

SEPTEMBER 2013 UNITE EXECUTIVE COUNCIL MEETING

The minutes of the meeting which was held in June 2013 were agreed.

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

The minutes of the Finance and General Purposes Committee held on 18th July and 4th September 2013 was agreed.

GENERAL SECRETARY'S REPORT

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

Political, International & Inter-Trade Union Matters

- Meeting with Mark Serwotka, General Secretary, PCS
- Meeting with Manuel Cortes, General Secretary, TSSA
- Meeting with Anas Sarwar, Deputy Leader of the Scottish Labour Party
- Meetings with Ed Miliband, Leader of the Labour Party
- Meetings with the Big 3 and leaders of the Trade Union Group of Labour MPs and Unite Parliamentary Group
- Meeting with Frances O'Grady, TUC General Secretary
- Speaker at full meeting of Unite Labour MPs in Parliament on proposals for new Labour-Trade Union link.

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- Meeting with Lord John Monks on the proposals for new Labour-Trade Union link
- Meeting with Ray Collins (Baron Collins of Highbury) on proposals for new Labour-Trade Union link.

Internal Unite Meetings, Constitutional Committees & Industrial Matters

- Attended and spoke at Irish Policy Conference, Assembly Buildings in Belfast
- Meeting with Keith Williams, Chief Executive Officer and Marie de Cunha, Director of People, Legal and Government Affairs, BA
- Meeting on Crossrail with Debbie Coulter, Vice Chair, Ethical Trading Initiative, an organisation working to promote a code of minimum standards for working people
- Meeting with Cyrus Mistry, Tata, Jaguar Land Rover Headquarters, Whitley
- Various meetings on Crossrail with Sharon Graham, Director of Organising and Gail Cartmail, Assistant General Secretary
- Meeting with Alex Halligan, Company Director of Salford Credit Union.

Principal Media Appearances

The General Secretary had made a number of media appearances including giving interviews with Sky news and BBC news, (14th July) at the Durham Miners' Gala.

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Administrative & Organisation Issues

Meeting with Assistant General Secretary Gail Cartmail on proposals for Membership Development Officers in the Unite Health Sector.

Republic of Ireland pay talks with ROI officers and staff.

Meeting with members of Unite National Young Members' Committee.

TUC Conference

- Speaker at The Institute of Employment Rights/Campaign for Trade Union Freedom/CLASS Fringe ' A manifesto for collective bargaining'
- Speaker at Unite/Daily Mirror fringe ' Real Britain – Battling austerity and the Con-Dem cuts'
- Attended TUC General Council Dinner
- Speaker at Morning Star Rally fringe ' Breaking the Right's Agenda'
- Speaker at Palestine Solidarity ' Opposing Israeli racism and apartheid'
- Meeting with Unite members in apprenticeships
- Attended Unite Delegates' evening reception
- Various media appearances.

Strategy for Growth

100% Strategy Report 6.1

UNITE has continued to deliver substantial new membership gains for the Union in the last period although it is clear that growth has slowed in recent months.

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In total 86,824 new members have joined the Union in 1,248 target workplaces
(as of 02/09/2013)

Summary points

- The Manufacturing sector cluster has delivered 29,339 new members from 399 targets.
 - This is an average of 74 new members per target
- The Services, Energy and Construction sector cluster delivered 26,886 new members from 437 targets.
 - This is an average of 62 new members per target
- The Transport and Food sector cluster delivered 30,599 new members from 412 targets.
 - This is an average of 74 new members per target

Organising Department 6.2

Document 6.2 Strategy for Growth Organising and Leverage Report- The Director of Organising presented her report and this was agreed.

Industrial Reports

Manufacturing 7.1

Document 7.1 Industrial Report- Manufacturing Sector.

Unite continues to campaign for a “rebalancing of the economy” based on an interventionist industrial manufacturing strategy – something the Coalition Government has failed to deliver and will not deliver.

Unite has continued to try to influence Labour in developing policies on manufacturing and an industrial strategy, through meetings with shadow ministers. We will include our proposals for this through the launch of Unite’s revised /updated Manufacturing Strategy at the National Sector Conferences later this year, and our sector strategies.

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CSEU Conference 2013: The Confederation of Shipbuilding & Engineering Unions Conference took place in Southport in July and Unite were prominent in moving resolutions on employment rights, agency workers, defending manufacturing, women in manufacturing, skills, the NHS, equalities and of course the CSEU 35- hour week fund.

