

UNITE SEPTEMBER 2016 EXECUTIVE COUNCIL MEETING.

DAY ONE.

Council Minutes.

Document 3, EC Minutes June 2016; Agreed

Document 3A Special EC Minutes 9th July 2016; Agreed

Document 3B, Special EC Minutes 12th July 2016; Agreed

Document 4A, F&GPC 21st July 2016; Agreed

Document 4B, F&GPC 31st August 2016; Agreed

Report of the General Secretary.

Document 5, Report of the General Secretary.

Len opened the by thanking the EC for their roles and support at this year's policy Conference, in what was an excellent week with superb debate on all motions even when there were extreme differences of opinion.

He then made reference to the Bromley Campaign and said that Unite had been at the forefront of standing up and defending our members.

[REDACTED]

He continued to give a full report which is highlighted below;

Activities of the General Secretary for the period since the Executive Meeting of June 2016 Public Meetings and General Events ;

- TUC media event with the Leader of the Labour Party and the Shadow Cabinet.
- Speaker at the Brotherhood of Teamsters 29th International Convention, Las Vegas.
- Speaker at Unite 3rd Policy Conference.
- Speaker at Unite Rally in Bromley.
- Attended the funeral of Dave Hopper, General Secretary of the Durham Miners' Association, Durham.

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- Interview and photoshoot for Show Racism the Red Card 20th anniversary magazine.
- TUC conference, Brighton.
- Various meetings and fringe events at TUC conference, Brighton. Political, International & Inter-Trade Union Matters
- Various meetings with UCATT representatives for merger talks.
- Attended and spoke at UCATT National Executive, London.
- TUC General Council and TUC Executive meetings.
- TULO Contact Group meetings.
- Various meetings and conference calls with Big 4 Labour affiliated Trade Unions.
- Various conference calls with all Labour affiliated Trade Unions.
- Initial 'Peacetalks' with senior members of the PLP on Labour leadership.
- Meeting with Ken Loach.
- Meeting with Owen Smith MP.
- Meeting with Owen Jones, author and journalist.
- Strategy meeting with senior Labour Party staff and others at Esher. Administrative & Organisational Issues
- Various meetings with Andrew Murray, Chief of Staff.
- Quarterly meeting of Management and Regional Secretaries.
- Various meetings to discuss Birmingham Project.
- Various meetings with Assistant General Secretaries and Directors.
- Meeting with Sharon Graham to discuss organising department and membership growth.
- Meeting with Sharon Graham, Executive Officer, and Tom Woodruff, Executive VP of SEIU.
- Meeting to review Motions and Amendments submitted for Unite Policy Conference.
- Meeting with Chair and Secretary of the Officers' Committee.
- Executive Council meetings at Policy Conference.
- Meeting with Regional Secretaries at Policy Conference.
- Meeting with Jimmy Kelly, Regional Secretary, and Brendan Ogle, Regional Officer, to discuss industrial and political developments.

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- General meeting of all Welsh Officers in Cardiff.
- General meeting of all South West Officers in Bristol.
- Meeting with EC member Trustees of Unite Pension Scheme. Constitutional Committees & Industrial Matters
- Meeting with Chris Hobbs, Unite Senior Convenor Heathrow, and other convenors.
- Meeting with Steve Turner AGS, and Mike McCartney, NO – Retired members.
- Attended and spoke at Unite Construction NISC.
- Meeting with National Express, joined by RMT, Aslef, TSSA, ITF and US Teamsters.
- Meeting with Maria da Cunha, Director of People and Legal, British Airways.
- Meeting with Vicki Hunt, Heathrow Terminal 4 Branch Secretary.
- All-stewards meeting at Heathrow.
- Visit and tour of Port Talbot Steelworks.
- Meeting with Martyn Coffey, Chief Executive Marshalls plc.
- Meeting with Legal & General stewards and reps. Principal Media
- Tribune, monthly column.
- Interview with Ed Schultz, RT America, on European Referendum.
- Interview, Pienaar's Politics, Radio 5, 3rd July 2016, on Labour Leadership.
- Interview, The Andrew Marr Show, 3rd July 2016.
- Interview, The World This Weekend, 3rd July 2016.
- Interview, Today Programme, Radio 4, 12th July 2016.
- Various media interviews at Unite Policy Conference including ITV, Channel 4, BBC and Sky.
- Filming for Unite Blacklisting film.
- The Saturday Interview, The Guardian, 23rd July 2016.
- Interview with Steve Richards, The Corbyn Story, BBC Radio 4.
- Since the last EC the General Secretary has been mentioned over 600 times in online and print media and received almost 300 mentions in broadcast news.

UCATT DISCUSSION; Documents 5.1.1 Final Heads of Agreement & 5.1.2 Instrument of Transfer.

Len opened the debate on the recent discussions around the Transfer of Engagements of UCATT into Unite. He pointed several key points;

- Unite's construction sector were in full agreement and looking forward to UCATT joining.
- UCATT in financial difficulties, hence the need for joining us.
- Only having this debate because we, Unite are a hugely successful union!
- GMB were also interested in UCATT, however Unite soon became the preferred option.
- Time is of an essence as UCATT will be taking this to their Conference to decide if they wish to join Unite.

There was then a full detailed debate amongst the Council, including some key points below;

- Concerns over Gender balance. Unite's Equality agenda should cover this. In fact, it could be said that UCATT's membership has a better gender balance than presently at Unite.
- Concerns that Unite were given too many concessions, Len made it clear that we only gave things in an to attempt eliminate GMB from the discussion, this has worked even though GMB's offer to UCATT was a very good one!
- Concerns around the financial implications of this Transfer, the Legal Director advised the Council that he had full confidence that there were no issues and in fact it was an opportunity too good to miss.
- Concerns over construction having 8 seats on the new Executive. Len responded by saying that all of our predecessor Unions have failed to organise in Construction, this is a great opportunity and the 8 is made up 4 Unite and 4 UCATT and allays their fears that they would be "swamped".
- Concerns over the fact that UCATT have 14 Union Learn Officer and the Union Learn funding stream issues, Len responded by saying this will work in line with our ULF strategy and will be dependent on Government funding.
- Concerns on Pensions, Finances, too many employees, Len and Ed gave commitments to the Executive that re-assured the Council.
- Why are branches part of the 3 year transitional period? They can adopt, for example our 2.5% branch Strike fund contribution until they adopt all of the Unite rule book in 3 years time and this process could well be much quicker than the 3 years.
- Assurances were given that all transferee's will be Rule 6 compliant.

It was very clear that most of the Executive Council were becoming more comfortable with the responses from the General Secretary with regards to their questions and challenges, However there was still real concern from a large proportion of the Council regarding the position of 8 Construction Delegates (4 Unite, 4 UCATT) on the EC for the 3 year transitional period.

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After further detailed excellent debate, it was eventually put the Council to decide whether to continue with Due Diligence.

It was AGREED to continue with the transfer process of UCATT to Unite. This will obviously be dependent on UCATT's conference decision.

Strategy for Growth

Document 6.1, Organising and Leverage Report.

OVERVIEW

Broad Industrial Strategy (Work, Voice & Pay) Industrial Data

- Launched at Policy Conference and has already proved to be popular with activists. 2,150 Shop Stewards / Reps have already accessed the data Planned enhancements to search engine to be completed by the end of October. Over 75% of relevant pay and anniversary data now collected Over 23,000 workplaces set for bargaining in the first six months next year. Further requested Briefings – NISCs/Tutors Requests from Denmark/Germany/Australia to roll out BIS style programme Industrial Guides and Templates Additional guide on Apprenticeships Management Tactics Template to be finalised
- Guides being widely accessed by Shop Stewards / Reps. 2,771 Shop Stewards / Reps who have accessed the industrial guides on-line 100% Unite 100% UNITE has delivered a total NET membership gain of 97,345 18,853 new joiners since the last EC Over 73% of the Regions' agreed 2016 joiners target delivered
- 12 week pay campaigns. Over five hundred 100% campaign workplaces entering negotiations between January and March 2017

Growth

Public sector growth campaign Campaign has delivered 5,688 new members. Increase of 3,066 since last EC. Convenors Planning Session September 2017 Energy and Water (Sector Organising) Reconnaissance complete, sector organising to begin in the autumn 3 NW Aerospace Campaign

- EDM – Newton Heath Manchester. From no members and no recognition, to 51 out of 70 workers on the shop floor and collective bargaining.
- BWT Senior Aerospace – Poynton Macclesfield Cheshire. From no members, to 106 out of 190 workers and CAC application submitted. WM JLR Salaried Staff
- Whitley. 220 new members

LE Housing branch assistance Preliminary paper to be prepared to help map branch employers across the UK

Construction database (ABI) New database to help organise construction workers

Finance Organising Planning session assistance Barclays Legal and General

Leverage

Unite is trying to regain Facility Recognition from Tory Bromley Council, by trying to create a whistle blowing campaign.

National Express Strategic assistance and Leverage Report provided to the Teamsters. Leverage report finalised. Teamster's briefings scheduled.

Eversheds

Anti-union corporate law firm continues to advise firms on Unite Leverage.

Broad Industrial Strategy (Work, Voice & Pay) Since the last EC, the Department has continued to develop our Union's Broad Industrial Strategy. A core element of the long term approach is to increase the coordination and standard of all areas of collective bargaining. The first stage of this process has involved producing industrial guides and templates coupled with the collection and preliminary analysis of basic industrial data.

Industrial Guides and Templates

In the last quarter the Department has drafted a new template agreement for Apprenticeships. There are plans to produce further templates and guides, including a guide to new management techniques. The guides have proved to be extremely popular with Shop Stewards / Reps. In addition to the numerous requests from Regions and Sectors for hard copies, thousands of our activists have accessed the guides and templates on- line: Shop Stewards / Reps who have accessed the guides on-line: 2771

Industrial Data

Following the launch of Unite's Industrial Data at the Policy Conference, which for the first time gives our Shop Stewards / Reps access to the latest pay deals and negotiation dates across our Union, we have seen a tremendous amount of interest from activists: Number of Shop Stewards / Reps who have accessed the data: 2150

The demand for industrial data from Shop Stewards / Reps has led the Department to work to further develop the functionality of the search engine. By the next EC we will have completed our planned improvements and simple search options will then include:

Top pay deals by sector

Average pay deals by sector

The analysis of data received for workplaces where the employer has ten or more Unite members, shows that we have now collected data from more than three out of four relevant workplaces.

Document 7.1, Manufacturing.

A full report was given, the main points are outlined below;

The Office for National Statistics reports that between April and June industrial output grew 2.1%; however, manufacturing output fell by 0.3% following the Brexit referendum.

The Markit/CIPS Purchasing Managers Index (PMI), which is used to measure confidence and track future GDP, came in at 48.2 in July, down from 52.4 in June. A reading below 50 suggests that activity has contracted and this is the lowest reading since February 2013. For contrast, the PMI index for Eurozone manufacturers marked its 37th straight month of growth, predominantly due to German output.

The PMI score reveals the impact of uncertainty on industry which will overshadow the short-term boost to exporters caused by the devalued pound. Despite this boost, the ONS reports that the UK trade deficit has continued to rise by £0.9 billion to £5.1 billion.

