving date.

The data for 2014 alone shows:

Over 68,000 new joiners (Over 90% full-time)

Near £5 million in revenue generated (£4.9 million)

Over 90% of new joiners paying the full-time rate

Whilst actively planning the return to sectoral organising, the National Organising and Leverage Department continues to provide both on-the-ground and strategic support to the Regional management teams. The Executive Officer continues to monitor and support 100% performance through regular one-to-one review meetings with the Regional Secretaries and cluster sessions with Regional Management Teams.

## **Impact of 100% campaign; Summary of key findings**

- 100% campaigns deliver a measurable increase in members joining, compared to other means
- The majority of 100% campaigns are shown to increase membership significantly after the start of the 100% campaigns
- 100% campaigns are affective in small and average size workplaces as well as in large workplaces
- Members recruited by 100% campaigns are more likely to be retained.

## **YAS Leverage**

The Director gave a detailed report on the Yorkshire Ambulance campaign and how it effectively turned into a whistle blowing process(including a Unite hotline) on patient safety, in an effort to regain Recognition, which proved to be a huge success. Twenty two months of Industrial Action and just “22 days of Leverage”

## **NHS Leverage**

### Key Objectives

- Make TTIP part of the Political Agenda
- Break the media block surrounding TTIP and the privatisation of the NHS
- Identify key communities to take part in collective action
- Put the NHS at the top of the Political agenda.

The “Cameron & Hunt, NHS stop the sale signs” are proving to be a huge success.

The campaigns have been active in all Regions under the banner of “The Peoples NHS.

The drive is now is now to obtain legal wording that removes the NHS from any TTIP agreement.

More specific details are available within your Region.

## **MANUFACTURING 7.1**

The report was agreed the main points are outlined below;

Growth in manufacturing in the UK remains subdued, which only confirms the extent to which the current economic recovery continues to be dependent on domestic spending and the service sector. Regardless of their rhetoric the Tories have done nothing to encourage growth in manufacturing and if automotive and aerospace were taken out of the equation the sector would be on its knees. Research has shown that the economy grew by only 0.7% in the three months to January 2015. Any hopes that manufacturing would play a leading role in the recovery have reduced in the last few months even though a better than expected 0.1% month on month rise in manufacturing output meant the sector finished 2014 2.7% larger than 2013 - ironically its strongest performance since 2010 according the Office for National Statistics (ONS). However, manufacturing output still remains 5.4% below its pre-recession peak. The wider measure of production which also includes mining, quarrying and water supply is 10.6% below the prerecession peak, these are very worrying figures. This has happened on the Tories watch and they have done an appalling job of building up the manufacturing sector in the UK. There is a clear need for focussed investment, improvements in innovation and growth in exports, all of which remain vital for the UK economy.

## **INDUSTRIAL**

As the Executive Council may be aware the collapse of the worldwide price of oil (at the time of writing \$51 barrel) is having an adverse effect in regard to the operations on the North Sea and also in our oil refineries.

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At present the offshore contractors are seeking changes to working practices including shift patterns and this is being handled through the national collective agreement by the National Officer and our Scottish regional colleagues.

Unite has proposed that rather than declare redundancies and negative changes to working practices, the offshore operators should be seeking to stabilise employment, keep hold of essential skills for the future and bring forward essential refurbishment or maintenance. The National Officer and our Scottish region are working closely together on promoting this strategy, politically and with the employers.

In addition, over capacity and the price of oil, it is anticipated that oil refineries may seek redundancies and changes to working practices. Total on Humberside has declared over 180 job losses and we are promoting the stability and skills strategy across the refineries.

Unite has long warned the government, the Labour Party and the Operators and Refineries that if another oil refinery is closed the UK's energy security will be severely compromised.

The Automotive organising campaign has seen the twelve Recognition Agreements being secured in the supply chain including Collective Bargaining for the first time for managers at Delphi Diesel. There are other negotiations continuing to secure recognition at other companies in the supply chain.

Plans are being made for training courses to be held for newly organised Reps and also for Reps working in the auto supply chain where Union membership is low and where we need to significantly improve our organisation.

Our Automotive Strategy should be available soon. The plan to reduce the number of agency workers in the Automotive Sector has been agreed and the National Officers are meeting with the Automotive RISCs over the coming weeks to explain the plan and how we intend to reduce the number of long term agency workers and create permanent employment.

The Executive Council will be aware that just after Christmas our members in the warehouse at Barbour, the outdoor jacket maker in Gateshead, went on all out strike for a month over the company's plan to reduce their shift premium and force workers to sign contracts to work as late as 11pm

This disgraceful attempt by the company to force workers to change their contracts, many of them women with caring responsibilities, gained national media coverage and following a meeting with ACAS an agreement was reached which was acceptable to our membership who acted in a brave and principled manner and they have thanked the Union for all efforts to secure a fair deal.

On the EU legal ruling on holiday pay, National Officers are now meeting national companies to reach agreements in line with the policy set out by the Legal Department. The AGS has been leading discussions with the Engineering Employers Federation to reach a Memorandum of Understanding which will help us secure the Legal Department's goals in regard to the engineering industry.

At the request of Union Reps, the AGS met the CEO of Fujitsu in regard to a number of outstanding issues and in an attempt to build a better working relationship. A report back meeting is due to be held with our Reps but as a result of the meeting a settlement was reached on a national pay deal for 2014.

The AGS also attended a meeting with the Publishers Association (the first of its kind in over 20 years) and as a result he has received an invitation to speak at a meeting they are holding during the London Book Fair week.

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The Unite guide for Women in Engineering and Science which is designed to inform and assist young women coming into the engineering and science industries as apprentices has been produced and will be launched during the week of the EC and the TUC Women's Conference.

There have also been a significant number of meetings in regard to Workers Uniting, notably in the Graphical and Papermaking sector where discussions took place with the USW in regard to Huhtamaki, Kimberly Clark, SCA, Crown, Graphics Packaging and other companies.

In addition Unite is providing assistance to the USW national dispute in the oil industry and also the lock out at Sherwin Alumini in Texas.