Tony was pleased to report that following reports from the General Secretary of the CSEU, the Trustees of the Fund and the Auditors of the Fund, a way forward has been agreed which should lead to the unlocking of the 35 Hours Week Fund which contains £21m in total.

Shetland Helicopter Tragedy: We are all aware that on August 23rd a Super Puma helicopter carrying 18 workers from a North Sea platform ditched into the sea off Shetland with the loss of four lives. This is the fifth incident involving Super Puma aircraft in four years. The total loss of life in these incidents is 20.

Unite along with the RMT has welcomed the decision by the Helicopter Safety Steering Group – on which Unite is represented – to recommend the grounding of all Super Pumas ferrying workers to and from North Sea platforms and has demanded their permanent grounding until such time as they are proved safe as well as an urgent Fatal Accident Investigation in to the ditching.

Over the fatal weekend Unite officials and staff were on call to deal with major media coverage across the UK and notably in Scotland and did an excellent job in difficult circumstances.

Save Our Royal Mail Campaign: Unite has been working alongside the CWU in the SORM Campaign. We are in regular contact with the CWU and will be on platforms with them at the Liberal, Tory and Labour Conferences The Chair of the Executive Council said that there is a very high level of public support (above 72%) who wish to keep our Royal Mail as it is.

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Industrial Action - Ineos Grangemouth- A mass meeting was held on Tuesday 23rd July of all the members at Ineos Refinery due to the fact that the company had suspended the Branch Secretary Stevie Deans over the allegations in the Falkirk selection. The meeting was addressed by the General Secretary Len McCluskey, Tony Woodhouse Chair of the Executive Council and Mark Lyon Vice Chair of the Executive and Site Convenor at Ineos. The members were appalled at the treatment that Stevie had received at the hands of the company and overwhelmingly mandated that if any further actions were taken against Stevie then the union would have to proceed to an industrial action ballot. Stevie has since returned to work. We all now know that Unite was completely vindicated of any wrong doing regarding the selection of the next PPC for Falkirk.

Trinity Mirror/Canary Wharf- this was flagged up as a target as there are a significant number of employees at Canary Wharf, but very few members for historical reasons. Lesli Miller, our MoC, was identified as at risk of redundancy. We are happy to say this was subsequently rescinded and it is the intention to re-institute the proposed meeting with the HR Director, Alan Thorburn together with Mike Eatwell the Regional Officer and Lesli Miller, our Rep, to further or organising campaign.

Industrial action had taken place at Crown Packaging in Aintree with 3 days of strike action and further dates had been agreed. The Chapel have agreed to suspend industrial action over the announcement of the loss of 14 jobs in the print department.

Workers Uniting Due to a critical election at the end of August at MeadwestVaco paper mill in the USA to decide whether they wanted to be represented by the USW, we were contacted by the USW to lend support, which we did by means of photo shoots outside the companies head office in the UK and outside Unite's head office with our AGSs to show full support.

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IT & Communications Significant Industrial Developments (Pay and Pensions) Fujitsu in Manchester - Agreement has now been reached.

Motor Components Ballots for Industrial Action for DHL, NAC, Staffline, Milestones workers on the JLR contract have been held and support for industrial action confirmed. At the time of writing his report Tony said that discussion on the 2013 pay increase for these contractors are on-going, however, a half hour strike was planned for the end of august in order to keep our industrial action mandate intact.

Vehicle Building & Automotive The latest car production figures show a total of 128,873 new cars (across all OEMs including export and home sales) were made in the UL in July – a 7% rise on the July 2012 figure. Engine production also rose 26.4% to 232,545 – up 2.1% for the year so far at just over 1.55 million. But there was a sharp fall in the production of commercial vehicles partly because of the closure of Ford’s Southampton Transit plant. The production of commercial vehicles including vans fell by 11.8% year on year in July. There were 7,942 vans produced during the month – 56,459 in the year to date- a 13.3% fall on the first seven months of last year.

Political activity Unite reps from Bentley and the National Officer met with BIS and the company, to press the case for the new SUV to be brought to Crewe. Unite also lobbied the Government at national level to press Volkswagen to build the SUV in the UK. This was successful in obtaining the build for the new top of the range car, with the creation of around 1000 new jobs in the UK.