Manufacturing and Brexit

The decision to leave the European Union will have a significant effect on the UK's manufacturing sector in the coming months. This was highlighted in the statement carried at the Policy Conference.

The Unite Manufacturing Combine organised a seminar where Brexit and manufacturing were discussed. The key issues discussed were the need to remain in the single market; no triggering of Article 50 until we have a good idea of what Brexit would look like; defending employment rights for UK workers and the ability to influence any Brexit discussions by Unite in the manufacturing sector along with issues such as procurement etc.

A document setting out a strategy for manufacturing and Brexit is currently being produced and should be ready for publication soon. This has been done in conjunction with a number of industry bodies who have expressed a similar view to Unite in regard to protecting manufacturing jobs.

North Sea Dispute – Wood Group

At the time of writing, following a series of well supported strikes on the North Sea, discussions have been re-opened with the contractors, Wood Group, who are contractors on Shell Assets in the North Sea, to settle the dispute. A verbal update will be given by the AGS as discussions are still on-going.

Save our Steel At the time of writing Tata Steel have withdrawn from sale its UK businesses while all "other options" are explored, including maintaining their investment in the UK steel industry.

The Speciality Products division is however likely to be sold as a separate entity to an as yet unknown purchaser and for the remaining steel companies such as Port Talbot and those in South Wales and elsewhere – the future remains uncertain.

It is clear that Tata are looking to reach some agreement or partnership with the German steel company ThyssenKrupp. A merger between ThyssenKrupp and Tata is finding opposition from the 3 German metal workers Union, IG Metall. Unite and the steel unions are looking to have discussions with IG Metall on this matter.

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The other outstanding issue is the British Steel Pension Scheme. It has been the policy of the Steel Unions to keep the scheme out of the Pension Protection Fund however with the change of Ministers it is proving to be extremely difficult to pin down anyone in Government to discuss this at this stage and there is media speculation the Scheme will eventually end up in the PPF.

We have been seeking a meeting with Greg Clark, the new Secretary of State at Business, Energy and Industrial Strategy and we have also been calling for the Steel Council to be reconvened as a matter of urgency. However at this stage no response has been forthcoming.

It is intended to keep the profile of Save our Steel at a high level including a presence at the TUC, Labour Party and Conservative Party with other local initiatives taking place over the Autumn.

Government Industrial Strategy

The Business Innovation and Skills Department has now been renamed, "Business, Energy & Industrial Strategy".

The Prime Minister has publicly said having an industrial strategy is a priority which is what Unite have been saying for the past five years and it will be interesting to see how the Conservative Government intend to take this forward – if at all.

As a result the BIS Select Committee has launched an enquiry into the Government's "industrial strategy" and Unite has been invited to submit evidence. This is now underway and a substantive document is being prepared as our evidence to the BIS Select Committee – A meeting with Shadow BIS Secretary Jon Trickett is being arranged.

Unite Manufacturing Strategy

At the time of writing we are planning to update our Manufacturing Strategy to include issues such as the Digital Revolution, skills, procurement, investment etc. which will take into account the changed landscape we are facing.

Skills & Training

The Government have finally announced the arrangements for the application of the Apprenticeship Levy. Following a Government re-shuffle there was concern that the timetable for implementation of the Levy would be delayed which would have had an affect on many manufacturing companies taking decisions in regard to the September 2016 intake of apprentices.

However the Government have announced they intend to go ahead with an implementation date of April 2017.

All companies and organisations with a payroll of over £3m will be required to pay the Levy which will be collected by HMRC.

There are still considerable concerns in manufacturing companies about the Levy and our main concerns have been the quality of the apprenticeships which will be covered and the lack of Union representation on the body overseeing the Levy.

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As previously stated the Levy will apply in all sectors of the economy but its impact will be felt largely in industries such as manufacturing, construction, energy etc. My colleague AGS's may also comment on how the Levy may affect their own sections.

Snapshot of Pay Deals

Kone 2.25% 1 April 2016

Indesit 2.0% on basic rate. Overtime at double time. 1 June 2016

Adare 2% 2016

Woodlands Logistics 2%

Owens Illinois 2%

Unipress 2.1% & 3.1% 2016 & 2017

Graphic Packaging 2% + 1 days holiday April 2016

Document 7.2, Services.

Introduction

Good solid work is delivering reasonable pay deals across a number of sectors. Unite can be proud that our members stance at Fawley Oil Refinery delivered equal pay for workers recruited from Portugal and Bulgaria bringing their pay up from £48 to £125 per day backdated to September 2016. Less welcome is the continuing challenge by employers to pensions and in particular defined benefit schemes. This said, Unite's pushback in negotiations is helping weather the storm.

The Manufacturing report highlights the current state of play with apprenticeship reform, including the apprenticeship levy set up to deliver the government's pledge of 3 million apprenticeships by 2020. Unite's key objective is to hard wire quality into every scheme where the union has influence. Unite members employed at Sellafield took a principled stand, successfully defending the T&Cs of apprentices and Unite at Hinkley Point C Project brought together 300 apprentices in readiness for the government to give the go ahead for this major infrastructure project.

Government's support for HS2 is welcome and the AGS was invited to present to the HS2 Board 'Building on Experience – Olympic Park, T5 and Crossrail', which was an opportunity to highlight the critical role of the client and the necessity of legally binding agreements with contractors from Tier 1 suppliers and throughout the supply chain.

Unite is balloting HE members on pay, within timing to ensure coordination with other unions around a possible strike date of 11 October. Unite at Capita Life & Pensions have suspended further strike action as employers have moved to an improved offer. Unite members at Prudential have delivered a whopping mandate for industrial action in opposition to offshoring IT to Mumbai and the press coverage has been incredibly supportive with 100% positive comment online. A breakthrough in communications to members at Barclays is the National Pay Team's decision to send a leaflet to member's homes outlining the finding of a survey ahead of pay talks despite the banks objections. Unite has secured the Chair role of the newly formed HSBC EWC placing an activist in this pivotal role. 'Digitalisation' is a challenge Finance has to grapple.

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The Unite led 'Labour Local Government Trade Union Principles 2016' pledge is being promoted by Labour LGA leader Nick Forbes and Grahame Morris MP and discussions are underway to ensure a process to nip in the bud actions by Labour councils that undermine trade union organisation.

Following a successful pilot Health is launching a 'Race Forward' equalities toolkit ironically at the same time that Unite and PCS are campaigning against the death by a thousand cuts of the E&HRC. Meanwhile Unite's equality profile for women in construction is being raised jointly by young women activists and the 'Light Up The Bridge' project.

Health has renewed the sector's campaign plan and committed to at least one issue based campaign per Region.

The MoD & Government Departments Sector ask the EC to agree 'Government Defence Prisons Contractors' as the sector's new name reflecting the nature of changes across the UK.

A full report was then given, the main points are outlined below;

Pay Parity at Fawley Refinery

A second 24 hour strike involving 20 specialist workers employed by Italian company Nico Industrial Services at the Fawley Refinery of industrial action by Unite members was called off as victory was in sight.

Our colleague Malcolm Bonnett negotiated a pay parity deal for Italian and Bulgarians workers who were being paid £48:00 for a 10 hour- day.as their British counterpart were on £125:00 for a 10 hour-day. The company have agreed to pay parity backdated to September last year as all Nico workers will now be paid the same rate for the same job Equal Pay for Equal Work.

Hinkley Point C

Clearly the decision by the Government to reconsider the project, following a Final Investment Decision by the EDF French Board was a massive disappointment. The knock-on effect for the 800 individuals on site is very destabilising and the project's future is unclear.

Confidence in large infrastructural projects is bound to be diminished to consequent threats to investment, jobs, skills, and will impact upon local economies. Whilst the Government makes up its mind, Unite has met with Government Ministers and Labour Politicians to press for renewed commitment to civil nuclear and in particular, Hinkley Point C and the strategically important low carbon development.

Capita Life and Pensions

The previously reported pay dispute in Capita has seen two sets of well supported strikes (a one-day strike in June followed by a two-day strike in July) alongside bans on overtime and on-call. The period has seen a marked increase in membership as officers and reps have used the dispute as an organising issue. A four-day strike planned for mid-August was postponed to allow for discussions with management to take place, following a slightly improved offer. At the time of writing these discussions were still taking place.

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Barclays

Unite recently polled all Barclays members on their views on pay and remuneration as part of the campaign in the lead up to the first pay negotiations for three years. The online survey had over 2,000 responses. The respondents said:

- 61% don't feel that Barclays recognise staff efforts in pay
- 79% said they do unpaid overtime and additional hours and of these 69% said this was due to increased workload
- 69% report symptoms of stress caused by their job
- 54% said that they don't feel Barclays operate an effective or fair performance development system.

Prudential

Prudential staff in Reading has voted to take industrial action following the announcement that the company will be offshoring skilled jobs to Mumbai. Members voted 97% in favour of industrial action over plans to offshore 81 jobs dealing with annuities to India.

The union has presented the company with an alternative business plan to make cost savings in this area and urged them to reopen discussions with Unite on this issue. The £2 million that will be allegedly saved by these jobs being sent to India contrasts with the four highly paid senior appointments recently made by Prudential UK and Europe chief executive, John Foley.

Members have voted not to co-operate or undertake any work related to 'Project Jupiter' which is the plan to offshore work from the Reading site.

Ambulance staff

We are awaiting meetings with NHS employers in mid-September to see if the long running dispute about pay and grading of paramedics will be resolved. If this does not happen we will be considering our response, jointly with the other ambulance unions, which may include industrial action following HEALTH 16 the recent positive consultation ballot by ambulance members. This issue needs national resolution, as many Trusts are implementing local joint negotiations to move paramedics onto Band 6, to prevent any more leaving for other Band 6 roles.

Junior Doctors

Dispute Unite in Health will continue to support Junior Doctors in their on going dispute with the Government over the imposition of the contract despite junior doctors rejecting the contract in July 2016.

First Direct

The de-recognition notice period issued by the employer in respect of the union's agreement in first direct has now been exhausted. The bank has formally notified our workplace representatives that they no longer have facilities and have instructed the union to vacate their allocated union offices. Attempts are on-going to re-start a dialogue to avoid a damaging recognition dispute.

EC members from Finance expressed their concern of not being involved in this issue and requested assurances that Unite will treat this issue as a Priority, the AGS is due to meet with Senior management on 21st September 2016 to try and resolve this issue.

Bristol City Council cuts

In mid-august Bristol city council announced that 500 jobs needed to be lost by the of end September, followed by another 100 job cuts then they needed to make a further 20 million savings. The council hopes to lose as many jobs as possible through voluntary severance, however compulsory redundancies will undoubtedly follow.

Services will be decimated affecting the most vulnerable and worsening the homeless crisis.

Strategic plans for the sector

The name change has now gone to the Chief of Staff. The change of name is: Government Defence Prison Contractors (GDPC)

Document 7.3, Transport & Food.

A full report was given the main points are set out below;

1. PROTECTING TRANSPORT AND FOOD WORKERS IN UK & IRELAND, ACROSS EUROPE AND WORLDWIDE

As can be seen in the attached National Officer Reports, some immediate negative impact from the EU Referendum result is being reported in terms of negotiations.