## Snapshot of Pay Deals

Chubb Security 2.1% + 0.5% call out supplement From 1 January 2015

CSC 1.34% Payable over 6 months

Polestar, Sheffield 2.75% Over 18 months

Polestar, Wakefield 2.75% Over 12 months

Fujitsu 2.5%

Trinity Mirror Printing 2.0% Minimum £500

CPI Paper 2.4%

Sygenta 2.7%

BOC Packaged Goods 2.5%

Bentley 2.8% + £2200 bonus Year 1  
3.4% + £2400 bonus Year 2

Nissan 3% + 3% Year 1 + Year 2

Federal Mogul 2%

Items raised from the Council were;

- GKN UK Pensions, dispute has been delayed slightly, however GKN Driveline Birmingham are to ballot in the period of 10/3/15 to 26/3/15, this will be followed shortly after by GKN Aerospace Filton if and when and required., other sites then could follow suit.

- The Organising Project funded by branches in the Sector has reached a conclusion in the East Midlands. The project has involved a retired rep cross matching member company data from ADS, the Aerospace, Defence & Security employers' organisation, against membership records from Unite. This data has been further filtered to arrive at a list of companies where we have a level of membership and organisation that could be significantly improved using a 100% campaign in the Region. Additional physical mapping was carried out at these companies and information such as shift start and end times, access points, etc were added to the information. A total of 11 companies have been identified to be passed to the Regional Secretary for potential organising campaigns. The project has now moved on to the north west region, where a similar exercise will be undertaken over a three month period, and then the plan is to move to the south west region.
- Nissan - A meeting took place including the site convenor, National officer and the Global head of HR and Security to discuss the UAW's recruiting campaign in Canton Mississippi, or more importantly Nissans union busting tactics. This was totally denied by the company who he said had run there own investigation and found no case to answer, in fact the employees he spoke to didn't want a union. A simple case of towing the company line and burying your head in the sand. He requested hard evidence of some of our allegations of misdoing at the site. The OECD report is now out and they recommended mediation to resolve the dispute over the companies anti union stance which we claim violate the OECD guidelines for multi national enterprises, this offer has been flatly refused by Nissan.
- Negotiations have continued with Tata Steel UK around a circa £1billion deficit in the British Steel Pension Scheme (BSPS). The Company is seeking those active members of the scheme fund, in full, the deficit by accepting the introduction of a "Hybrid" scheme, changes to the definition of "Pensionable Pay" and changes to Early Retirement benefits. As no agreement has been reached with the Company, the next stage is to convene a multi-union delegate's conference to discuss the next steps

## SERVICES 7.2

The report was agreed the main points are outlined below;

The March report to the Executive Committee highlights a number of innovative campaigns that link political lobbying with industrial issues. For example:

- Unite and the NUM UK Coal Campaign arguing the case for a carbon efficient UK coal industry
- An escalation of campaigns in defence of quality youth services
- 'Relay For Rights' that seeks to expose the hypocrisy of celebrating the Magna Carta while access to justice is being severely restricted by government cuts

The Community, Youth & Not for Profit continues leading from the front on industrial issues, challenging the 'race to the bottom' as contracting on the lowest price grips the Sector.

Pay negotiations in the private sector are either at or exceeding the median 2.5%.

Implementation of the post-crisis banking regulation reform is now underway with implications to staff – this alongside continuing redundancies and branch closures presents challenges, not least to Unite members and their communities.

The overall impact to council jobs currently under threat can be seen by the examples shown in this report; however Unite has led and won a number of local campaigns.

The AGS will provide an update to the EC of the NHS membership consultation on pay.

The Yorkshire Ambulance Service leverage campaign has finally brought this long running dispute to a close with appreciation to the Organising and Leverage Team.

The rest of the document was taken , with the following points raised from the council;

- Unite Asbestos campaign launched in January 2015, all members who believe that they have been exposed to asbestos are urged to sign up to the Unite register , which so far has over 11000 submissions .
- Dulwich Picture gallery have balloted for strike action
- 15000 job losses announced at RBS
- Reps in local government are increasingly having their facility time challenged.

### **TRANSPORT AND FOOD 7.3**

The report was agreed the main points are outlined below;

#### **1. BUILDING UNION ORGANISATION IN TRANSPORT AND FOOD SECTORS**

A tribute to all who are ensuring that organisation of our members across transport and food is moving forward as a priority. This needs to include new members and retention, and 100% campaign, industrial hub organising and back to work membership are all playing a vital role. Specific organising initiatives in Sainsbury's, Stobarts and Downstream Oil Distribution are also important, and the Hire and Reward Driver's Charter is also promoting the union with drivers.

#### **2. HEALTH & SAFETY A MAJOR PRIORITY FOR TRANSPORT & FOOD SECTORS**

Health and Safety has been particularly important in the last quarter, including:

- a. We continue to press on to address the issue of the enforcement of the Petroleum Driver Passport in Northern Ireland in conjunction with Unite in Ireland and the ICTU
- b. A guide to driving in adverse weather conditions has been produced
- c. 'Loos for you' - A survey and poster campaign for decent toilet facilities has been launched
- d. Examination of truck stop as part of advancing this campaign
- e. Air quality in civil aviation is a major issue being taken up by Unite
- f. Landworker feature exposing links between abolition of the AWB and undermining of health and safety and training aimed to cut the shocking levels of fatalities in the sector – farm accident deaths have averaged 33 per year for the past 5 years

#### **3. SETTLEMENT REACHED IN TESCO-STOBART DONCASTER DISPUTE**

Almost two years since the drivers at Stobarts Doncaster were made redundant, our members accepted an offer from the company on the eve of the reconvened tribunal. As the National Officer's report sets out, this dispute not only shows how TUPE rights were undermined, but also shows

serious collusion between Tesco and Stobart in planning the sackings and anti-union/anti-Unite activities. A major tribute to all our members, to the senior steward Trevor Cheetham, to the Regional and National Officers Harriet Eisner and Adrian Jones, and to Howard Beckett and Neil Todd at Thompsons. While the case is settled, the struggle on these issues continues.

#### 4. ACTION FOR BUSES – A POLITICAL AS WELL AS AN INDUSTRIAL ISSUE

The Campaign for Better Transport report launched in January has exposed the 15% cut to local authority funding for bus services since 2010. This is £44 million and more than 2000 routes have been reduced or withdrawn entirely. (The average in rural areas is a 19% cut).

The National Officer's report also covers the importance of the London Bus dispute over pay inequality (80 different rates), and the Quality Contract developments which are moving forward.

#### 5. INTERCONTINENTAL HOTEL GROUP (IHG), ACCESS AND LIVING WAGE

Further to earlier campaigning during the build-up to the Olympics and Paralympics, and campaigning during Living Wage Week, I am pleased to report a more constructive meeting took place between Unite, the TUC and senior representatives of IHG, and more constructive commitments have been given in terms of addressing Unite's serious concerns. The EC will be kept informed.

