

GENERAL SECRETARY'S BRIEFING FROM THE - MARCH 2013 EXECUTIVE COUNCIL MEETING

(Please note that this is a preliminary briefing only and is not the official report of the Executive Council meeting. The official report is contained in the minutes which will be published following approval by the June meeting of the Council.)

Membership of the Council

The General Secretary welcomed newly elected member for Civil Air Transport, Sharon Owens, to the council. It was agreed that as a result of the resignation of Harry McNulty from the position as LGBT national representative and John Murphy from the position of London & Eastern representative by-elections would be held for these two vacant seats.

As a result of the above, Chris Bond was elected to the F&GPC to replace John Murphy

Strategy for Growth - Organising and 100% UNITE

Executive Officer, Tony Woodley and Director of Organising and Leverage, Sharon Graham, reported on the **100% UNITE** campaign which has continued to deliver substantial new membership gains for the Union. In total as of end February this year 60,374 new members have joined the Union. Sharon also reported on activities of the organising department including involvement in the blacklisting campaign and leverage.

Finance

The preliminary financial picture for Unite for 2012 was satisfactory – on track with the three year financial plan and showing an improvement compared with last year. In particular, income was up and expenditure was well controlled.

Contribution Income increased for the first time in many years as the rise in member subscription rates effective 1st September 2011 and 1st September 2012 more than offset the decline in paying membership. Legal Income accounted for the rest of the improvement as Unite continued to benefit from the hiked charges that we make on employers/their insurers in personal injury cases in which the Union prevails to compensate for the risk of bearing the employers' legal costs in cases lost. However, as noted many times in the past, the Union will cease to earn this income on cases which are initiated after 1st April 2013. Given the size of the Union's Legal Income, this obviously represents a major area of concern for the future.

Total Recurring Expenditure totalled £140.1 million on a preliminary basis in 2012 – representing an increase expenditure of £1.5 million versus last year with the following comments:

- By far, the largest single increase of expenditure was the extra £3.3 million paid (or accrued to be paid) to Branches which came about as a consequence of the new financial settlement with Branches approved by the Executive Council in December 2011 and effective 1st January 2012.
- Employment Costs excluding Organising rose by £1.1 million. However, it should be noted that, despite the 4.75% General Wage Increase that was effective 1st January 2012 and the last increases applied as a result of the job evaluation process, the salaries of permanent employees decreased year over year. On the other hand, the costs of temporary staff and employee travel expenses rose. As there is no pay increase for 2013 and employee numbers continue to fall, the cost of employment should fall further in 2013.
- The cost of the National Organising Department also increased by £1.1 million as a consequence of the 4.75% pay increase and more organisers being employed.

- On the positive side, the cost of Legal Representation fell by £3.9 million as Howard Beckett introduced strict cost control and no big lost cases were experienced (in comparison with prior years).
- Property Costs fell by £1.7 million as the Union continued to sell its surplus property portfolio and thus saved rates and utilities once the properties were disposed of. Maintenance costs were also down somewhat.
- IT costs were also significantly lower than the prior year.

Taking everything into account, Unite posted an overall surplus of £2.2 million on a preliminary basis in 2012 – a result which was £1.8 million better than last year. The result means that the Union remains on track with its three year financial plan.

Membership

Howard Beckett, Legal and Affiliated Services Director reported that a distinct membership department was being set up at central office which would work closely with the legal department under the same overall control, to enable the best management structure and communication between the various members of staff.

The membership department would provide a focal point for the delivery of systems and procedures to service the member's requirements. Co-ordinate the regional activities in the recording of membership information. Act as a conduit for all departments of the union to deliver better services to the members. Produce regular reports on the state of membership and track areas of concern. Give technical assistance where needed to maintain accurate membership records. Ensure all employees are equipped with the necessary skills, information and procedures to be able to service the members. Co-ordinate with the IT department to ensure the infrastructure and equipment is available and is suitable to staff requirements. Co-ordinate with the Legal department to ensure membership information is in a suitable state for balloting purposes. Take part in regular meetings with the regional membership staff and IT co-ordinators to foster a common and consolidated approach. Develop new and enhance the existing software systems to improve the processing of membership records and the delivery of information.

The detailed report with analysis of membership figures by sector and region was provided which showed that the total membership at the end of February 2013 was 1,583,048.

Constitutional Administration

General Secretary Election

The Council received a report on the nomination stage for this election from the Returning Officer. The ballot closes on 12th April. 1,255 nomination forms were received, acknowledged and checked for compliance with the ballot guidelines by Electoral Reform Services and the Constitutional Administration Department of Unite. Details of valid nominating branches for each candidate will be circulated with the ballot paper to each member, details of workplace nominations, together with branch nominations, are published on the union's website.

Political fund Ballot

As a result of representations from members in Northern Ireland the Council agreed that they should be included in the members who are eligible to vote in the ballot. As a consequence of this change the timetable for the ballot has to be amended it will now be run from 1 to 22 May 2013.

Annual TUC Conference

The TUC will be meeting in Bournemouth this year, from 8th to 11th September. Administrative arrangements are in hand for Unite's participation in this Conference.

Annual Labour Party Conference

The Annual Labour Party Conference will take place in Brighton this year from 22nd to 26th September. Administrative arrangements are in hand to elect representatives from regional and national committees. The Executive Council elected 3 delegates to attend in addition to those who are members of the National Political Committee and nominees to the NEC. They are: Ivan Monckton; Dennis Wilson and Agnes Tolmie.

Other Constitutional issues

Policy Manual

The Policy Manual prepared as a result of the Policy Conference 2012 has been widely circulated to activists and is published on the Unite website.