Our priorities remain to represent, protect and advance the interests of our members, recognising the impact of short, medium and long-term economic, social and workers' rights developments; and the vital importance of building trade union solidarity through industrial hubs throughout the UK and Ireland, across Europe and Internationally, linking up with the ITF and IUF as well as ETF and EFFAT.

In addition to the specific sector and company negotiating priorities covered in the National Officer reports below, Unite's Transport Matters Strategy and Plough to Plate Strategy set out our overarching priorities. We are also ensuring the requirements on companies in relation to the Modern Slavery Act and global supply chain reporting, Ethical Trading Initiative, Equal Pay Audit reporting and Apprenticeship levy are part of our strategies.

2. AUTOMATION AND DIGITAL REVOLUTION – TRANSPORT & FOOD

While our union has extensive experience throughout its history in dealing with the introduction of new technologies, the importance of ensuring as a union we remain at the cutting edge of developments is clear. Following the recent joint AGS and National Officers' meeting, when a major session took place on these issues, as can be seen from the National Officer reports which follow, the more recent developments eg platooning in transport, and the impact of automated labour management systems, are a central part of our agenda.

3. FAIR TRANSPORT PETITION – ECI European Citizens Initiative – Deadline 12 September 2016

PLEASE SIGN THE PETITION AND MAXIMISE SUPPORT FROM ACROSS OUR UNION, OTHER UNIONS, WIDER COMMUNITIES AND FAMILIES <https://www.fairtransporteurope.eu/>

This continues to be a major campaign. The Referendum vote to leave the EU underlines the importance of action to challenge the race to the bottom in transport across as well as within countries, and the petition therefore remains a serious priority. Unite's web-site features interviews with Unite transport workers saying what the petition is about and why all workers are asked to sign up. I am very pleased to report that the ITF has agreed to temporarily second Paula Brennan DHL shop steward to assist with developing the campaign with all affiliated transport unions across the UK and Ireland. The improvement in signatures across Ireland and Northern Ireland has demonstrated the importance of this decision, and action continues across the rest of the UK.

4. TRANSPORT AND FOOD SECTORS – POLICY CONFERENCE 2016

The Policy Conference took a number of important decisions directly on transport and food policy : Ownership Control and Regulation of Public Transport and the Transport System, Investment in Transport Infrastructure (NI), Public Transport/Greener Cities, Supermarket loss leaders, Food Standards/Hygiene issues, as well as wider issues with specific impact in transport and food, including : living wage and basic income, collective bargaining and national agreements, organising agency workers, challenge of the digital economy. There was also a strong involvement of transport and food/agriculture delegates, and the report on implementation of Policy Conference motions was agreed by Conference. A FAIR TRANSPORT PETITION STAND was also arranged to gain petition signatures. It was well supported, and thanks to all involved.

5. "BUILDING A WORLD CLASS BUS SYSTEM FOR BRITAIN" –

UNITE ACTION ON THE BUS SERVICES BILL I chaired a Unite meeting in Parliament in conjunction with the National Passenger Officer and Sector, which launched the Unite-supported research carried out by Transport for Quality of Life showing that deregulation has had a devastating impact on bus workers' pay, and the positive role of municipal bus companies in particular. The meeting was well supported by a range of specialist transport organisations including Campaign for Better Transport and Urban Transport, and all Shadow transport ministers. At the meeting the then Shadow Transport Secretary of State stated that Labour would oppose the clause in the Bus Services Bill prohibiting the creation of any more municipal bus companies, and would repeal it in the future should it be included in the final legislation – this remains Labour's position with Andy McDonald MP current Shadow Secretary of State for Transport. I also met with Roy Kennedy and Maggie Jones in the House of Lords together with John Neal, in order to discuss amendments and a range of considerations. Further detail is in the National Officer's report, I would like to take this opportunity to add my tribute to John Neal for all the important detailed research work he is doing in relation to the Bill and advancing Unite's priorities. Thanks too to Roisin McDermott in the Political Department for all her support.

6. MEETING WITH PATRICK MCLOUGHLIN SECRETARY OF STATE FOR TRANSPORT

Together with Paul Nowak TUC AGS and transport unions, the AGS met with Patrick McLoughlin on 4 July 2016, to discuss a range of issues, including : Rail, Maritime, Aviation and Bus Services Bill.

7. LOGISTICS ORGANISING – ITF - INDUSTRIAL HUB

Alongside the important developments on Warehouse subsector organising in Unite, covered in the RTCLRD report below, the AGS was very pleased to report on the success of another very important development, bringing together a number of key unions from Europe affiliated to the ITF who represent workers in logistics on the warehousing side. National RTCLRD Officer Matt Draper and Warehouse subsector chair Steve Stockwell who is now trained specialist in labour management systems, discussed their recent experiences with participants, and I was very pleased to bring support as AGS Transport and ITF Executive Board member and Chair ITF Women's Committee.

8. PETROLEUM DRIVER PASSPORT –

PDP Full details follow in the National Officer's Report, but pleased to report further increase in the number of passports issued to over 7,800. An equality audit of our members in the Downstream Oil Distribution sector has also taken place and shows almost half are aged 46-55, 3% are BAEM; 0.3% are women. Disability and LGBT monitoring shows 0.4% have declared they are disabled and 0.6% they are LGBT. The next stages of the "Well to Wheels" Unite Oil membership will be very important.

9. HITACHI –

On behalf of our rail membership, together with Tim Bush, who covers new developments Hitachi NEYH, the AGS met and discussed key issues with the senior representatives of the Federation of Hitachi Group Workers Unions in a meeting arranged with Simon Dubbins in the International Department.

10. HEALTH & SAFETY CAMPAIGN AGAINST GLYPHOSATE USED IN WEEDKILLER

This vital campaign is ongoing, and workers at risk are particularly in FDA, but also parks workers and gardeners who may be in other sectors will also be at risk.

11. GLA GANGMASTERS LICENSING AUTHORITY TO BECOME GLAA – GANGMASTERS AND LABOUR ABUSE AUTHORITY

Changes introduced in the 2016 Immigration Act mean the GLA is not only to have a name change, but will have additional powers to investigate labour abuses across the workforce. Concerns are that this may be without sufficient resources, and that the number of sectors identified as 'high risk' cannot be added to, so that in order for a new sector to be included, another would no longer be included. The licensing system currently in place for agriculture, food processing and shellfish sector employers/labour providers is a vital prevention of abuse, and the extension of such a system to other sectors is something our union, the TUC, Labour and others have campaigned for. I would like to thank Bridget Henderson and Anooshah Farakish for the important work they have been involved in on labour market abuse, forced labour and modern slavery.

12. TOLPUDDLE MARTYRS FESTIVAL 17 July 2016

The AGS said it was a great honour to speak on behalf of Unite at the Tolpuddle Martyrs Festival and to lay a wreath in their memory as well as being part of leading the march through Tolpuddle. She made the link between key issues for trade unionists today and those they faced in 1834. She was also honoured to introduce the following speakers, two of the freed Miami 5 from Cuba – in the words of the Tolpuddle Martyrs "We will we will we will be free!"

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

- a. DHL and JLR AGREEMENT – a major achievement in very difficult and demanding circumstances, a tribute to all concerned
- b. Gist AGREEMENT – again, after a period of serious instability, important agreement reached
- c. TESCO – Tesco Thurrock becoming part of the overall Unite organisation leading to proposed development of combine is very important step forward
- d. STOBARTS – important settlement of Holiday Pay strengthens case for union membership
- e. TEAMSTERS – NATIONAL EXPRESS – important advance after long running campaign as negotiations agreed
- f. DP WORLD/LONDON GATEWAY – has now elected 5 shop stewards following achievement of recognition agreement (4 men and 1 woman)
- g. RAIL DELIVERY GROUP – together with Tony Murphy we met with the RDG Chief Executive and discussed key issues for Unite in Rail
- h. BOMBARDIER – success in very difficult times with securing of 1,000 jobs
- i. NESTLE AND COMMONWEALTH WAR GRAVES COMMISSION both positive examples of union learning and apprenticeship training initiatives
- j. CARGILL MEATS AND UNILEVER both positive examples of achieving permanent jobs where agency worker in post for 12 months. Also recognition agreement at SODEXO – UNILEVER
- k. INTERNATIONAL – JAPANESE DELEGATION FDA – I was proud and honoured to meet with the IUF-JCC delegation arranged by the FDA sector

First Hampshire and Dorset –

Drivers at Weymouth who earn only £8.80p per hour which is approximately £2 per hour behind the local average for bus drivers have been involved in eight weeks of industrial action following the breakdown in wage negotiations. In line with the managements aggressive stance the company has now suspended the check-off arrangements with Unite but of more concern is that the company has warned a number of drivers suffering from cancer and serious heart conditions that they will have their sick pay docked while the strikes continue. On the 26th July I met with the Groups senior management stating that as progress had been made in the Leeds and Glasgow disputes we should use the window of opportunity to settle the problem at Weymouth. The group are yet to respond.

Document 7.4, Equalities.

A full report was given the main points are set out below;

EU REFERENDUM : RACIST XENOPHOBIC ANTI-SEMITIC ISLAMOPHOBIC HATE INCIDENTS

Following the EU Referendum such incidents of hate based on race, nationality, language, refugee status, anti-Semitism and Islamophobia have been a horrifying and shocking reality. Unite has issued

clear statements and I wrote to reps confirming Unite's policies and procedures, and reproduced our clear message as both posters and stickers (electronic and paper) : UNITY not division – EQUALITY not discrimination – TRADE UNION RIGHTS not exploitation – SOLIDARITY not hatred. This has been widely distributed and very well received.

EU REFERENDUM : EQUALITY RIGHTS UNDER THREAT –

As can be seen from the reports that follow, Unite Equalities has taken part in a number of initiatives to monitor and check equality rights achieved through joint campaigning with trade unionists across Europe. It will be essential that these are protected as part of negotiations over implementation of the EU Referendum decision, and we must not let up pressure on the Tory government who are on record as viewing many such rights as 'burdens on business' that they want to remove.

UNITE POLICY CONFERENCE 2016 AND EQUALITIES

A number of powerful debates on equality motions were agreed at Policy Conference covering : Precarious work and women, Ensuring equal pay implementation, Creating supportive environments for breast-feeding, Childcare – impact on women's activism, Stand up to Racism campaign, Immigration Act 2016, BAEM workers internationally, Mental health, Stress, Workplace reps/Disabilities, Hidden disability and neurodiversity awareness, LGBT survivor pensions equality, Trans rights, LGBT rights in Jamaica, Bullying Harassment and Wellbeing at work, Equalities monitoring, Equality training, HIV support services, Mobility insurance, Save the EHRC. There was good involvement from the diversity of delegates, with the Chair particularly ensuring delegates who had not spoken previously had the opportunity. The Unite Equalities Fringe meeting "Standing up for Equality" was very well-attended, with strong contributions and participation. The Unite Equalities Stand, which included taking photos of delegates holding up a "Standing up for Equality" message, was well-supported. The equality implementation reports were agreed by Conference.