#### 6. TRANSPORT MATTERS

The Transport Working Party bringing together Transport NISC Chairs/Vice-chairs, EC members, National Officers has identified a number of key common priorities, and an update will be made at the EC. Key issues include : Unite Transport Strategy – implementation and update; Industrial Hub Organising; Transport and the General Election;

Transport officering; Transport RISCs, NISCs and Conferences to be held at the end of this year.

#### 7. MIGRANT DOMESTIC WORKERS – GOVERNMENT LOSES VOTE IN HOUSE OF LORDS

A rare victory was achieved when the amendment to the Modern Slavery Bill on restoring migrant domestic workers rights was WON in the House of Lords on 25

February 2015. The priority now is to ensure it is followed through in the House of Commons. A major tribute to all concerned for this vital step to ending the shameful treatment of these workers, members of our union.

#### 8. FOOD & AGRICULTURE STRATEGY – SAFE AND FAIR GLOBAL SUPPLY CHAIN

Following a very positive education course on globalisation, supply chains and the food industry, involving members of both sectors, as reported by the National Officer, developments are underway for a Food & Agriculture strategy – recognising the specific priorities for the two sectors, as well as sub-sectors and overarching priorities.

The rest of the document was taken , with the following points raised from the council;

- Stobart Holiday pay settlement
- Humber industrial hub project
- Sainsburys Pension issue
- Petroleum Driver Passport
- Teamsters was raised and the anti trade union activities of National Express in USA.

## Tony Woodley – Miami 5

Presented a video of the remaining 3 of the Cuban 5 imprisoned in the USA returning to their families after their release.

They went back to families and communities after 16 years of false imprisonment.

TW described the history events leading to their momentous and unexpected release. From 2009

- Breaking the silence in USA
- Visitation rights
- Freedom

The game changer was when Alan Gross (a USA citizen) was in a Cuban prison and Unite campaigned for the release of the Cubans and the American alike

Unite played a major role in securing the release and all were thanks for their tremendous effort and commitment

## EQUALITIES 7.4

UNITE EQUALITIES CONFERENCES 2015 – NATIONAL WOMEN’S, BAEM, DISABLED MEMBERS AND LGBT CONFERENCES “Equality – Making a Difference”

The 2015 Unite National Equalities Conferences are all being prepared in line with EC decisions and the priorities set by the previous conferences, National and Regional Equalities Committees and Policy Conference. The overarching conference theme is “Equality – Making a Difference” and in addition to the plenary with the Chair of the EC, General Secretary and AGS for Equalities, there will be a General Election Plenary with Deputy Leader Harriet Harman, Minister for Equalities Sharon Hodgson and Doreen Lawrence (tbc).

USW delegates will also speak at the conferences. As in previous years, an implementation document setting out action taken to implement previous conference decisions is being prepared. I would like to thank and pay tribute to everyone nationally and regionally who is playing their part to ensure the conferences really do ‘make a difference’.

## **Unite Equality Manifesto**

As reported to the last EC, in line with Policy Conference and National Equalities Conferences decisions, and in conjunction with all National Equalities Committees and the National Equality Strategy 2014-17, the Unite Equality Manifesto leaflet has now been produced and is available online and in hard copy. I would like to thank everyone who contributed to its production. The manifesto is about ensuring that equality is a central part of the agenda at the General Election – while not achieving all we campaigned for, Labour made big strides on equality when in government, and the NPF document has some major equality commitments – whereas this ConDem government has divided, attacked the most vulnerable, increased inequality and pandered to prejudice and discrimination. This is a major dividing line and could make a big difference.

## **General Election and Equality**

Unite is centrally involved in the Woman to Woman Deputy Leader's tour and the Equality alliance tour ensuring all are involved, equality issues are raised, voter registration, and aiming to ensure more women, BAEM, disabled and LGBT people vote. I have also been asked by the Shadow Home Secretary to work with Vera Baird and Seema Malhotra on key workplace issues on violence and abuse against women as part of the Labour Party's commitment to legislate early on gender-based violence. Together with the Political Department Equalities is also supporting JCWI immigration poster campaign.

## **Unite Equalities – implementation of decisions on Unite as employer and services**

A number of motions have raised the importance of equality being implemented throughout the union, and it has been agreed with Tony Ayres that a report to the Equalities Conferences will cover implementation agreed and planned. Discussions are being arranged regarding equality and services, including proposals for Unite Works feature. A special event for BAEM Regional officers was arranged following the all-Officer Conference and the General Secretary has asked me to develop proposals in relation to women Regional officers. Deaf Awareness training is also being rolled out in Unite, as previously reported.

## **Equalities – KEY ISSUES :**

- Unite BAEM Survey
- Shared Parental leave new rights
- TUC Women and casualization launch/Young Women's Trust report
- 'Snowy White Peaks' launch – BAEM under-representation in the NHS
- Unite Women apprentices launch/women in manufacturing
- LGBT – support for Kaleidoscope – international LGBT rights

## **Acting BAEM National Officers**

As reported to the last EC, as agreed, 3 BAEM Acting National Officers continue in post, and their reports from the second part of their secondment are presented as follows : Sulinder Singh Acting National BAEM Officer – report included under BAEM section of Unite Equalities Report; Colenzo Jarrett-Thorpe Acting National Officer Community & Youth Workers – report included AGS Services sectors report, Rail – report included in AGS Transport & Food sectors report; CPPT – report included in AGS Manufacturing report;

Harish Patel Acting National Officer RTCLRD and CAT – reports included in AGS Transport & Food sectors report – other sections of their reports are attached to this report. I would like to thank and pay tribute to them for ensuring this part of the BAEM strategy is supported and moving forward very constructively.

The rest of the document was taken with the follow points raised from the council;

- BAEM membership survey
- Women in manufacturing
- Abortion rights
- Political Engagement & involvement
- Deaf awareness training
- Human trafficking, especially in food and agriculture as well as other sectors.

## POLITICAL 8.1

The report was agreed the main points are outlined below;

The quarter has been dominated by the build up to the General Election, in what will be the longest General Election campaign to date thanks to the Tory Government's decision to introduce fixed five year intervals between elections. But despite the savage cuts regime, homelessness increased by 55%, 2 million families hit by sanctions in 2 years, an explosion of job insecurity and low pay, polls still show the result is too close to call with the two main parties more or less neck and neck.