Services 7.2

A full report was given, the main points being:

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DON'T MISS THE SAVE OUR NHS DEMO IN MANCHESTER ON SEPTEMBER 29TH
2013

More information on the NHS and the Demo in Manchester on 29th September 2013; www.unitetheunion.org/saveournhs

The executive were also shown a Save our NHS video which can be viewed at; <http://youtu.be/hEPuilD4gTc>

Transport & Food 7.3

A full report was given, summarised below;

DP World London Gateway and the struggle to ensure this is not a Port of Convenience

GB Oils and the ongoing campaign to ensure that this does not become a means of undermining standards and speeding up the race to the bottom in the downstream oil distribution sector.

Port Industrial hub organisation is strongly developing in conjunction with the International Transport Workers Federation Dockers Section

Rural organising building on the Agricultural Wages Board Campaign is being piloted, supported by the NISC and the Labour campaign for rural communities.

DHL Combine has strengthened through national organising on the threat to pensions, together with action in Sainsbury's distribution also on pension's threat.

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- The Unite Transport Strategy document has now been amended following consultation throughout the Transport Sectors with NISC Chairs, Vice-Chairs, Executive Members, National Officers, and discussion at NISCs and RISCs, ready for launch at Sector Conferences.

The scandal of low pay for workers in major companies in the food sector is a central Campaign.

Members have achieved success in Wales with the new legislation through the Welsh Assembly to re-establish an AWB, alongside the AWB in Scotland and Northern Ireland.

Equalities 7.4

A full report was given, the main points summarised as follows;

UNITE ACTION FOR UNION EQUALITY REPRESENTATIVES

As part of the commitment to strengthening the role of union equality representatives, Regional Union Equality Reps are being held throughout the regions.

UNITE INDUSTRIAL EQUALITY STRATEGY

At the recent meeting of all National Officers with the Assistant General Secretaries, there was a session on Equalities at which both Sarah Veale Head of Equality & employment Rights at the TUC and Diana Holland AGS spoke.

“ONSLAUGHT OF ANTI-IMMIGRATION MEASURES”

Divide and rule and racism in our communities does not create jobs, it creates discrimination, inequality, division, fear and hatred. I was proud of the clear message from Unite, and to be asked to sign a public letter on behalf of the union.

UNITE THE UNION FOR EQUALITY

Women: Abortion rights, Children & Families bill; TUC Women's Gold badge

BAEM: JTL Construction, Increasing diversity in the union

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Disabled members: Action for Rail campaign; Labour Party Disabled Members group

LGBT Trans Training; Amnesty International report on Homophobic attacks

Young members: TUC Young member's award; Visit to Parliament

Retired members: first National RM Conference, summer school

UNITE NATIONAL EQUALITIES CONFERENCES 2014

Arrangements are being made for the five conferences which will take place early next year.

There was then a discussion around a Remit, entitled; Retired Members Plus & Community voting rights that had been put to the Executive some time ago around Retired & Community members being eligible to vote in Territorial EC elections.

Unitenow delegates argued that just because certain members of the Executive felt it was "too big" a decision for the EC to make, it was not right to continually ignore a Remit which was sent in by the East Midlands Regional Committee in February 2013, Unitenow also argued that it made perfect sense for other membership sections of unite to be eligible to vote in Territorial EC elections just as they are also able to vote in the GS election.

After sustained pressure from Unitenow delegates & other likeminded independent delegates, the Remit from the East Midlands was put to the full Executive;

Unfortunately for whatever reason Unitenow's argument fell on death ears and the remit fell.

Political 8.1

Political Report Document 8.1

The Political Director presented her report. She reported back on the situation regarding the selection of the PPC for Falkirk and reported that she had made a very strong representation at the July meeting of the Labour party NEC about the way in which the Labour party had handled Falkirk, we now know that all the evidence that was presented in the special report that was undertaken to look into the situation proved that Unite the Union had done nothing wrong. Jennie was also heartened by the number of fellow NEC members who had concerns about how the whole situation had been handled.

Collins Review - The Collins Review is now available to read. Our General Secretary has made it clear that he welcomes the opportunity to engage positively in the debate but that the fundamental principle of collectivism must be maintained.

Jennie also gave an updated report on the progress of the Parliamentary Selections and also reported on the recent Euro candidate selections.

Parliamentary update

Meetings – Jennie gave a comprehensive report of all the meetings that had been arranged by the Political Department since the last EC.