UNITE EQUALITIES CHAIRS, VICE-CHAIRS AND EC MEMBERS WORKING GROUP MEETING

This was held during the quarter to discuss cross-cutting equalities issues and priorities, including advancing equality at the workplace and in the branch; promoting union equality reps and audits; ensuring effective Regional equalities committees coordinating with National; Policy conference reports and preparation and Rules conference implementation. The meeting also strongly welcomed the EC decision that each National equalities committee could nominate a delegate to Policy Conference.

UNITE NATIONAL WOMEN'S WEEK

This took place in July and I was both impressed and inspired by the speeches delivered by delegates from each of the four courses in the closing plenary session, demonstrating the commitment and skills they had undoubtedly gained individually and collectively throughout the week. I would like to thank all the participants, including two from our sister union the USW, together with Chantelle Brown and Siobhan Eneadean, who, together with the tutors and speakers, ensured a very positive and successful week. A report is attached and a more detailed report is available.

INTERNATIONAL TRANSPORT WORKERS WOMEN'S COMMITTEE AND VIOLENCE AGAINST WOMEN –

Following on from the recent Violence against Women Action Forum, the ITF Women's Committee is now involved in preparations for the ILO development of a new standard on gender-based violence at the workplace. This is important for all working women, but it has been identified that women transport workers are particularly at risk.

WOMEN WORKERS UNITING –

As reported at the last EC, video conferences have continued to be held involving Unite and USW teams in London, Pittsburgh, Toronto and Belfast. We have further developed our action agenda : strengthening our social media presence web and Facebook, Women Workers Uniting logo design, survey actions proposals, sharing model agreements particularly around older women at work, health, menopause, as well as equal pay and pregnancy.

MIGRANT WORKERS –

As part of Unite's response to the shocking threats and attacks on migrant workers, as well as further taking forward the discussions held around the remitted Rules Conference amendment on ethnic monitoring, plans are developing for an industrially-focused Unite Migrant Workers Conference.

MIGRANT DOMESTIC WORKERS – INTERNATIONAL DOMESTIC WORKERS DAY –

Proud to be part of the incredible event held in front of the Houses of Parliament for International Domestic Workers Day, speaking out and ensuring support on behalf of Unite alongside many others, including a very large number of migrant domestic workers who had arranged a series of performances and presentations to promote the campaign and build strength.

DISABILITY ACCESS FUND –

As reported at the last EC, the concerns have been followed up and a revised proposal following Rules Conference has been drafted.

TUC LGBT CONFERENCE 2016 –

The AGS was very pleased to be able to attend part of this year's conference, to hear powerful and effective Unite contributions and to listen to the debate. The theme of the conference was TU Solidarity with LGBT Rights, and Unite promoted the LGBT Steel campaign.

EQUALITY MONITORING –

Further action is being developed following the EC decision in relation to ethnic monitoring, and in taking forward remitted Rules Conference amendment on LGBT monitoring.

REGIONAL WOMEN'S & EQUALITIES OFFICERS MEETING

This was held to ensure effective coordination and implementation of Unite Equalities priorities. Tribute was paid to Elaine Dougall who has been appointed RCO.

UNITE EQUALITIES MATERIALS –

We are following up requests to more effectively promote Unite Equalities materials on the web-site.

Please note following points in the NOs' reports:

- WOMEN – Women's Pension age rises and inequality, particularly the role of WASPI; Working women and Dress codes; Attacks on a Woman's right to choose
- BAEM – Immigration checks and workplace raids
- DISABLED MEMBERS – Mental health and hate crime; Disability Access to Unite's web-site
- LGBT – LGBT steel campaign and Unite action

ESS ENGINEER SURVEYOR SECTION OF UNITE CONFERENCE July 2016 –

The AGS was honoured to be invited as AGS to address the ESS Annual Conference. A wide-ranging discussion took place relating to my responsibilities for Transport, Equalities and Food sectors, and I would like to take this opportunity to thank all concerned.

LABOUR PARTY TREASURER

The AGS reported to the EC that she has been elected unopposed as Labour Party Treasurer for the coming period. While a great honour, and while the elimination of the legacy debt, achievement of a credit balance, defeat of the worst Trade Union Act political fund attacks, and doubling of Party membership have been major financial successes, I remain only too aware of the potential volatility of Labour Party finances and the long-term threat of the Trade Union Act changes we did not defeat.

DISABILITY ACCESS IN UNITE - Unite National Access Fund

Introduction

Unite Rules Conference 2015 agreed to establish a National Access Fund :

There shall be a national access fund for the provision of British Sign Language/English interpreters, communication support or other forms of support as required by deaf or disabled members so that they may access branch meetings, national meetings of other union events.

In implementing this rule amendment, the Executive Council has considered the current situation in terms of :

- (a) Current practice in Unite on providing disability access to Unite committees and conferences, which is covered by existing procedures. It is not proposed to change these arrangements
- (b) Branch Administration Allowance which should continue to be used to support disability and other forms of access for members to the branch.
- (c) The existing Unite Access Guide "Planning and Organising Accessible Events and Meetings", which is attached for information.

Unite National Access Fund

The Unite National Access Fund will be overseen by a sub-committee of the EC/F&GP. Requests for financial support from the Fund shall be submitted to the sub-committee, which will meet twice a year to consider these requests and allocate appropriate support from the fund in line with the following guidelines :

1. The National Access Fund is to support access of disabled people to Unite.
2. The National Access Fund is complementary, but not a replacement for existing procedures, Branch Administration Allowance and Unite Access Guide good practice procedures (see above).
3. The National Access Fund will be used to support innovation and the development of good practice in access of disabled people to Unite, which builds and strengthens the union. It will not normally be used to fund access to the regular meetings and day-to-day running of the union. Applications for support from the Unite National Access Fund will be presented to the sub-committee.
4. It is proposed that an initial grant from the General Fund of £5,000 be allocated to the National Access Fund, and that a report will be submitted to the EC after each meeting of the sub-committee, and a review of the Fund will be carried out after the first 12 months operation. The sub-committee will be supported by the AGS for Equalities/National Officer Equalities : Disabled Members and the Executive Finance Director.
5. It is further proposed to collate and disseminate good practice in ensuring access of disabled people to Unite; and the AGS for Equalities/National Officer Equalities : Disabled Members and National Disabled Members Committee with Regional Disabled Members Committees will be charged with taking this proposal forward.

This paper was discussed and subsequently Agreed.

Departmental reports

Document 8.1, Political.

A full report was given, main points below;

Introduction

Since this EC has last met:

- Jo Cox MP was the victim of a shocking and disturbing murder
- Britain voted to leave the EU
- A new Prime Minister, Theresa May, has taken over in Downing Street
- Boris Johnson is the Foreign Secretary
- The Labour Party has been plunged into a needless and distracting Leadership contest.

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The consequences of all these changes will be difficult to predict but certainly far reaching. It is crucial that we pick up the rubble and re-build so that the Labour Movement can provide an effective fighting alternative to the Tories. Unite will be central in that process.

While the Labour Party have been fighting an internal and unnecessary leadership election the Conservative Party picked up the pieces following the referendum result and moved to consolidate their hold on power. This is now playing out in the opinion polls, unsurprisingly.

Theresa May's rhetoric on the steps of Downing Street was on social justice but this looks like proving a mirage. There will be no let up on assaults on trade unions. Wealth/income inequality will remain as great as ever. The National Health Service will continue to be underfunded along with other public services.

While May is currently having a political honeymoon she is coming under increasing pressure to explain just what the sound-bite 'Brexit means Brexit' means. Splits in the Conservative Party are also beginning to appear over education and her support for more grammar schools. She is not invincible.

It is imperative that following the Leadership election all sections of the Labour Party accept the result and work to take the fight to the Tories. This will by no means be easy but, here again, Unite can and must play a decisive part in re-establishing the broadest possible unity.

Labour Leadership Contest

Unite has supported Jeremy Corbyn in the Leadership election. Our Policy Conference passed the following motion:

Composite #41: Labour Party Leadership

Conference congratulates our union for the support to the Labour Party and particularly Jeremy Corbyn who was elected on a 60% majority. Furthermore, there are 100,000 Unite members that have joined /re-joined since this outstanding victory.

Conference notes that Jeremy was elected as leader last September by an overwhelming majority of Labour party members, affiliates and supporters and that in the two week period since 23rd June alone, membership of the Party has increased by 128,000 to make Labour Party membership the highest it has ever been.

Conference recognises that the outcome of the UK's referendum on EU membership has significant economic and political implications at UK, EU and global levels. Now that the decision to leave the EU has been taken, the labour movement urgently needs a positive programme for England, Scotland, Wales and Northern Ireland post-EU. This must be based on a break from the neoliberal free-market agendas of both the UK government and the EU, along with a strong platform of workers' rights, civil rights and equality.

This conference believes that Jeremy Corbyn's leadership is much better placed to provide a positive way forward than the failed New Labour alternatives.

However, it notes that it is unfortunate that number of Labour MPs continue to denigrate his leadership, especially in the media and other public forums.

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Conference deplores the despicable behaviour of Labour MPs who have used a vote of no confidence to attack Jeremy Corbyn in an attempt to force him to resign as Leader of the Labour Party.

Conference therefore would remind delegates that all Labour Party members, including MPs, have a duty to respect democratic decisions of its members. Conference calls upon all CLPs to urge their MPs to unite behind the democratically elected leader of the Party and concentrate on representing those who elected them who need a united party now more than ever before.

Conference urges all concerned to re-double their efforts to ensure Jeremy Corbyn is elected the next Prime Minister of the United Kingdom.

Further, Conference confirms its support for Corbyn as Leader and resolves to campaign for his re-election should there be a leadership challenge.

The campaign this summer has reached 10,000s of people attending rallies and volunteering. Jeremy has set out a renewed policy stall which is a good foundation to build a Labour manifesto on. Although the contest has divided the Labour Party it potentially provides a springboard to make progress on the policy issues that have been raised in the summer.

Affiliated Supporters

Recruitment

Unite had a significant campaign during the Labour leadership election last year to recruit affiliated supporters. Every phone number held by the union for political levy payers was called, we emailed levy payers including the very successful use of 'one-click' emails, in which members only needed to click a link in an email to sign up and Unite could submit their details. We sent targeted direct mail in regions, we asked members to sign up via SMS requiring only simple replies, we had a workplace campaigns run by regions using paper forms and direct changes in the membership system using the workplace portal.

This year, the aim was to build on last year's work, learning from what had worked well. The time restrictions of the sign-up period meant there wouldn't be a campaign on the previous scale, and where possible, members who had already said 'no' were not contacted again.

It was important to make it as easy as possible for members to sign up while getting all of the necessary evidence to the Labour Party that applications were genuine. We streamlined the ways members could sign up, removing the option to make direct changes in the membership system and setting a deadline on the return of forms to ensure everything could be submitted in time.

The main method for sign up was a form on the Unite website, refreshed from last year. This form went straight into the Labour database and meant that members could apply online right up until the deadline. The form was used widely in workplace campaigns run by regions using posters and leaflets distributed by the political department. A national email was sent to eligible members and in response to queries from members. The webpage and campaign was featured prominently on the home page of the Unite website to capture any interested members who had looked for how to sign up.