So Labour has a lot to do in the next two months. With all the bias in the right wing media, many people either don't understand or don't know about many of Labour's manifesto commitments that will make a real difference to the lives of working people, their families and the communities in which they live and work.

Policies like: repealing the bedroom tax; stopping undercutting by closing agency worker loopholes (Swedish Derogation) and making it an offence for agencies only to recruit abroad; ending the exploitation of zero hours; outlawing bogus self-employment; repeal of Health and Social Care Act and starting to take the market out of Health and now Rail; holding an inquiry into Blacklisting; freezing energy prices; raising the National Minimum

Wage and taking action to push the Living Wage; 25 hours free childcare; a programme of house building; reduction in tuition fees and increase in the grant for the poorest students; reform of the Work Capability Assessment with disabled people at the heart of consultation on how this should happen; ensure access to high quality apprenticeships.

Of course we will continue to press for much more, and in particular more radical action to end austerity, but Labour under Ed Miliband's leadership offers the chance of a real change and hope for the future for the millions whose lives have been destroyed by this Government of the rich and privileged. Our task over the next two months is to take that message to our members when we ask them to vote Labour on 7th May.

The rest of the document was taken with the follow points raised from the council;

- Tory attacks on trade unions should be highlighted more to the electorate.
- Concerns over the fact that Unite branded Labour party materials do not appear to be readily available. Steve Turner committed to follow this up.
- Voter registration is key, Unite has now joined up with the Daily Mirror in the "No Vote No Voice Campaign". There are certain constituencies that have only 40% of people registered to vote!!
- A question asked from the Council was, in the Halifax parliamentary selection is the TULO process being followed, the response being that it is being carried out by the Labour Party NEC special selection panel.

## INTERNATIONAL 8.2

The report was agreed the main points are outlined below;

Since the last UNITE Executive Council there have been a number of very important developments in the European and wider international context. The key issues were:

- The election of the radical left Syriza party in Greece has rocked the current austerity approach of the European Commission and Eurozone governments. Although the troika and German governments are trying to resist any change of approach, eyes are focusing on the Spanish local elections due in May and the National election due in November, with the new 'Podemos' anti-austerity party currently ahead in the polls.
- The European TUC is due to have a Congress later this year and tensions over the future General Secretary are rising. Interestingly support for the German DGB candidate Peter Scherrer is coming from unions in countries that are not badly affected by austerity – The Nordics, Germany, Austria and the Netherlands, while support for the Italian UIL candidate is coming from the southern austerity hit countries – Spain, Italy, Portugal, France, Poland, and the UK. UNITE played a key role in defining the TUC position and has made it clear that the agenda of the ETUC going forwards must be to lead the battle against the Commission's austerity approach.
- The situation in the Ukraine remains very tense with a shaky cease-fire having been reached, however there is now a commitment to send 75 UK military personnel for 'training and logistical support'. The situation in the Middle East also remains extremely unstable and explosive and concern exists as to whether Western forces may again be used.
- Work in the Global and European Federations continues with the main focus in this period being the moves to refocus and reorganise IndustriAll-Europe and global in advance of the coming Congresses in 2016. UNITE has been playing a central role in this process. BWI are beginning an interesting campaign to raise awareness about the plight of construction workers in Qatar working on the 2020 World Cup stadia which UNITE will support and take part in. EC member John Storey will be working for the IUF for a short period to research organising targets in the food and fragrance sector. Following discussions with the Equalities department the international department is examining the possibility of organising a European conference for BAEM members.
- The Workers Uniting activities continued to develop with USW presence at the GPM NISC and planned for the coming equality conference. UNITE also undertook solidarity actions to support the USW striking oil workers, while the meeting of the Steering Committee in February defined the agenda of activities for the coming 12 months – including preparations for a second Workers Uniting Congress later this year.

- In multinational companies UNITE has continued to develop its work with attention focused in this period on negotiations and renegotiations in HSBC, Manpower, GKN, and IAG. In the case of IAG serious difficulties with the ETF have been encountered. New national arrangements have been put in place in Safran and GE/Alstom while preparations for a European coordination meeting in Total are being made.
- Solidarity work has continued in relation to Cuba, Colombia, Venezuela and Palestine.

## General Overview

The general political situation in Europe has undergone a sharp change with the election of Syriza in Greece. The new government pledged to end the austerity agenda being imposed by the Troika (Commission, ECB & IMF), increase the minimum wage, reinstate some sacked public sector workers and generally usher in a fundamentally different approach. As expected the reaction from the Eurozone countries has been extremely hard-nosed and resistant to any change of direction or approach, but in negotiations a late compromise was reached that will buy time for a further four months during which time further talks and negotiations will take place.

It is important not to underestimate the significance of the election and the arrival of the first avowedly anti-austerity government in the Eurozone. In a few months Spain will also have a general election and the new 'Podemos' party that also opposes austerity and identifies itself with a similar line of politics is currently leading the polls. It will be extremely interesting to see what happens in the election and whether the gathering political opposition to austerity will be strong enough to finally bring about a real change.

A further major issue was the continuing conflict in the Ukraine where heavy fighting continued even after the talks between Merkel, Hollande, Putin and Petroshenko reached a peace agreement.

Although at the time of writing the situation was somewhat calmer, the UK has now announced that it will send up to 75 military personnel to train and support the Ukrainian military while the Ukraine, Poland and other countries are creating a rapid response force.

Further afield the situation in the Middle East remains very unstable and explosive.

Since the last Executive Egypt has undertaken direct military action in Libya while Kurdish forces are engaging ISIS in order to try and retake the city of Mosul and other areas. From UNITE's perspective there must be real concern that Western forces will at some point once again look to intervene directly in different areas of the conflict.

In North America there will be an election in Canada in October of this year with the unions working for an NDP victory but anticipating a possible hung parliament with Liberal/NDP coalition, while in the US attention is beginning to focus on the next presidential election. The USW advised UNITE that Hilary Clinton is clearly the front runner and very likely to become the next Democrat candidate. In Central and South

America there is anticipation as to how the situation in Cuba will develop given the recent changes, however the Cuba Solidarity Campaign has warned against complacency and stressed the need for solidarity work to continue as this critical phase develops. It must not be forgotten that the blockade is currently still in place and that the Cuban people will face

enormous challenges moving forwards.