Unite Group of MPs Jennie had also addressed a full meeting on the Unite Parliamentary Group to update them on the Falkirk situation. It has also been agreed to provide more ‘hands –on’ support for the Group which will mean more direct contact, detailed and timely briefings for our MPs and greater engagement at key times with better co-ordination with other Unite departments.

Communications with members We have launched the Unite Political pages on the Unite website and we are also looking at other digital communications.

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Unite Candidate Development Programme this is currently being looked at again and Jennie is looking at how we can make the process more consistent and transparent.

Policy cards Policy cards are to be produced for our candidates to support them on key policy areas; these will also be circulated to lay activists.

Councillor Network this is to be revitalised.

National Policy Forum The 2013 NPF Report is now available.

Education 8.3

A full report was given by Jim Mowatt, below are Educational statistics;

APRIL TO JUNE 2013

REGION	No. Of Courses	No. Of Students	No. of Teaching Days
<i>East Midlands</i>	19	200	748
<i>Ireland</i>	16	175	1193
<i>London & Eastern</i>	63	614	2365
<i>NE, Yorks & Humber</i>	17	209	747
<i>North West</i>	35	400	1813
<i>Scotland</i>	32	349	1561
<i>South East</i>	26	233	1116
<i>South West</i>	22	199	930
<i>Wales</i>	17	147	485
<i>West Midlands</i>	20	214	1070
<i>Residential Courses</i>	38	572	1934
TOTALS	305	3312	13962

National residential courses on “European Works councils”, “Organising and Bargaining in a Global Economy” plus a relatively new course “The Information and Consultation of Employees Regulations” are to be advertised shortly.

A question was asked by Unitenow, as to the contractual arrangements concerning employment of tutors. After some debate, it was agreed that the Director of Education would investigate this matter further to clarify the position.

Community Membership 8.4

Community membership has reached its 1 year anniversary, there are at present 4,119 Community members.

Returning Officers Report 9.1

Executive council By-election 2013

LGBT national constituency

Number of eligible voters:	1,040,490
Total number of votes cast:	64,024
Turnout:	6.2%
Number of votes found to be invalid:	1,170
Total number of valid votes to be counted:	62,854

Result (1 to elect)

DOUGLAS, Jenny.....	26,085	Elected
IRISH, Matt.....	10,260	
MANSELL, Lesley.....	14,644	
TURNER, Mark "Pasty".....	11,865	

Executive Council By-election 2013

London & Eastern constituency

Number of eligible voters:	208,209
Total number of votes cast:	14,295
Turnout:	6.9%
Number of votes found to be invalid:	361
Total number of valid votes to be counted:	13,934

Result (1 to elect)

ALLDAY, Richard	8,056	Elected
BRADLEY, Ian	5,878	

Ratification of Officers report 9.2

The following appointments were all ratified by the Executive;

South East Regional Officer- Christopher Gray

North West Regional Women's and Equalities Officer- Sharon Hutchinson

London & Eastern Regional Co-ordinating Officer- Mark Robinson

West Midlands Regional Officers x3- Brian Rickers, Sulinder Singh & Frank Keogh.

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The appointments of Assistant General Secretary Steve Turner & Executive Officer Sharon Graham were ratified after both gave presentations to the Executive.

The General Secretary proposed that Tony Woodley would continue beyond the year end on a consultative basis as special envoy for unite covering the Cuba & Miami 5 Campaigns and when required as acting National Officer for the Motors sector this was agreed by the Executive Council !

Sector Reorganisation 9.3

The following proposals to merge certain Sectors were put to the Executive for discussion:

- Electrical Engineering & Electronics (EEE) with Servicing & General Industries (SGI)
- IT / Communications (ITC) with GPM
- Motor Components (MC) with Vehicle Building & Automotive (VBA)
- Rural & Agriculture (RA) with Food/Drink & Tobacco (FDT)

There was lengthy debate on all 4 of these proposals, the outcome being:

- EEE with SGI - EX Officer recommendation to support - Carried
- ITC with GPM - EX Officer recommendation to support- Carried
- MC with VBA - EX Officer recommendation to support- Carried
- RA with FDT – - EX Officer recommendation to Reject – Fell, RA & FDT retain autonomy.

Finance report 10.1

A full report was given, in summary;

- It was a satisfactory 1st half year financial result.
- Recurring expenditure is good.