A direct mail was sent to a target group of 50,000 members who had had no other contact about the campaign and who, from research, we thought would be most likely to open and return. The return was as simple as possible – just a date and signature returned in an enclosed freepost envelope.

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A 'one-click' email was sent allowing members to sign up as affiliated supporters and also giving the option for members to sign up only to the collective affiliation. The union needed to already have a record of information needed for an application (date of birth, full address, etc.) for members signing up with this method, so a database was created for the purpose.

We had an active social media campaign, driving people towards the online form.

There were two criteria that affiliated supporter applicants needed to pass to be accepted: that they were registered electors in the UK and that they supported the aims and values of the Labour Party. The Party ran checks for both of these criteria. At this point an individual relationship was established between the Labour Party and the applicant. Unite was not given details of members who had failed checks and had no formal role in the checking or appeals process.

Applicants who failed the electoral register check were emailed by the Labour Party and asked to give evidence that they were on the register. This evidence included forwarding an auto-response to a registration application which can be done online in minutes. Even still, significant numbers of members failed this check and since Unite was not given any details of members who had failed unless the member got in touch directly, there was not much that could be done.

Results

Given the time restrictions, the result – an increase in the number of affiliated supporters – was a success.

Affiliated supporters from 2015 did not need to reapply, but they did need to pass the two checks. Of the 2015 affiliated supporters, 84,678 were still members of the union and these went forward to the Labour Party.

As well as this group from last year, the following numbers of applications were submitted, although this does include duplicates i.e. members who had applied through multiple methods or applied multiple times via the website.

- 19,625 members signed up via the website (through workplace campaigning, social media and email)
- 3,012 members signed up by the one click email (an additional 2,018 members signed up to the collective affiliation)
- 4,526 signed up from the direct mail, a 9% return
- 537 had signed up via MyUnite
- 300 signed up on forms

On top of these, we worked out a deal with the Labour Party allowing us resubmitted 7000 applications from 2015 for electoral register checks after they had failed the check last year.

Finally, the online join process for new members of Unite was changed early last year, meaning the new members could sign up as affiliated supporters simply by ticking a box. This resulted in 4600 new applications between August 2015, when application were last submitted, and January 12 2016, the

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freeze date for this election. This has been a really encouraging part of the campaign. The numbers of new members signing up is currently higher than affiliated supporters who leave the union, meaning the numbers of affiliated supporters will hopefully show sustainable growth without the need for big campaigns.

In total after duplicated applications are taken into account, we submitted 116,044 applications. Of these, 105,711 were accepted as affiliated supporters and will get a vote. This fall-off of applications to accepted affiliated supporters is in line with what we experienced last year because of electoral register checks, so is what we expected. Unite members are by far the largest single block of affiliated supporters.

Turnout

Once the campaign to recruit affiliated supporters had finished, the focus switched to turning those voters out to support Jeremy Corbyn. In 2015 the turnout among affiliated supporters was 48.3%. Separate figures for Unite affiliated supporters were not available. Jeremy Corbyn won 58% of the vote among affiliated supporters. The aim of the turnout 6 phase of the campaign, therefore, was to increase turnout and the vote for Jeremy Corbyn. The signs were positive that this would be possible. A YouGov poll of 30 Aug found, among affiliated supporters, Corbyn with 54%, Smith on 33% and “don't know” on 13%.

The most important communication was to get a direct mail out to all affiliated supporters before any ballot papers were distributed. The envelopes for this direct mail made clear to members whether they would get an e-ballot or postal ballot. On top of the direct mail, an email was sent to all affiliated supporters who will get an e-ballot and a text message to all affiliated supporters making clear whether they would get an e-ballot or postal ballot.

The messaging for this year's leadership election made it very clear that the union is endorsing Jeremy Corbyn. Affiliated supporters are told how and why the union came to this decision.

In addition to the central communications about Unite's nomination, regions are encouraging affiliated supporters to vote through phone banks and have arranged meetings to organise activists.

Parliamentary Activity

We continue to have a good working relationship with the Leader's Office, Shadow Cabinet members and the Unite Group of MPs. Parliament has mainly been in recess since the EC last met. However our Parliamentary work continued to be busy.

a.Trade Union Act

Since the last meeting, our focus has remained on the Trade Union Act by way of responding to new government consultations on a specific set of issues.

It is worth reiterating, that we remain opposed to the Act in its entirety as these changes shackle the trade union movement, leaving it subject to strict regulations which do not apply to any other business or organisation. However, we are engaging in the process in order to get the best and most reasonable outcome possible for our members and those across the trade union movement.

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Specific consultations were held over the summer on the timeline of the transition period for implementing the changes to union political funds. Understandably, we pushed for as long a transition period as possible for similar reasons as we opposed the legislation in the first place. There were practical reasons behind this including timing of our next Rules Conference (not until 2019).

In addition to this, since the last meeting our legal department has also drawn up Unite's submission to the government consultation concerning the new regulations around thresholds and picketing.

b. Sports Direct

Just before recess, the Business, Innovation and Skills Select Committee published its report into employment practices at Sports Direct.

We did lots of work with the committee as a whole, and with Ian Wright MP as the Chair, from beginning to end of the committee's investigation, as well as providing written evidence of foul play experienced by our members at Sports Direct warehouses. Steve Turner and Luke Primarolo also gave oral evidence on behalf of the union to the committee in sessions at Parliament.

As a result, it was especially rewarding that the committee recognised the evidence offered by Unite and officially recognised that the denigration of workers, wage payment systems of dubious legality, a disregard for health and safety law and employment agencies of questionable probity are among the catalogue of abuses at Sports Direct and called on its owner, Mike Ashley, to take drastic action.

This does not mark the end of the campaign, we will continue to work with the Committee to secure better conditions for our members at Sports Direct as well as continuing to discredit and expose the exploitative "Sports Direct business model", which, unfortunately, no doubt exists elsewhere.

c. Workplace 2020

Workplace 2020 is the Labour Party's long-term project on workplace rights, which has Unite's full support.

Since the last meeting, the online consultation of members has opened, launched by Jeremy Corbyn alongside Ronnie Draper, General Secretary of the BFAWU, at an event at a Greggs Bakery in Enfield.

The online consultation represents a dedicated space online where people can share their experiences of the workplace – both positive and negative – as well as thoughts on what they would like to see the Labour Party adopt to make workplaces fit for modern Britain.

NEC

The NEC is pivotal in the current period. This year has seen CLP NEC elections in which the Centre-Left Grass Roots Alliance Slate won all of the places. This includes 2 new NEC members. Results:

BLACK, Ann 100,999 Elected

SHAWCROFT, Christine 97,510 Elected

WEBBE, Claudia 92,377 Elected WILLIAMS, Darren 87,003 Elected

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WOLFSON, Rhea 85,687 Elected

WILLSMAN, Peter 81,863 Elected

REEVES, Ellie 72,514

IZZARD, Eddie 70,993

BAILEY, Bex 67,205

BAXTER, Johanna 60,367

DHANDA, Parmjit 53,838

AKEHURST, Luke 48,632

WHEELER, Peter 44,062

GALLAGHER, John 22,678 8

GUL, Amanat 14,693

One of the central events of the summer was the Special NEC meeting on 12th July. This meeting was to decide whether Jeremy Corbyn should be automatically on the ballot paper or if he needed to seek MPs nominations. The votes and results at the at NEC meeting were as follows:

Secret ballot - 17 votes to 15 in favour

Accept mediation to run with Leadership election – 20 votes to 12 in favour

Jeremy Corbyn to be allowed back into the meeting – 16 votes to 15 in favour

Jeremy Corbyn is on the ballot paper without having to seek nominations – won by 18 votes to 14

Paper tabled for procedures for election of Labour Leader 2016 paper (including freeze dates, costs for registered supporters, procedural matters):

Freeze date proposed of 24th June 2016 – 14 to 14 (so proposal fell)

Registered supporters fee £25 - - agreed by 15 to 12

Following the NEC meeting there have been several court cases contesting various decisions. In the end, the decisions of the NEC were upheld.

Wales

Although the Welsh Assembly Elections took place before the last EC that report did not sufficiently pay tribute to the achievement of our colleagues in Wales and the Welsh Labour Party.

Against all expectations Labour remained the largest party on the Welsh Assembly with 29 seats and 24.7% of the vote. This was in the face of a well-resourced Tory campaign and a hostile media to Welsh Labour.

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Not only were the Tories stopped in their tracks but many Unite candidates including Hannah Blythn, Lee Waters, Jeremy Miles, Jayne Bryant and Rebecca Evans were elected. This is all to the credit of Team Wales.

Scotland

The results of the Scottish Parliamentary elections and the EU referendum have significantly affected the political landscape in Scotland. The SNP continue to dominate (without an overall majority) and Labour has been pushed into third place behind the Tories.

The Leadership election and the union's support for Corbyn have dominated activities in recent weeks. Work is also being done with Scottish Labour MSPs to lodge motions reflecting policy positions adopted by our Scottish Policy Conference. Other activity including protests and media work is being done to pursue these policies.

Future Candidates Programme

The work of the Future Candidates Programme continues with its remit on addressing the very narrow social range from which MPs, including Labour MPs, have come to be drawn.

We are identifying credible candidates who could get through a selection panel and then go to win elected public office in local governments, the devolved administrations and of course Parliament.

We intend holding a further weekend course in November on communications emphasising public speaking skills.

Labour Party conference

The Political team has been working to organise for Labour Party conference. The union has submitted a motion on industrial strategy. The team will be working to facilitate the Unite delegation at conference. At the time of writing this report work is underway on preparations .

Labour Party Policy Commissions

Preparatory work has been undertaken to support Unite's contribution to the National Policy Forum process. The Political Department co-ordinated the submissions from Unite to the Policy Commissions on: Children & Education; Communities; Economy; Health & Care; Home Affairs; International; Transport. Although the National Policy Forum meeting scheduled for 2nd July was cancelled due to the leadership challenge, work has continued. There has been a thorough analysis of the Policy Commission documents and annual reports against the Unite submissions to see what has been accepted and what has been omitted.

Labour Party reform process

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

- Policy-Making Review.
- Gender representation, led by Ann Black.
- Under-representation, led by Jennie Formby.

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- 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 and support for councillors.

The Party Reform meeting was cancelled. It is presently unclear what is happening with the process.

Next Steps

Following the Leadership election the political team will be producing an inventory and a plan of what our key tasks are over the coming year.

The boundary review will be a significant piece of work.

Anneliese Midgley, Political Director will be getting around the Regions to meet key activists, Regional Secretaries, RPOs, Regional Political Committees to discuss issues and priorities in the regions.

Document, 8.2, International.