With regard to South America the peace process in Colombia is continuing and the government has finally agreed to hold talks concerning a lasting bilateral cease-fire. A further delegation to meet the FARC negotiators is being planned by JFC and a dedicated UNITE delegation is also being planned. In neighbouring Venezuela there are huge concerns that right wing opposition groups, with US backing, are deliberately creating a tense and dangerous situation that is ripe for a coup d'etat, 6 air force officers were recently arrested in this respect.

The rest of the document was taken with the following points raised from the council;

- A letter of Solidarity to be sent to the Ukraine.
- Concerns raised over some of the implications of the ILO core labour standards agreement.
- Reference to benefits of EWC seminar concentrating on how to get the most from them
- Cuba Youth delegations was queried – disparity between regions
- Meeting on Columbia at House of Commons the previous evening was hailed as an historic event
- IUF meeting in Columbia but excluding Fensuagro is of major concern. LM agreed to write to IUF raising concerns
- USW who have been involved in strike action for 18 months are to stage a demonstration at Carnival HQ in Southampton

Finally a video of thanks was shown from imprisoned Cuban Huber Ballesteros, Vice General Secretary of Unites sister union Fensuagro.

## **DELEGATION REPORT FROM SOUTH AFRICA**

The report was agreed the main points are outlined below;

### **The delegation:**

Mark Lyon UNITE Executive Chemicals & Pharmaceuticals  
John Storey UNITE Executive Chemicals & Pharmaceuticals  
Dave Whitnall UNITE Executive Energy  
Jayne Taylor UNITE Executive South West  
Julian Allam UNITE Executive West Midlands BAEM  
Bronwen Handyside Vice-Chair UNITE London & Eastern Region  
Tony Burke UNITE Assistant General Secretary Manufacturing  
Simon Dubbins UNITE Director of International  
Steve Hunt USW Canadian District 3 Director  
Alan Cummings Chair Durham Miners NUM  
Tony Dykes Director of Action for Southern Africa  
Mark Beacon Campaigns Manager Action for Southern Africa

### **Delegation findings:**

- It is important to not lose sight of the fact that major progress has been made in improving the lot of working people since the end of Apartheid. Since 1994 South Africa has developed a functioning

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democracy with trade union rights; electrified 4.2 million homes; now has 75% of people with access to safe water – up from 59% in 1994; has free healthcare for children under 6, pregnant women and people with disabilities; developed immunisation programmes that reach 90% of the population; and provides state support for some 16 million South Africans – up from 2 million in 1994.

- Huge challenges remain with South Africa still one of the most unequal countries on the planet, with the fourth highest incidence of HIV infection in the world, with high levels of crime and violence against women, with poor levels of education and training and a very high level of unemployment - between 25% and 35%.
- Frustration about the pace of change and the perception that a small rising black elite is disproportionately benefitting and enriching themselves, rather than focusing on the problems of the masses, is fuelling the rise of very serious social tensions.
- The delegation reflected that similarities could be drawn between the situation currently facing South Africa's labour movement and our own experience in the UK and Ireland. Despite the different starting points both movements experience frustration at the slow pace of social change, the feeling that our political parties are not doing enough or going far enough, and a reality in which the influence of global capital and corporations in society and politics is all pervasive. Both movements are fighting the very same battles against the very same enemy in the form of 6 international capital – the very same banking system and the very same predatory and brutal private companies. This was another strong factor as to why the delegation felt it entirely inappropriate to sit in judgement over the current disputes within the South African labour movement.
- There are very serious strains and tensions in the labour movement, and in particular within COSATU and its key affiliates, as well as within the tripartite alliance. The delegation was extremely concerned that the situation could quickly and easily spiral out of control and repeatedly stressed the dangers of disunity and divisions. Members of the delegation also expressed their complete preparedness to use the offices of their organisations to help facilitate dialogue and discussions aimed at re-establishing unity should any of the organisations so wish it.
- The South African trade union movement has been playing an increasingly pivotal role in the wider international trade union movement in recent years. Divisions and splits would therefore undoubtedly impact extremely negatively on the role that has been developing, as well as potentially having some very negative impacts on key struggles that particularly need the support and solidarity of the South African labour movement, such as Palestine and Swaziland.

The rest of the document was taken with the following points raised from the council;

- An Executive member called for Unite to support and campaign for a Public enquiry into the murder of 34 striking mineworkers, the response was that this process is already in hand and that it needs to be allowed to run its course. Then Unite can give a view on the outcome of this review.

**The Full report is attached.**

## Egypt

The report was agreed the main points are outlined below;

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## Report of situation in Egypt

This paper was written in response to the remittance of motion F3, Solidarity with the Egyptian Revolution, at the 2014 Unite Policy Conference. The paper includes;

- A summary of the background to the situation in Egypt, from the overthrow of Mubarak to the present day.
- An overview of the new independent trade unions and the role of trade unions in the political situation over the last three to four years.
- A selection of statements on the situation from the Global Union Federations that Unite affiliates to.
- Examples of work these Federations and other organisations have done in the country since Mubarak was ousted.
- Some recommendations of what Unite could do moving forward.

## Executive Summary

1. Egypt is an extremely complex society split between secular and Islamic factions, with the situation changing rapidly over the past three to four years.

2. Despite being Egypt's first democratically elected civilian President, Morsi was seen by many as an autocratic Islamist who used the fight for democracy to give himself power and subsequently abused that power.

3. The Egyptian police and army premeditatedly and *disproportionality* opened fire with live ammunition on crowds of overwhelmingly peaceful demonstrators opposed to the military's ousting of Morsi, between July 5 and August 17, 2013.

4. Sisi is accused of returning Egypt to a similar situation as it was under Mubarak with the military at the forefront of Egyptian politics once more. There are growing incidences of repression and abuses of the right to freedom of association and freedom of speech. Many of these new laws have been put in place or drafted under the guise that Sisi is protecting the Egyptian economy and fighting terrorism.

5. The Egyptian Trade Union movement faces very serious threats to its ability to mobilise, protest and defend Egyptian Workers, especially when faced with repressive laws such as the Law of Association and the Protest Law. Many of the Independent trade unions formed in this period are struggling with low membership numbers.

6. The Trade Union situation in the country is extremely complex, with many of the trade unions supporting the coup against Morsi as they opposed Islamic law. The state sponsored trade unions openly supported the presidential bid of Sisi, with the new independent

federations divided or neutral on the issue.