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- Membership is stabilising
- Liquid assets up from end of 2012
- The Pension merger should be concluded mid October.
- The agreement reached with employee representatives regarding the future of Eastbourne (as approved by the EC in June) was ratified by employees via a ballot (vote 59 in favour to 1 opposed) and has now been implemented.
- Separately, in order to attract more external bookings, it has been decided to change the name of the Eastbourne operation from “The Eastbourne Centre” to “The Eastbourne Seafront Hotel & Conference Centre”. The centre will also for the first time open during the Christmas & New Year Period.

International 8.2

Ben Davies was visiting from USW, he spoke at length about issues in USA & Canada.

A full report was given by the Director of International, summarised below;

Since the last meeting of the Executive Council the key area of attention internationally has been the on-going conflict in Syria and the threat of military from the US, as well as the toppling of the Egyptian government by the military. Although at the time of writing the immediate danger of UK involvement seems to have receded somewhat, the region as a whole remains extremely volatile. It is important to note that a second leader of the secular left party has also been assassinated in Tunisia.

In Europe the political situation also remains extremely fragile despite the fact that growth appears to have picked up slightly such that the area is no longer officially in recession.

Parliamentary elections are due to take place in Germany with the polls all

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pointing to Angela Merkel remaining Chancellor after the election. In the US growth showed a strong 2.5% surge, underlining yet again the difference between the austerity verses stimulus debate.

Finally, in Latin America the situation in Colombia has deteriorated sharply with huge repression and unrest due to the increasingly difficult economic situation now that the Free Trade Agreements are beginning to have a serious impact. Hubertus Ballesteros a leader of the FENSUAGRO union and of the 'Marcha Patriótica' was arrested and charged with rebellion. Hubertus was due to be an official guest of the TUC and address Congress this year, a campaign for his release has been started.

Also discussed were the following;

- European elections next year
- Global & European federations
- Workers Uniting
- Solidarity Work
- EWC'S
- Multi National companies, specifically SITA (*see appendix below)

*A meeting took place between SITA UK management and UNITE the Union for and on behalf of the UK trade unions: UNITE, GMB, UNISON and Prospect, on the 17th May 2013, to discuss the current impasse between the two parties.

The following outcomes and points were agreed:

1. Both parties acknowledge that the current situation is not in the best interests of the stakeholders within SITA UK, including SITA management, employees and the trade unions.
2. In order to resolve the current impasse, both parties agree that:
 - a. SITA UK management will ensure that the trade unions are involved in the current negotiations, with the aim to reach an agreement on information and consultation within SITA UK.
 - b. UNITE the union will be invited to attend negotiation meetings to provide support and guidance to all employee negotiating representatives, during the

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negotiations.

c. As part of the negotiations for an information and consultation agreement, both parties will also seek to agree a procedure for the election/appointment of UK representatives to the GDF Suez Environment European Works Council.

d. In light of the above UNITE the Union will withdraw its current complaint, to the Central Arbitration Committee (CAC) and will not commence any further legal proceedings in association with the election of the negotiating representatives

3. SITA UK management and trade unions are committed to constructive and positive industrial relations, taking into account the interests of all stakeholders. Both parties therefore agree and committed to the following:

a. SITA UK management fully respect the obligations and intent of the GDF Suez

Global Agreement on fundamental rights, social dialogue and sustainable development.

b. SITA UK will work with UK trade unions and other employee representatives to ensure the implementation of the Global Agreement.

c. As a clear indication of the commitment made, SITA UK agrees, in the first instance, to work with the trade unions to fully implement Clause 1.2 of the Global Agreement.

d. It is recognised that due to the proposed separation of Suez Environment from GDF Suez, any future agreements negotiated between the social partners applicable to Suez Environment, will take precedent.

e. UNITE the Union will no longer pursue a complaint for non-compliance of the

Global Agreement, as provided for under Chapter 5 of the Global Agreement. UNITE the Union is satisfied that their concerns have satisfactorily addressed by GDF Suez, through engagement with SITA UK Management.

Executive Council Constituencies and timetable for election for the 2014-17 electoral period 9.4.

Rule 14 specifies how the Executive Council shall be constituted. It shall have representatives from the union's regions – each region having two representatives, regions with 150,000 members or more, three, and regions

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having over 200,000 members a fourth. It shall have representatives from the national industrial sectors, with each sector having one representative, sectors with over 50,000 members a second, and over 100,000 a third. It also has four national equality representatives.