Executive Summary:

The UK's vote to leave the European Union on June 23rd 2016 has been the defining international issue since the last meeting of the Executive Council. Key points to note in this regard are:

- In addition to the internal chaos and confusion as to what will now happen in the UK, there is no doubt that the EU as a whole now faces an existential crisis;
- Those welcoming the UK's decision are essentially all the far right populist parties, such as the National Front of Marine Le Pen in France, the Dutch Party of Freedom of Geert Wilders, and even Donald Trump in the US;
- The leaders of the three main EU countries – France, Germany and Italy - all met during August in order to begin preparing how the EU will respond to the UK once Article 50 has been triggered;
- A staunch French federalist - Michel Barnier – has been appointed to deal with the negotiations on behalf of the European Commission; In addition to the EU situation other key points to note regarding UNITE's international agenda are:
 - The refugee crisis appears to be gaining momentum once again with thousands having been rescued in the week during which this report was compiled;
 - The situation in Turkey has deteriorated dramatically since the failed coup attempt and Turkey appears to be taking more direct military action in Syria against the Kurdish population;
 - The US presidential race is in full swing with US colleagues warning us that it is far from a foregone conclusion that Hilary Clinton will win - Nigel Farage has been sharing platforms and openly supporting the far right candidate Donald Trump;

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- The situation in Venezuela appears to be deteriorating sharply with the opposition forces ratcheting up their attempts to topple the government of Nicolas Maduro; 3
- In Brazil the left wing leader Dilma Rouseff has been removed from office in what commentators are calling a 'constitutional coup';
- The peace process in Colombia has now produced a full and final agreement between the government and FARC guerrillas which it is hoped will constitute the biggest single step towards peace in 50 years.

A full International report was then given, the main points being;

EU referendum:

There is no doubt that the vote to leave the European Union will have very serious implications for UNITE members. A number of immediate effects are already visible including:

- Multinational companies indicating that investment and location decisions will be adversely affected – including Nissan, BMW, Siemens, HSBC, etc.
- A sharp fall in the value of the pound, which although beneficial to exporters is leading to price rises of imported products and a possible rise in inflation at a time when interest rates need to be kept low in order to support the economy;
- A huge surge in racist attacks and hate crimes;

Although there is no clear position from the government as to what form of Brexit will be pursued, following the first Cabinet meeting since the summer (Wednesday 31st August 2016) it does appear that an acceptance of leaving the single market is beginning to emerge. This is due to the fact that in order to remain in the single market the UK would have to accept the free movement of labour, something deemed unacceptable by Brexiteers. Leaving the single market runs fully against the UNITE EC statement carried at the policy conference in July which made it clear UNITE believes remaining in the single market is a key priority.

In a further flagrant display of arrogance Teresa May has insisted that there will be no vote of parliament in order to trigger Article 50 and that it will be a decision she will take herself. This position is currently being challenged in the courts and is clearly at odds with the position of UNITE. There is also no clarity as to what the negotiating team will look like or whether devolved regions and assemblies and civil society will have any seat or say in the negotiations.

Although very little has been said in relation to workers' rights we are already having examples of companies indicating their intention to remove UK participation and/or dismantle structures that rely on European legislation.

IndustriALL Global/IndustriAll-Europe (manufacturing sectors): IndustriALL Global Executive Committee – Frankfurt 25-26 May:

Held in Frankfurt, the main discussion at this Executive Committee was finalising the preparations for the IndustriALL Global Congress to be held in Rio de Janeiro in October this year. UNITE gave an update on the crisis in the steel industry and thanked sister unions within IndustriALL for their

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solidarity and support for the Save Our Steel campaign. UNITE also spoke during the debate around trade policy and specifically the issue of China's market economic status. The issue of trade is likely to be one of the major areas of debate during the congress and together with the USW, Workers Uniting will be making strong interventions on this. There are currently three candidates for the position of General Secretary – Walter Sanchez of the CNM-CUT from Brazil; Kemal Ozkan, who is current IndustriALL global Assistant General Secretary and Atle Hoie from Fellesforbundet in Norway. Although Walter Sanchez is seen as the favourite for the position, it is clear that there has been a growing split between ex ICEM unions and those that were previously affiliated to the International Metalworkers Federation. UNITE are working closely with the USW to ensure we take a single Workers Uniting position to the congress with regard to elections for the new leadership.

Workers Uniting

Workers Uniting congress: Work has begun in preparation for the Workers Uniting congress due to take place in Washington in November. UNITE will be sending a delegation of around thirty to the congress which will cover the main areas of work – member to member; global solidarity; organising; education; communications and equality.

National Grid: an emergency motion supporting our USW colleagues in their fight to protect safety standards and pay was unanimously passed at the UNITE policy conference in July. A photo call to show solidarity with USW National Grid workers took place outside head office and was passed onto the USW.

Colombia: Workers Uniting wrote to the UK and US Colombian Ambassadors expressing horror at the assassination of the peasant farmer activist and FENSUAGRO member Evaristo Dagua Troches in Cauca on 29th July 2016. In addition serious outrage and concern were expressed about the continued attacks against our sister union and Workers Uniting partner FENSUAGRO and the peasant farmer movement in general. The letter outlined Workers Uniting's concerns that despite the ongoing peace process and the commitment to provide guarantees for social and political activists, threats and assassinations are ongoing.

Durham Miners Gala: Following the delegation in support of the Los Mineros commemoration events in Lazaro Cardenas in Mexico, the north east region invited Los Mineros General Secretary Napoleon Gomez and a Los Mineros and USW delegation to the Durham Miners gala during July. Napoleon was invited to address the Gala itself and the region put on an evening reception for the delegation at Wortley hall.

GMPIU merger with USW: The Glass, Molders, Pottery, Plastics & Allied Workers International Union have approved a merger with USW, they have a high membership in common workplaces with UNITE, especially with Ardagh glass, and will be looking to work closely with reps in the UK.

Manpower:

Negotiations in Manpower continue even though the 3 year deadline to negotiate an agreement has passed. The SNB are keen to try and come to agreement rather than force the company to accept the subsidiary requirements. If agreement can't be reached soon, the SNB will need to make a decision either way.

GKN Aerospace:

Negotiations continue with GKN aerospace management to establish information and consultation arrangements across the UK sites. While the company has been reluctant to give away any concessions, it appears that agreement will be reached in due course. However, GKN management is already indicating that it wants to insert a clause stating that the agreement and structure will be terminated should the legislation be repealed due to Brexit.

Document 8.3, Education.

QUARTERLY STATISTICAL RETURNS

UNITE THE UNION EDUCATION DEPARTMENT STATISTICAL RETURNS APRIL TO JUNE 2016

REGION	No. of Courses	No. of Students	No. of Teaching Days
East Midlands	31	279	1315
Ireland	10	97	643
London & Eastern	64	609	2587
NE, Yorks & Humber	40	386	1543
North West	52	803	2095
Scotland	19	210	845
South East	13	109	533
South West	26	390	1180
Wales	10	69	245
West Midlands	30	372	1846
Residential Courses	25	304	1465
TOTALS	320	3628	14297

3. NATIONAL SECTOR COURSES

In concert with the Assistant General Secretaries, our template for the residential national sector courses has proven workable – albeit with a couple of hiccoughs. Each National Industrial Sector Committee (NISC) via the servicing National Official is guaranteed a 5-day residential at either Esher Place or at our Centre in Eastbourne “The View”.

The subject of the education course is the prerogative of the NISC and can be a bespoke course for the NISC members themselves or indeed a subject –based theme such as collective bargaining, shift patterns, annualised hours, performance management, incident management etc, etc, or a specially designed course for a Company e.g. Babcocks, B.A. UPS, RSA, Uniliver etc, etc.

Or indeed for a sub-sector such as Defence, Retail, Rail, Oil Distribution, Finance To balance demand across Sectors, themes and Companies each of the AGSs has been allocated six courses per annum.

Document 8.4, Report of AGS Steve Turner.

A full report was given; the main points are outlined below;

This quarter has been yet another busy and productive one for our Service Industries Sector, Young Members, Community and Retired Member sections of the union. Our Hotels, contract services, ‘Decent Work for All’ and ‘Fair Tips’ strategy have had on-going success leading to membership growth.

- First recognition agreement signed in contract housekeeping company Servest
- Ballots in Royal Mail, Parcelforce and Post Office have resulted in improved pay offers
- Unite representative reinstated without loss at Melia group
- First national recognition agreement signed in Service Sector with Sodexo
- Sports Direct campaign sees most successful investor action and progress in talks
- ‘Fair Tips’ Strategy moves into the hotel sector
- Young members attend Policy Conference for the first time as delegates and do us proud
- Community activity continues to expand and deepen across all regions

Our young and community members have linked up with our industrial membership in the hospitality sector to launch an organising strategy in the hotel sector while continuing to lead our actions and organising activity within Sports Direct.

Our campaigns continue and the level of activity, enthusiasm and determination by our members across all groups, working together to win real industrial and political gains for workers bodes well for our future work.

Sports Direct –

The campaign against Sports Direct continues with Unite Community playing an integral role. Much of the information that Unite submitted to the BIS select committee came from the relationship that was built with Eastern European workers attending the ESOL classes Unite's Union Learn are providing. The campaign has also involved shareholder engagement where Unite has been calling on key shareholders to insist on decent working conditions at the company. The positive publicity that has been generated for Unite through our Sports Direct campaigning has been enormous. Unite is now seen as a union that is prepared to stand up for workers and the union has shone a spotlight onto precarious employment practices being used in the wider economy.

The huge success at Sports Direct could go down in History, with regards to Zero hour contracts, pay, working conditions etc, Company's like Wetherspoons are already beginning to follow suit.

Document 9.3, EC Elections-Constituencies 2017

The Executive Council is required to agree constituencies for the next electoral term. These constituencies must be determined on the basis of Rule 14.2 and 14.1.1, which set down the number of seats to be allocated to sectors and regions on the basis of membership and provides for both national equality seats and for the proportionate representation of women and BAEM members, Rule 16.14 which determines the date at which membership figures shall be struck for this purpose, and Rule 3.2, which stipulates the categories of membership eligible to vote in Executive Council elections.

On the basis of the application of these rules and the present membership figures of the union applied to the sectors and regions, this would lead to an executive of 58 seats, one fewer than in the 2014-17 electoral period (before additional seats are accounted for). One seat each in the GPM and Chemical sectors would be lost due to reduced membership, offset by the creation of a new seat for Young Members. However, in endorsing the Heads of Agreement for the transfer of UCATT into Unite, the Executive Council has provided for an additional seven seats in construction (four from the present UCATT and three additional seats for the existing Unite construction sector).

This therefore leads to a proposal for an Executive Council for the next electoral period of 65 members – if for any reason the transfer of UCATT into Unite does not proceed, modified calculations will be presented at the December meeting of the Council. This document works on the assumption that the transfer will take place.

Unite's present membership is 27.4 per cent women and 10.3 per cent BAEM. The addition of the UCATT membership would dilute these figures slightly, but it is not possible to determine by exactly how much at present. It is unlikely that a difference would be made to the calculation as to the number of seats required to guarantee minimum proportionality for women and BAEM members. It could be argued that the members to be chosen by UCATT should be discounted for proportionality purposes but, given that these members will have full rights as EC members, this would represent a significant retreat on Unite's principles of equality, even if only for one term.

It is therefore required that an EC of 65 members includes at least 18 women members and at least seven BAEM members. The union has always preferred to try and achieve this through the designated seats system for the EC, in which some of constituencies established as per the formula set out in Rule 14.2 are reserved for only women or only BAEM members.