7. Since the demise of Mubarak thousands of workers have been jailed, fired or disciplined for engaging in strikes, sit-ins and demonstrations, many more than in the last decade of the Mubarak regime, and over the last 18 months there has been an increase of repression of civil society with increasing attempts to criminalise free speech and peaceful assembly.

8. The Global Union Federations to which Unite affiliate have made a number of statements on the situation in Egypt from the ousting of Mubarak to the continued and growing repression of human and labour rights in the country. They illustrate the engagement that these organisations are having directly with workers and trade unions in Egypt.

9. The Global Union Federations are also undertaking practical grass roots work in the region. These projects offer Unite possible opportunities, to become more directly active in supporting the trade union movements on the ground in Egypt.

## **Next Steps**

In determining the next steps for Unite in our work with Egypt it is possible to make a distinction between industrial solidarity, building relationships through the global federations with sister unions, and direct solidarity in supporting campaigns against political repression in Egypt.

Industrially, through the Global Union Federations to which Unite affiliates, Unite could;

- Discuss opportunities to build solidarity with the Egyptian Trade union movement.
- Use these contacts to build a more complete picture of the current state of trade unionism and the new independent trade unions in Egypt.
- Give support to specific projects and campaigns the federations are currently undertaking in Egypt to support trade union organising and development.
- Invite an appropriate speaker to address the Executive Council on the situation.

Unite should also look for opportunities for members and activists to show direct solidarity with Egyptian workers and human rights defenders by supporting work currently being done by a number solidarity organisations.

## **Napoleon Gomez**

The leader of the Mexican Mineworkers union Los Mineros, \_Napoleon Gomez addressed the Executive Council Wednesday 11<sup>th</sup> March. Napoleon has been supported by our partner union in

Workers Uniting the USW for the past 9 years while he has lived in exile in Canada. He left Mexico after his life and liberty were put in severe danger following his demands for explanations and investigations into the accident that caused the death of 65 miners during 2006. Napoleon has been exonerated of any wrong doing and the charges against him finally dropped, he explained that he is discussing with colleagues how to return to Mexico but there are still serious fears for his life and well-being. Napoleon explained that the situation in Mexico is deteriorating all the time and that it is rapidly becoming a situation similar to that in Colombia. On behalf of the Executive Len McCluskey expressed our total solidarity with Napoleon and Los Mineros and our determination to stand shoulder to shoulder with them in their struggles for justice and to remain a free and democratic trade union.

### **EDUCATION 8.3**

The report was agreed. The following stats are for your information:

#### UNITE THE UNION EDUCATION DEPARTMENT STATISTICAL RETURNS

OCTOBER TO DECEMBER 2014

REGION	No. of Courses	No. of Students	No. of Teaching Days
East Midlands	20	184	878
Ireland	15	145	1160
London & Eastern	83	762	2183
NE Yorks & Humber	30	323	1534
North West	30	323	1534
Scotland	29	359	1397
South East	29	243	1139
South West	34	388	1230
Wales	32	237	1016
West Midlands	30	303	1397
Residential Courses	31	399	1593
TOTALS	363	3666	15061

## ELIGIBILITY TO HOLD OFFICE 9.1

### ELIGIBILITY TO HOLD OFFICE

The issue has been raised regarding the eligibility to two members of the Council to continue to hold office. The following information is provided to the Council to assist in making a decision.

#### **Dawn McAllister**

The following report in relation to Dawn has been submitted by Rob MacGregor, National Officer: "Dawn McAllister EC member, was also Chair of our national combine (NCC) within HSBC. In the 12 months leading up to Dawn going on extended sick leave in the summer of 2013 she was subject to no less than three attempts by the employer to discipline her under charges of gross misconduct.

The

first two attempts, both of which were spurious, were dismissed following representations by Unite. The final attempt, which was again a trumped up charge of alleged breaches in internal IT policy, had to be delayed until Dawn was deemed fit to undertake a disciplinary hearing.

It should be noted that the bank's treatment of Dawn in the preceding 12 months contributed substantially to her ill health. Following an initial disciplinary meeting in June, Unite, on Dawn's behalf, counter-claimed with a grievance over the mis-management of her sickness absence.

There then followed protracted off-the record discussions between Unite and the Head of Group HR for HSBC over the bank's treatment of Dawn both as an employee and a trade union activist.

This culminated in a settlement agreement whereby the disciplinary action was stayed, the grievance withdrawn and compensation received.

The final agreement was settled by the lawyers which included reference to the fact that Dawn's departure was linked to her role as a trade union representative."

Dawn is a branch officer but is now self-employed. In conformity with Certification Officer rulings she is no longer an "accountable representative of workers" and not eligible under Rule Six to serve on any constitutional committees. However, the Council may wish to regard her as a victimised representative within the terms of Rule 6.4 and associated guidance.

#### **Mark Lyon**

Mark's victimisation by his former employer INEOS is a matter of public record. Mark is presently employed by the ITF, linked with Industriall, the international trade union federations, on a hubs project relating to the chemicals sector. As a Branch Officer in employment, Mark is therefore eligible to continue to serve on the EC and other constitutional committees

After some debate around whether Dawn McAllister was eligible to be classified as a victimised worker, council voted that she was and could remain an EC member.

After some debate around whether Br Lyons fell foul of Rule 14.2.5, the GS insisted that the ITF was not a Union, also the GS responded to question from the floor, the question was is Unite in anyway funded Mark's wages, the GS responded in saying, absolutely Not.

## TUC SCHEME OF REPRESENTATION 9.2

Report attached

## CONSTITUTIONAL COMMITTEES 9.3

This Document is a work in progress and will be reviewed again at the June Executive.

## EXECUTIVE OFFICER PROPOSED RULE AMENDMENTS 9.4

These were all considered by the Executive in readiness for the rules conference.

## CORRESPONDANCE/RESOLUTIONS 9.5

Remit 1, Passenger NISC, Elected deputies to NISCs & RISCs **Agreed**, Standing orders to reflect this.