The rulebook also mandates that the make-up of each constitutional committee and conference ensures minimum proportionality for the representation of women and BAEM members. For the Executive Council, the EC itself has determined that this shall be by the designated seats system, although that method is not a rulebook requirement. This means that a percentage of seats on the EC corresponding to the percentage of women and BAEM members in the union must be reserved for women or BAEM members. At present, the percentage of women members in Unite is 27%, and of BAEM 9.5% (relating to the declared ethnicity of those monitored).

The new Executive Council, based on the formulations in the first paragraph above, will have 59 members. There will therefore be a requirement for 16 seats to be designated for women members, and six for BAEM members. The attached proposals identify the seats designated for women members. Because of the contraction in the size of the Executive Council, and in particular the reduction in the number of multi-member constituencies (a single seat constituency must be left open to all candidates), it is difficult to present a robust and sensible procedure for allocating designated seats for BAEM members. It is proposed that the Executive Officers bring forward a proposal on resolving this problem to the December Executive Council meeting – it should be understood that whatever solution is adopted, this will and must ensure minimum proportionality for BAEM members on the 2014-17 Executive Council. That is a rule-book requirement.

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All calculations relate to the full paying membership of the union – that is, it excludes retired (paying and non-paying) and community members, as per the provisions of rule 3.

It should be noted that Unite presently has around 25,000 paying members not allocated to any industrial sector – the “unknowns”. These cannot be allocated a vote in the sector constituencies, but they will have the right to participate in the regional and equality constituencies.

REGIONS

Region	Members	%women	%BAEM	Seats
East Midlands	72,481	22	9	2 (1 woman)
London/Eastern	220,442	32	24	4 (1 woman)
NEYH	127,638	24	4	2 (1 woman)
Ireland	59,375	26	2	2 (1 woman)
North-West	153,572	27	4	3 (1 woman)
Scotland	115,919	30	1	2 (1 woman)
South-East	85,645	29	8	2 (1 woman)
South-West	81,321	25	4	2 (1 woman)
Wales	63,677	21	2	2 (1 woman)
West Midlands	107,540	24	15	2 (1 woman)

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EQUALITIES

Women	1 (1 woman)
BAEM	1
LGBT	1
Disabled	1

SECTORS

Sector	Members	%women	%BAEM	Seats
FDT woman)	75,286	31	11	2 (1
RAAW	13,795	24	10	1
Motors	75,565	7	9	2
CPPT	50,487	14	4	2
GEMS	93,989	18	8	2
Energy/Utilities	30,965	7	3	1
Metals	20,265	6	5	1
Aerospace/Ship	64,787	8	3	2
RTCLRD	64,833	8	6	2
Docks/Rails	16,120	5	3	1
Passenger	83,934	8	21	2

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CAT woman)	57,140	42	20	2 (1
Finance/Legal woman)	89,630	60	10	2 (1
CYN4P	42,048	60	11	1
Construction	40,834	3	3	1
GPM/ITC	50,696	15	7	2
Local Authorities woman)	73,056	38	7	2 (1
Health woman)	90,373	69	9	2 (1
MoD/Govt Depts	13,032	17	4	1
Education	16,974	45	6	1
TOTAL				59 (16 women)

TIMETABLE FOR ELECTION

To set in train the elections for the new EC next year the Council will have to make the following decisions in accordance with Rule:

- 1) Independent Scrutineer – recommend that Electoral Reform Services is appointed
- 2) Returning Officer – recommend that the General Secretary is appointed
- 3) Election Commissioner – recommend that Professor Keith Ewing is appointed.

Timetable:

The new EC will hold office from 1st May 2014 to 30th April 2017. We are therefore proposing the following timetable for this election to ensure that the new Council can take office on 1st May 2014.

Despatch of Nomination Forms	w/c 6 th January
Nominations Period	Monday 13 th January – Tuesday 11 th February
Last date for Receipt of Nominations	Tuesday 18 th February
Last date for Acceptance and Receipt of Election Address	Tuesday 25 th February
Voting Papers Despatched	26 th – 28 th March
Last date for Voting papers to be returned to the Independent Scrutineer	Wednesday 23 rd April (n.b. Good Friday is 18 th April, Easter Monday 21 st April).
Count	Thursday 24 th and Friday 25 th April.

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Legal 11.1

A full and extremely detailed report was issued by the Director of Legal, summarised briefly below;

For the past 2 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 £350,000 has been saved as a result of the audit process.