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The distribution of membership has made that increasingly difficult, since any sector which has one seat only must remain open for all eligible members in the sector irrespective of gender or ethnicity. For the present electoral period, the EC includes three additional seats for BAEM members in order to meet the requirements of minimum proportionality.

The larger EC proposed for the next electoral period does not assist in the resolution of this issue since, without prejudging who may be elected to serve in any of the construction seats, either present UCATT or present Unite construction, this is a sector with a very low density of both women and BAEM members.

It is therefore only possible to designate 16 seats for women members and three for BAEM members within the constituencies provided for under Rule 14.2 and Rule 14.1.1. There is therefore a requirement for two additional seats to be provided for women members and four for BAEM members

In determining proposals for such additional seats, several factors must be borne in mind – the proportion of women and BAEM members in any given sector or region, the absolute numbers of women and BAEM members concerned, and the total size of the membership in a sector, to ensure that there is the least possible disturbance to the balance of industrial representation.

In relation to women members, it is proposed that an additional seat is provided for in each of the Health and Finance/Legal sectors, which have a density of 70.2 and 60.3 per cent women members respectively, and in absolute numbers 64,831 and 46,964 respectively.

In relation to BAEM members, it is proposed that the three existing additional seats, in the West Midlands region and the CAT and Food/Drink/Agriculture sectors be retained, and that a further additional seat be created in the Automotive sector, which has 10.5% BAEM membership, or 5,871 declared BAEM members. This is the highest number of BAEM members in any sector which does not already have a reserved or additional seat for BAEM members, or an additional seat for women, provided for.

On this basis, the schedule of constituencies for 2017-20 is set out as attached. It is acknowledged that, at seventy-one, this will be a somewhat larger Executive Council than normal. However, it should be borne in mind that this is for one electoral period only, and that if everything else remained the same the subsequent EC would, as a result of the reduction in construction seats and the consequent reduction in the number of additional seats required for minimum proportionality, have only 63 members.

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Region	EC members	Designated Women	Designated	BAEM	Additional
East Midlands	2	1			
Ireland	2	1			
London/Eastern	4	1	1		
NEYH	2	1			
North-West	3	1			
Scotland	2	1			
South-East	2	1			
South-West	2	1			
Wales	2	1			
West Midlands	2 + 1	1			1 BAEM
Sector					
Aerospace	2				
Automotive	2 + 1				1 BAEM
CAT	2+1	1			1 BAEM
Chemicals 1					
CN4P	1				
Construction (Unite)	4				
Construction (UCATT)	4				
Docks/Rails	1				
Education	1				
Energy/Utilities	1				
FDA	2 + 1	1			1 BAEM
Finance/Legal	2 + 1	1			1 woman
GEMS	2				

Region	EC members	Designated Women	Designated	BAEM	Additional
Government etc	1				
GPM/IT	1				
Health	2 + 1	1			1 woman
Local Authorities		2	1		
Metals	1				
Passenger	2		1		
RTC 2					
Service Industries	1				
National Equality					
Women	1	1			
BAEM	1		1		
LGBT	1				
Disabled	1				
Youth	1				
TOTAL	71 (65 + 6)	16	3		2 women 4 BAEM

EXECUTIVE COUNCIL ELECTIONS FOR THE ELECTORAL PERIOD 2017 – 2020

The timetable for the election, including the advance publicity to encourage members to stand will be as follows. Branches will be able to make nominations on line or in the traditional manner. Workplace will be able to make nominations in the traditional way.

The new EC will hold office from 1st May 2017 to 30th April 2020. The following timetable for this election ensures that the new Council can take office on 1st May. Membership eligibility deadline for members voting in election – 1st January 2017 – to be eligible to vote a person must be a member at this date.

Ballot Rules and Guidelines for the conduct of the election AGREED JULY 2017

EC meeting Booklet – Your Union is run by You – EC Roles and Responsibilities Distributed to policy conference delegates

EC to decide on constituencies and timetable for election September 2016 EC meeting

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Unite Website – post - Your Union booklet – and note official invitation will be sent in due course.
Following September 2016

EC meeting Write to branches and workplace reps inviting campaign statement from people seeking nomination – email to branches and activists w/c 31 October 2016

Deadline for receipt of campaign statements 25th November 2016

Unite offices Closed for Christmas Holidays Friday 23rd December 2016 to Monday 2nd January 2017 (inclusive)

Despatch of Nomination Forms PLUS e-mail with campaign statement from people seeking nomination w/c 2nd January 2017

Nominations Period Monday 16th January – Friday 17th February 2017

Last date for Receipt of Nominations Wednesday 22nd February 2017

Last date for Acceptance and Receipt of Election Address Monday 27th February 2017

Voting Papers Despatched 27th March 2017

Helpline for members who have not received their ballot paper opens Friday 7th April

Deadline for despatching duplicate ballot papers Thursday 13th April 2017

Easter Holiday 2017 14th – 17th April

Deadline for Voting papers to be returned to the Independent Scrutineer – 5.00 p.m. on Wednesday 19th April 2017

Count and scrutiny of ballot papers by ERS Thursday 20th to Wednesday 26th April 2017

Count and scrutiny of ballot papers by ERS Thursday 20th to Wednesday 26th April 2017

Count Verification attended by observers 27 & 28 April 2017

Executive Council receive report of Independent Scrutineer and result declared 28th April

New EC takes office 1st May 2017

Document 9.4, Correspondence including Resolutions. (Also see separate attachment with Remit wording)

Remit 1 from Docks, Rail, Ferries & Waterways NISC. Emergency Motion. Agreed

Remit 2 from East Midlands Regional Committee. Asylum Seekers. Agreed

Remit 3 from East Midlands Regional Committee. Neighbourhood & Infrastructure Bill. Agreed

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Remit 4 from Education NISC. Unite subscription rates for Education Sector. Not possible, the GS to look into it in more detail and respond to the NISC.

Remit 5 from Metals NISC. Organising Regional & National Campaigns. Agreed

Remit 6 from Protection of the Durham Miners Gala. Remitted

Remit 7 from London & Eastern Regional Committee. Corporate Governance. Remitted.

Remit 8 from London & Eastern Regional Committee. European Works Council. Agreed.

Remit 9 from National BAEM Committee. Repeal & Challenge the Prevent Strategy. Agreed

Remit 10 West Midlands Regional Committee. Legal Services. Remitted.

Remit 11 National Retired members Committee, Social Care for Older people. Withdrawn.

Remit 12 NEY&H Regional Committee. Unites Campaign over EU exit negotiations. Agreed

Finance.

Document 10.1, Finance, Property & Pensions.

The financial results for Unite in the 2nd Quarter and 1st Half of 2016 are satisfactory, better than last year primarily related to the extra spending on political activity (General Election, Labour Leadership and London Mayoral) in the same period in 2015.

More specifically, Total Income amounted to £84.2 million in the 1st Half of 2016, up £1.8 million versus the same period a year ago. Contribution Income increased by £2.7 million as the increase in membership subscriptions implemented 1st September 2015 more than offset the loss of paying membership. (This is good because, as you will recall, we had some concerns when Contribution Income came in down in Q1 2016 versus Q1 2015.) As anticipated, due to the Jackson legislation, Legal Income has continued to fall, down £0.9 million year on year. A breakdown of Unite's Total Income in the 1st Half of 2016 is as follows: -

Contribution Income excluding Driver Care £80.2

- Driver Care 1.4

- Legal Income 2.6

- Affinity/sundry income 0.0

Total Income 84.2

Total Recurring Expenditure totalled £71.2 million in the 1st Half of 2016 which was £2.8 million lower than last year. This decrease was primarily due to the spending (in 2015) on political activity noted above, a decrease in Employer Dispute costs somewhat offset by higher Legal Representation expense. Employment Costs excluding Organising were virtually static year on year (meaning the general wage increase implemented 1st January 2016 has been offset by non-replaced personnel

attrition), while National Organising Department costs were slightly higher than last year (by £0.2 million). Taken together, Employment Costs excluding Organising and the National Organising Department amounted to 38.8% of Income.

As a consequence, Unite recorded a surplus before Investment Income and Non-Recurring Items of £13.0 million in the 1st Half of 2016 – an improvement of £4.6 million versus last year.

Investment Income amounted to £0.8 million in the 1st Half of 2016 – down £1.0 million versus last year due to the turbulence in the global stock markets. Non-Recurring Items (excluding Pension Deficit Reduction payments) amounted to a net expenditure of £2.7 million in the 1st Half of 2016 comprised principally of the write-off of VAT on property refurbishment (£2.1 million) and employee severance of £0.3 million.

Pension deficit recovery contributions totalled £6.2 million in the 1st Half of 2016 (50% of the £12.5 million scheduled for the year) – the same as last year.

Taking everything in account, Unite posted an overall surplus of £4.9 million for the 1st Half of 2016 – a result which was £3.2 million better than last year (again, largely owing to the year to year decline in Political Spending).

The liquid assets of the Union as at 30th June 2016 in comparison with year-end 2010-15 are detailed in the table below:

Unite's liquid assets totalled £117.9 million as at 30th June 2016 were up £13 million from year end 2015. This increase was attributable to a £4.0 million increase in the market value of the Union's Marketable Securities which have rebounded strongly from being down by about 10% in early January plus a £9 million of extra cash as many property projects had been previously completed and spending on Birmingham was only just starting to ramp up.

Dispute Fund

From a balance of £34.2 million at the beginning of the year, the balance of the Dispute Fund has risen to £35.8 million as at 30th June 2016. This reflects inflows of £1,845,793 (the 2.5% diversion from Branch Administration) offset by Dispute Benefit payments totaling £193,601 (detailed in Appendix 2). Note that there has been no deduction of expenses/costs reflecting the EC's previous endorsement of the General Secretary's recommendation to this effect.

Lay Member Expenses

The Chair asked the director of Finance to look again at the receipts that members are required to submit with their claim under the new regime mandated by HMRC. Specifically, he asked him to investigate the issue in respect of the £50 per day International Allowance. Therefore, effective immediately, it is recommended that the EC agree to change the policy on International Allowances to allow the £50 per day allowance to be paid irrespective of whether a receipt is provided by the member. To protect the Union we will add a sentence to Lay Member Expense Policy to ask members to attach international receipts to their claim when and if they have them.

Legal.

Document 11.1, Legal.

1. Audit of Panel Solicitors' files For the past 5 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 £950,000 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 £150,000 claimed by panel firms is currently 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. The previous audit process identified areas of concern in case handling and recommendations were being 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 was 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. In July 2016, Robert Lemon from the Unite Legal Department commenced a further audit process which will include all panel solicitors. The audit will review a mix of different types of personal injury claim to ensure high levels of service are being provided to members. Further details of this Audit will be provided at the next EC.

(b) Asbestos, Serious Injury and Clinical Negligence Audit In 2015 audits were 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.

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The Triage Branch will then be able to determine the appropriate panel law firm the member needs to be allocated to.

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 1 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 report also included information on the items below;

Personal Injury and IT Update.