Remit 2, Passenger NISC, Increase to the number of passenger RISC Delegates, **Withdrawn**

Remit 3, CYW&NfP NISC, Unite against Fracking, **Agreed**

Remit 4, CYW&NfP NI SC, Unite Community Branches & Centres, the GS to check this with the Director of Legal, therefore, **Noted**

Remit 5, CYW&NfP NISC, to consult with NISC before any transfer of membership occurs. **Agreed**

Remit 6, Local Authority NISC, Subscription rate changes, **To be considered.**

Remit 7, Local Authority NISC, Devolution Greater Manchester, **Agreed**

Remit 8, London & Eastern region, Unite Expense Policy, **Rejected.**

Remit 9, GPM & IT NISC, Parliamentary Rise, **Agreed**

Remit 10, Scottish region, Cost of convalescence at Eastbourne, **To be clarified as premise is inaccurate.**

Remit 11, National Young Members Committee, Young Members Representation at Unite Rules Conference 2015, **Withdrawn**

Remit 12, National Young Members Committee, Solidarity with Syriza, **Agreed**

Remit 13, Building, Construction & Allied Trades; Quorate at meetings , **Rejected**

Remit 14, National Retired members committee, Submitting Motions, **Withdrawn and referred to Rules conference.**

Remit 15, FDT NISC, Subscriptions for part time workers, **To be considered.**

## OFFICER ASSESSMENT CENTRE 9.6

The document was tabled to the Executive and after some debate, the document and officer/stand down process was **Agreed**

## RATIFICATION OF OFFICER APPOINTMENTS 9.7

### **RATIFICATION OF OFFICER APPOINTMENTS – MARCH 2015**

The following appointments were made since the December 2014 meeting of the Council by the EC panels and you are requested to ratify these appointments.

<b>Vacant Position</b>	<b>SuccessfulCandidate(s)</b>	<b>InterviewDate(s)</b>
Regional officer – London & Eastern	Banso Loi	18 February
Regional officer – East Midlands	Scott Lennon	19 February
RCO Scotland	Gordon Casey	23/24 February
Regional Officer Scotland	John Boland	23/24 February
Regional Officer North West –	Pat Coyne Michael Gaskell	3,4,5 <sup>th</sup> March
Regional Officer West Midlands	Zoe Mayou Matthew Jones	3, 4 March

All of the above were ratified.

## APPLICATION FOR NATIONAL BRANCHES 9.8

Engineer Surveyors' application for a National Branch, it has been agreed in all Regions, the request now needs the Executive's approval, this was **Agreed** by the Council.

British Gas Electrical Services' for a National Branch, it has been agreed by members and Activists, request now needs the Executive's approval, this was **Agreed** by the Council.

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## **SURVEY RESULTS, NATIONAL INDUSTRIAL SECTOR CONFERENCES 9.9**

The Conclusion was that the majority were comfortable that the conferences were presently fit for purpose.

The turnout for this survey was 46%.

### **10.1 Finance Report**

The full report was taken and agreed.

The rest of the document was taken with the following points raised from the council;

- Discussion on proposed changes to lay member expenses
- Agreed new Lay member expenses policy but to be communicated through Regional Secretaries with an explanation and applied from 1<sup>st</sup> May and not April 6th
- EC members asked for details of receipt returns by sector/region as there has obviously been a breakdown in responses from these.
- EC members also questioned the mileage allowance and why it doesn't reflect HRMC guidance of 45p per mile, the GS agreed to look at this

### **10.2 Property Report**

- Unite now own the Birmingham site
- Planning going in this week
- Building to start end of this month
- Hayes sold for 5.6m and Edinburgh 500K

## **LEGAL AND AFFILIATED SERVICES 11.1**

The report was agreed the main points are outlined below;

### **1. Audit of Panel Solicitors' files**

For the past 3½ 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 over £615,000 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 on which Unite have requested repayment of Defendants costs.

Within those cases issues with the case handling have been identified. Failures on the part of solicitors appear to have led to Defendants costs ultimately being incurred.

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

With a view to assessing the standards of service provided by panel solicitors, arrangements are being made to visit each panel law firm. The visits take place at their offices.

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

To date, 11 panel law firms have been audited. These are as follows: Archers; Bates Wells & Braithwaite; Bridge McFarland; Hough, Halton & Soal; Lamport Bassitt; Leo Abse; Morrish; Pattinson & Brewer; Walker Smith Way; Ward Gethin Archer and Thompsons (Wales).

The most recent firm to be audited was Morrish Solicitors. The audit took place in April 2014.

The audit process has 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 is being emphasised.

Our requirements for panel solicitors to attend branches, provide training to union officials and to support the Union on local/national campaigns is being highlighted.

The Audit process is ongoing

In regard to firms being removed or resigning from the panel we have taken steps to have members files moved to panel firms. We have asked the Regions to ensure Branch Secretaries, Officials and 2 activists are made aware. Lamport Bassitt, Archers and Bridge McFarland have seen such transfers take place.

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 recently been completed and a report is being prepared to outline the findings of the audit. The report should be available towards the end of March and will be reported on at the next EC.

The rest of the document was taken with the following points raised from the council;

- Guidance on PI claims should be reiterated to all stewards and members on the importance of using panel solicitors.
- Issues raised regarding the appointment of legal officer in South East Region
- Question relating to the provision of training from legal officers
- Unite proposals for ACAS arbitration was questioned in terms of how in detail it would work

- CAT made reference to toxic syndrome issues (page 22 of app 7) and thanked HT for pioneering work on this matter
- Issue raised regarding highlighting the successes of legal services

Once again, there has been NO repudiations on any disputes issued.

11.1A

Retired Member Plus

There are now 55,613 members in the programme. This generates subscription income of £1,445,938 per annum.

The GS has agreed specific campaign regarding retired member services and encouraging take up of retired members plus

### **Back to Work**

A total of 14,279 members are now participating in the Back to Work programme. This means that Unite is receiving subscription income of £371,254 from these members, revenue that would most likely have been lost without the Back to Work option.

### **Lapsed Members**

Long Term: Hardy Evans are working through the pool of members who are more than 26 weeks in arrears. So far they have managed to reinstate a total of 19,266, an increase of 2,145 since the last report. Assuming these members are paying the enhanced full time subscription rate (although some are on a different scale), this will generate income of £3,199,697 per annum going forwards.

### **Member gets Member**

The scheme continues to gain momentum. A total of 27,432 members have been introduced and 22,053 cards have now been sent out.

### **Credit Union Service**

From the 1 November 2014 to 31 January 2015, 124 enquiries were received. The majority of these concerned loans.