Unite's Legal Services have provided advice and support to the leverage campaign at Crossrail. A prominent feature has been using UK and EU procurement legislation to argue that public authorities should exclude known blacklisters from tendering processes for the award of public works and building contracts. The reasoning is that exclusion is justified on grounds of "gross professional misconduct", in terms of non-compliance with domestic and international law..

Letters have been sent to this effect to a number of local authorities (and others), and the responses have acknowledged the force of the Union's legal arguments.

The Regional Legal & Affiliated Services Coordinators have responsibility for coordinating and facilitating training for our officers on legal matters which is delivered by our panel solicitors. Their reports on the training delivered, highlights the difference a coordinated approach can take. There is still more work to be done on achieving consistency of training for all our officers and staff in legal matters but headway has been made and we will continue to build on the achievements so far.

There was an update on agency legislation/Swedish Derogation, summarised below;

It is clear that cases are proving difficult to challenge. However, Unite are currently considering the position with their solicitors as they feel that such

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cases involving Swedish derogation contracts should be challenged where possible until they are properly considered by the government as being non-compliant and are banned.

Once again “NO REPUDIATION HAD BEEN GRANTED” by Unite.

Affiliated Services 11.1A

AFFILIATED SERVICES – UPDATE FROM LAST EC

Membership Programmes

Retired Member Plus

The programme continues to perform well and a further 1,989 have joined since the last report bringing the total to 52,743. This generates £1.37 m of subscription income for Unite each year.

Retention Policy and Procedures

Back to Work membership is proving to be an effective retention tool. We now have a total of 8,501 members in the programme and as the procedures we have put in place become established, we expect to capture an increasing number of members who would otherwise have left Unite.

Credit Union

We are on target to launch Credit Union facilities by the end of the year and we have embarked on a programme of pre launch activity which aims to generate interest in the new arrangements. This has included an Activists Bulletin and a section on the web site which invites members to register for more information.

Member gets Member Scheme

The scheme continues to gain momentum and a total of 9,006 are now participating and 6,260 shopping cards have now been sent out.

We are continuing to monitor this scheme closely and are investigating the possibility of extending the scheme to cover the recruitment of members on the part time and 50p per week scales.

Tax Relief for Heath Sector Members

In conjunction with colleagues in the Finance Sector, we have been investigating the possibility of obtaining tax relief on union subscriptions for

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members employed in the health sector.

Republic of Ireland

The new programme of affiliated and legal services has now been launched with an explanatory booklet and a link from the Unite web site. The Member get Member scheme is now up and running.

Unite Motor Insurance

The inclusion of a flyer offering to beat the renewal terms offered by Liverpool Victoria to Unite members has generated a high level of calls with over 800 being received in August.

Unite Home Insurance

At the end of July a total of 3,490 new policies have been taken out.

Unite Protect

Unite Protect provides a range of low cost insurance plans which are predominantly sold via outbound telemarketing.

Unite Debt Advice

The debt advice service continues to be a cornerstone of our retention programme and 378 member requested information about the service last month. Members are being encouraged to contact the service as a matter of course in the event that they lose their job so that they can obtain assistance on budgeting and dealing with their existing debts. It will also be integral to the operation of the credit union where members with members who are unable to obtain finance will be referred together with Credit Union borrowers who have gone into arrears.

Lottery

We are continuing to aggressively promote the Unite Lottery and tick box which enabled members to ask for information was included in the card mailing pack.

In August a total of 565 members expressed interest in the lottery and we will be contacting these members in the coming weeks to encourage them to sign up. In this way we hope to be able to grow the existing number of players (3,996)

uniteNOW!

and increase the amount that is paid to the Unite Benevolent Fund each month (August figure £6,152)

Membership report 11.2

Having reviewed membership and considered the problems with the accuracy of the data the department has concluded that two tasks have immediate priority:-

1. We need to ensure members are allocated by workplace. Currently the allocation of members (to regions) by branch is causing corruption of our data. Branches should be workplace based where practical, but can often cover a geographical area or even be nationally based. Because of this, allocating the members region via the branch is incorrect and needs to be changed to be defined by the workplace, which is always a physical location.

2. We need to agree with the regions a protocol to ensure the membership data is kept accurate going forward.

There is work going on to develop a “My Unite’ member’s web portal. It is currently undergoing significant testing to ensure that this facility meets the needs of members and the aspirations of the Union.

App Interface

This interface has been installed on Unite’s live database and is ready for use.

Remits 9.10

See attached doc.