Asbestos Report

Aerotoxic Syndrome

Holiday Pay

Update on Blacklisting Cases

Update on Legislation

Regional Legal Officers' Report

National Legal and Affiliated Coordinator's Report

Unite Legal Services Website

Certification Officer Cases & Judgments'

Legal Cases of Significance

Unite Legal Department Accounts 2016

Personal Injury, Employment and Tribunal Case Statistics

CAC Applications

Industrial Dispute Report

Repudiation Report

Member Relations Officer's Report

Document 11.2, Affiliated services.

Membership Programmes

Retired Member

Plus There are now 54,227 members in the programme which is an increase of 1,653 since the last report. This increase is largely attributable to the work that Hardy Evans has been doing which involves contacting 'Retired Free' members. The RMP programme now generates subscription income of £1,409,902 per annum.

Back to Work

A total of 17,608 members are now participating in the Back to Work programme, an increase of 723 since the last report. This generates subscription income of £457,808 from these members.

Long Term Lapsed Members (over 26 weeks in arrears)

Hardy Evans has now managed to reinstate 21,210 members who were more than 26 weeks in arrears. This represents an increase of 349 since the last report. Assuming these members are paying the enhanced full time subscription rate this activity will generate subscription income of £3,741,444 per annum going forwards.

Short Term Lapsed Members (recently gone 6 weeks in arrears)

We currently have 104,044 members in retention (i.e. they have stopped paying). Hardy Evans are continuing to contact these members to try and get them to resume their subscriptions. They have succeeded in reinstating 23,171 members, an increase of 3,034 since the last report. Assuming these members are paying the enhanced full time subscription rate, this remedial action generates income of £4,090,145 per annum going forwards.

The Retention Project combined with the Lapsed Project has now succeeded in getting 44,381 members re-join Unite. This will generate around £7.83m of subscription income going forwards.

Member gets Member

The scheme continues to grow with a total of 58,925 members joining Unite as a result. This is an increase of 5,862 since the last report. Over 41,000 cards have now been sent out. The majority of members joining via the scheme are paying the full-time rate and the table below shows a breakdown by membership category where a shopping card has been sent out. In respect of the cards that have been sent out (i.e. the new member has paid more than 3 months of subscriptions), the scheme is generating over £7.3m of subscriptions going forwards.

Derbyshire Community Bank

Bridgend Lifesavers Credit Union

Document 11.3, Membership.

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 110,344 workplaces, all allocated to a region and sector. We are now working towards using the sector and branch information held against each workplace as the default for members in that workplace, this will ensure there is more consistency in where the members are allocated.

Of these workplaces, 104,311 are now allocated to a regional officer (their allocation) and the regions are working to record the pay deals that have been negotiated at each workplace. This pay data information is now available on the Unite the Union website, under the Broad Industrial Strategy section, which is updated monthly, this data is 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.

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.

Low Pay

The new low pay rate has now been taken up by 4,881 members, with over a 1,000 moving to this scale this year. We recognise that the FDA sector is traditionally an area of low pay, and the officers in this sector are actively looking at the employers involved. We are looking at the other sectors where low pay is an issue and are encouraging the officers responsible to consider the impact the low pay scale may have on the members in their sectors. We have produced some new marketing material

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which is to be distributed to the respective officers and branch secretaries of the targeted sectors over the autumn months.

Retention Project

The retention project is to cover those members who have recently stopped paying their subs, and encourage them to resume paying, before they lose their membership.

Currently the bulk of work done on retention is by the call centre, which since August 2014, has managed to contact and encourage a total of 23,171 members to continue their membership.

In addition to the retention project, the call centre also contacts those members who have already been lapsed, with the intention of encouraging them to reinstate their membership.

To date they have reinstated a further 21,210.

This means that in total the call centre has been able to bring back 44,381 members to the union.

Hardy Evans Call Centre

Over the life of the two campaigns, the call centre has brought back 44,381 members.

Counting the actual subs that these members have paid since being placed with the call centre, the additional income for the union amounts to £4,246,806.35.

The retention of members is a critical aspect for all areas of the union to work on improving. Despite many new members joining the union, we are also losing a considerable number, therefore stalling the growth of the union; this is spread over all sectors, with nearly 10,000 members per month leaving the union.

New Retention Process

We have implemented the new retention process and for those members who have stopped paying, they are passed to our call centre who first text the member to let them know that they will be receiving a call, and then called to discuss their position.

If the member does not continue with their subscriptions, then once they are out of compliance, they will be sent a letter of intended termination (SP3 letter) and we will make a final attempt to phone them and if there is no change in circumstances the member will be lapsed.

We are developing reports, showing those members in retention, for the officers (based on their allocation) so we can let them know of those members who are no longer paying. We are expecting the officers to take action by motivating the workplace reps to meet with the members who will hopefully be able to convince them to keep their membership.

The regional legal co-ordinator (RLAC) has been tasked to monitor this whole process to ensure that we are making the necessary progress.

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Section 24 Duty & Membership Audit Certificate (MAC)

The Trade Union and Labour Relations (Consolidation) Act 1992 (TULRCA) requires trade unions to carry out an annual audit (and produce a MAC) of their membership register, Section 24 of this Act describes the details of what the unions must carry out to ensure that their members' records are accurate.

The statutory duty only requires a union to maintain the names and addresses of its members. A union does not have to keep a record of a member's job title, branch or grade, etc. however, the union has a legal requirement to ensure that members' work location and job titles are accurate for balloting purposes.

The regions are working on those members with invalid addresses, by getting the reps involved to make contact with the members, this is beginning to have an impact by reducing the overall figure.

As a requirement of the MAC we are recording who we have contacted so far so we have a proper audit trail of the actions we have taken to address this issue.

We expect to use ERS as the auditors for the MAC and we have documented the process of joining the union and the maintenance of our database for them, which they will use to show how we are delivering the requirements of the MAC.

We are introducing steps with help line (the inbound calls that members make when they need assistance) that will assist us in keeping the members data up to date.

We are also going to develop our outbound service (the calls to the members under the lapsed and retention campaigns) to improve the data we hold against members.

Ongoing Work

Subscription Increase and Scale Changes

In August we sent letters to all members on enhanced rate subscriptions to notify them of the changes to the benefits that they can now receive, which included a small subscription increase. We have also removed the low hours rate and the special discounted rate, this entailed moving these members to different scales and so they were also written to.

Electronic Ballots

We are introducing a new balloting system that allows not only voting by paper, but online via a secured web site. When a ballot is to be conducted, the selected members will be sent the ballot information and can vote either by surface mail or email.

Workplace Updates

The list that the NDC use to update the check off members often contains more than just a member reference and amount, we are implementing a plan to work through these checkoff lists to extract the useful information and update the members' records, this can include members' addresses, bargaining groups and vitally their occupation, all of which will make our balloting process much easier and less open to challenges.

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We are also considering a proposal to 'market' the reps at the smaller workplaces, not currently part of any 100% campaign, to encourage them to recruit new members and take advantage of the Member gets Member scheme, which in itself is proving very successful.

Branch Portal

The branch portal contains a list of those members that have been included in the retention process, the branch secretary of any branch that has members in this process will receive a regular email advising them of the fact and encouraging them to take action to bring those members back into compliance. A half day trial session is to be organised for interested branch officials where the portal will be demonstrated followed by discussions of further enhancements that the officials would find useful, together with advice on how to extract members data and use it for mailing etc. using excel and word, this will then be rolled out to all regions should it prove popular and beneficial.

Retention Letters

As part of the retention process and also under recommendation from the Certification Officer, a new letter is to be produced for this purpose (previously known as SP3 letter); this will not just be a simple statement that the member has now been excluded, but will include advice on the important benefits that the member will be missing out on by losing their membership, it will also include a questionnaire asking for feedback on the reason for leaving the union. The daily letters that are sent to members who stop paying have been revised, also to highlight the importance of staying on as a member, detailing the benefits that the member will miss out on.

Employer Project

This ongoing project is rationalising the details we hold about the employers of our members. We have carried out the review of all the employers on the system and are now going back over those employers to identify any duplicates that may still exist.

The department continues to work on other projects, recently the ongoing maintenance of member records for ballots. The department is now answering incoming calls on a permanent basis, whereby they can assist members directly, join them up to the union or pass the call on where appropriate.

The department will also continue to assist the regions in bringing the workplace data up to the necessary standard as this will aid all regions/users in better use of the system because of tighter controls on the data recorded against the workplaces and therefore the members and provide better information about our members from a statistical and balloting viewpoint.

Any Other Business.

Proposal to amend Guidance to rule 14.

PROPOSAL TO AMEND GUIDANCE TO RULE 14

The current Rule reads:

14.2.3 No current or former employee of the Union, nor any current employee of any other union, is eligible to stand for, or hold office on the Executive Council

The statutory definition of a trade union is extremely wide. TULRCA 1992 S. J :

1. Meaning of "trade union".

In this Act a "trade union " means an organisation (whether temporary or permanent)- (a)which consists wholly or mainly of workers of one or more descriptions and whose

Principal purposes include the regulation of relations between workers of that description or those descriptions and employers or employers ' associations; or

(b which consists wholly or mainly of-

(i) Constituent or affiliated organisations which fulfill the conditions in paragraph (a) (or themselves consist wholly or mainly of constituent or affiliated organisations which fulfill those conditions), or

(ii) Representatives of such constituent or affiliated organisations, and whose principal purposes include the regulation of relations between workers and employers or between workers and employers' associations, or the regulation of relations between its constituent or affiliated organisations.

Accordingly the Certification Officer sets down a number of organisations (federations) including the CSEU, TUC and ITF which although not listed as Trade Unions are identified by the CO as falling within the definition.

PROPOSAL

(i)To offer EC Guidance as to what is meant by Rule 14:-

Insert at page 65

"Rule 14.2.3 No current or former employee of the Union, nor any current employee of any other union, is eligible to stand for, or hold office on the Executive Council "

This guidance is intended for this EC term only. Each EC shall redefine guidance for this rule at the outset of it's EC, having regard to the prevailing circumstances, failing which the guidance will fall away.

The words "any other union " should be given their normal meaning rather than intended to follow any statutory definition of "Trade Union " that may exist from time to time. The intended normal

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meaning of "any other union" is that of a union which competes with unite (a "competing union' '). The intention of this rule is to ensure that lay democracy of the Union remains independent of those employed by Unite or any other competing union. The intention of the wording is to prevent employees from "other union(s) " where those "other union(s)" actively recruit individual members within sectors, workplaces and industries (most likely by offering organisational branch structures, industrial representation and member benefits) in which Unite retains membership, or may seek in the future to grow membership (a competing union). The intention of the Rule is not to prevent (and was never intended to) those who work in the wider trade union and labour movement (including affiliate organisations or trade union federations) from participating within Unite. Organisations and federations that do not seek to organise workers in the workplace in the manner of Unite (or other such Trade Unions)by offering organisation structures , industrial representation and member benefits, are not a competing union and therefore not intended to be "any other union "for the purposes of this rule. An employee of such an organisation or federation sitting on the Unite Executive Council could not be said to be motivated, by reason of employment, to vote in a manner to damage the best interests of Unite and consequently are not intended to be in the employ of "any other union "for the purposes of Rule 14.2.3 .