Two new credit unions have been added to the panel in the period - Plane Saver and Norwich. Plane Saver is interesting because it operates in industrial sectors rather than in a particular region. The sectors where it is active are:

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Airline and Transport

Logistics

Engineering

Police, Fire and Ambulance services

Armed Forces

Eight other credit unions have expressed interest in joining the service:

Transport CU - Scotland

Solway CU – Scotland

Stranraer CU \_ Scotland

1st Alliance CU – Scotland

South Wiltshire CU

Scotwest CU

North London CU

London Capital CU

The new look literature is now available.

## **Unite Home Insurance**

During 2014 a total of 4,496 policies were sold.

The scheme as a whole generated £158,203 in commission last year and when the advance payment is included, the value to Unite was in excess of £400,000. UIA who provide the product have ambitious plans for 2015 which they hope will increase the business book substantially. Their current offer is a guarantee to beat the member's current home insurance premium.

## **Unite Life Insurance**

The scheme aims to provide important financial security for members who are often under-insured.

During 2014 product sales generated over £70,000 of revenue for Unite, and we will continue to promote the scheme in 2015. We are confident that this will see increased sales as a result.

## **Unite Prepaid Debit Card & Unite Rewards**

Over 1,100 cards have now been issued and £137,000 was loaded in the last quarter of 2014; this demonstrates that members who have applied for the card are actively using it.

The Unite Rewards website now has 8,069 members registered.

## **Unite Debt Advice**

Last year 108 Unite members entered into a formal debt solution (Debt Management Plan or IVA) with Unite Debt Advice. Individuals who did not take up a formal solution benefited from support in the form of:

- A full budget review that identifies some budgeting changes which enable the member to afford their contractual payments
- Advice where they faced a short term problem
- Advice where the member does not have an income or does not have a surplus to offer to creditors. In these circumstances a Special Advice Team helps them with specific advice (e.g. token payments, bankruptcy, and benefit entitlement).

In January, we embarked on an email campaign to promote the service. This led to a 153% increase in web enquiries (versus January 2104) and a 3,251 people visited the web site – a 34% increase in the total number of visits for 2014.

The total number of new clients registered in January was 107. 5

Unite Debt Advice is proactively working with 3 credit unions - Partners, Voyager and Transave, and has provided training and referral guides to help them offer members a better service.

## **Unite Tax Refund Service**

A total of 458 enquiries were received during the period November 2014 to January 2015. These have resulted in 314 application packs being sent out. So far 87 packs have been returned and 38 of these have resulted in successful claims.

This activity has so far generated refunds of £9,098 for members.

## **Apprentices**

Demand for the toolkits continues to be high and 182 have been ordered so far this year bringing total orders to over 600.

## **Unite4Jobs**

The site now routinely features over 1 million jobs which means it one of the largest in the UK. This has been achieved by increasing the database size and improving the search engine which locates jobs.

The Hinkley Point site is now ready to go live and we are working with EDF to obtain a feed of current vacancies – this is being held up pending a final investment decision. Consequently the initial site will include a facility that enables members to register their interest in working on the project.

## **Financial Advice**

Unite members are able to obtain independent financial advice through Unite's partner Lighthouse Financial. In addition to providing advice on an individual basis, Lighthouse have been providing support by running seminars and surgeries for groups of members on issues such as pension changes and redundancy. Lighthouse ran over 150 events of this kind in 2014 and these led to 950 individual follow-up appointments. 6

## **Unite Solar Energy**

We continue to investigate new services which we believe will be attractive to members. We have been in discussions over a proposal involving the provision of free solar panels to Unite members. This could be an attractive scheme because it will help the member reduce their domestic energy costs and reinforce Unite's commitment to renewable energy. In addition, Unite would receive an ongoing payment of 1p per KW of energy generated.

## **Unite Benevolent Fund**

Income from Lottery

In the period 1 November 2014 to 31 January 2015 (one meeting) the Benevolent Fund has received £16,353 in lottery donations. This averages around £5,400 per month.

## **Applications Received**

The number of applications for assistance has been 60 in the period. These are for a variety of purposes including debt relief and day to day living costs; funeral expenses; house moves/furniture; disability assistance; people who have been off work due to strike, sickness or redundancy.

Of these applications 41 have been approved.

## **EC members raised the following**

- Question raised regarding branches allocated to back to work members and the need for consistency

- Lapsed membership caused by delays in check off payments
- Clarification was sought regarding retired members plus numbers
- Pre-paid debit card taking an admin fee for every £10 put in £1.95 is taken. HT to Take up with provider
- How to incorporate recruitment of apprentices with young members organisation
- Professional liability insurance in Health is sorted and EC member thanked HT for his efforts

## **MEMBERSHIP 11.2**

The report was agreed the main points are outlined below;

### **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.

### **Retention Project**

The retention project is an initiative to handle those members who have fallen behind with their subs, but have not yet exceeded the 26 weeks arrears that puts them in risk of being excluded from the union. Its aim is to get in contact with the members as soon after a problem is noted, as the chance of successfully retaining them as members is much higher.

Members who get behind in paying their subs are recorded on the branch secretary portal for the branch to take action where possible; they are also notified to the regions on a weekly basis via a report sent to the allocated person in each region, so the region can take action also. If the member does not bring their subs in order as a result of either the branch or the region taking action, the members details are provided to the call centre (Hardy Evans) for them to make contact and therefore take action.

Members fall into the retention procedure when:

- a) a member is taken off the checkoff list - their payment method is changed to "X"
- b) a members pays by DD and their mandate has been suspended
- c) a member pays by DD and they have 2 RTP notifications
- d) none of the above applies, but the member goes over 6 weeks in arrears

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The retention project should encompass involvement from all areas of the union, the officers should be monitoring those members in their allocation who fall into the retention category, so they can assist the workplace reps in contacting any members to encourage them to bring their subs up to date. The regional secretaries should be supervising the officers to give any assistance required to enable the officers to carry out the required work on the retention project. The branch secretaries should be using the branch portal, which provides a list of their members who have fallen behind with their subs, again to encourage the members to get back in compliance and finally, if all the above does not manage to catch the members, their details are passed to our call centre, Hardy Evans, who will call the members.

Currently the bulk of work done on retention is by the call centre, who since August, have managed to contact and encourage a total of 6,494 members to continue their membership.

## **Workplace Portal**

The new workplace portal has been completed and is available to officers & staff of the union and the workplace reps, so they can call up a list of the members at a particular workplace and update the members' records if needed. This is available on mobile devices such as iPhone, other smart phones and tablets. When a workplace rep logs in, they will just see their own workplace, if an officer logs in, they will be able to select the workplace they are visiting from their allocation.