Collective Bargaining and Mapping

A paper setting out in detail Unite's policy on Collective Bargaining & Mapping as contained in motions remitted to the Council from the policy conference. The effect is that:

1. The Executive Council recognises that the National Sector Industrial Committees are the place where most of the key reps in any given sector come together to discuss and develop their industrial strategy, and that the NISC's are therefore the appropriate place to begin addressing the challenge of better coordination of collective bargaining.
2. This Executive Council therefore requires each National Sector Industrial Committee to work with their AGSs, National Officers and the Research and Organising Departments to:
 - Conduct a discussion and debate concerning the state of collective bargaining in their respective sectors in order to gain an overview of the current state of play;
 - Produce a better overview, understanding and industrial mapping of the sector;
 - Produce a strategy with concrete steps to maintain and develop bargaining where it currently exists and with the aim to re-establish bargaining where it doesn't currently exist;
 - Examine the possibility of developing a common demand that can be pursued across the sector;
 - Identify companies where collective bargaining exists in different sites with a view to strengthening cooperation and coordination across specific companies;
 - Use the Information and Consultation regulations where appropriate to build combines;
 - Require all Regional Industrial Officers, and encourage all shop stewards and convenors to submit a copy of their agreement to the National Organising Department and Labour Research Department;
 - Use the biennial sector conference as a forum to debate the state of collective bargaining across the industries it represents and set out its collective bargaining parameters for the future.

National Industrial Sector Conferences

The National Industrial Sector Conferences will take place in Brighton from 11 to 14 November this year, in accordance with the following schedule.

Monday

Docks, Rail, Ferries and Waterways
Civil Air Transport
Passenger Transport
Road Transport Commercial, Logistics and Retail Distribution
Graphical, Paper and Media

Tuesday

Food, Drink and Tobacco
Rural and Agricultural
IT and Communications
Motor Components
Electrical Engineering and Electronics
Chemicals, Pharmaceuticals, Process and Textiles

Wednesday

Vehicle Building and Automotive
Metals (including Foundry)
Servicing & General Industries
Finance and Legal
MOD and Government Departments
Aerospace and Shipbuilding
Energy and Utilities

Thursday

Community, Youth Workers and Not for Profit
Construction
Education
Health
Local Authorities

The Conference Standing Orders were agreed.

The distribution of delegates to the conference by Sector and Region (including requirements to fulfil the proportionality under rule) was approved in principle pending further checks for accuracy. The checks have now been concluded and the breakdown has been circulated to EC members separately.

The closing date for receipt of motions and nomination of delegates from NISCs (where required), and RISCs is **Friday 9th August 2013** (this will allow committees to elect delegates and agree motions at their meetings scheduled to be held during June and July)

The Council agreed that the SOC for the 2015 Conference should number 12 including at least 3 women and 1 BAEM members; 3 delegates to be elected each day with at least 1 BAEM member being elected on Monday and subsequently at least 1 woman member being elected on Tuesday, Wednesday and Thursday.

National Equalities Conferences

Similarly the Council approved arrangements for the National Equalities Conferences which will take place in Spring 2014 in Eastbourne. The first Retired members Conferences will take place in August this year in conjunction with the retired members' summer school which will be held at the Unite Eastbourne Centre. The standing orders and scheme of representation for these conferences was also agreed. From 2015 these conferences will take place in the same year as the National Industrial Sector Conferences.

Constitutional Timetable:

The Council agreed the following 6 year constitutional timetable for Unite. A more detailed timetable will be issued as required each year.

2014:

Regional Political Conferences – 1st quarter
Unite Executive Council elections – new EC takes Office May
Policy Conference – June/July

2015:

Elections for Branch Officers and Work Place Representatives – 2nd quarter
Unite National Equalities Conferences – 1st Quarter
Rules Conference – June/July
Regional Industrial Sector Conferences/Regional Equalities Conferences/Area Activists Meetings – 3rd quarter
First meetings of triennial period Regional Committees/National Industrial Sector Committees/National Equalities Committees - Oct/Nov
Unite National Industrial Sector Conferences – 4th quarter

2016:

Unite Policy Conference – June/July

2017:

Regional Political Conferences – 1st quarter
Unite Executive Council elections – new EC takes Office May
Unite National Equalities Conferences – 1st quarter
Unite National Industrial Sector Conferences – 4th quarter

2018:

Elections for Branch Officers and Work Place Representatives – 2nd quarter
Unite Policy Conference – June/July
Regional Industrial Sector Conferences/Regional Equalities Conferences/Area Activists Meetings – 3rd quarter
First meetings of triennial period Regional Committees/National Industrial Sector Committees/National Equalities Committees - Oct/Nov
Election for General Secretary

2019:

Unite National Equalities Conferences – 1st quarter
Rules Conference – June/July
Unite National Industrial Sector Conferences – 4th quarter

Regional Industrial Sector, Area Activists and Regional Committees

The Council received a report on the make-up of these committees. Further discussions regarding RISCs will take place at the June meeting.

Political

Selections

The central task of the Political department since the last EC has been to maximise the possibilities of working class and progressive candidates in the Labour Party Parliamentary candidate selection process. As previously reported, because of the collapse of the coalition's gerrymandering boundary review, selections in marginal seats were brought forward. Selections are now commencing in a number of seats – and the rest of the selections in the marginals will be completed at least by the end of the year.

Our expectations are realistic, but we campaign as hard as possible for victories. A key part of our general political strategy involves winning more Unite members to join and become active in the Labour Party. This has been particularly urgent in those constituencies with forthcoming selections. Indeed it is also readily understandable if you want a progressive working class Labour candidate, join and work for one is the simple message. As soon as the boundary review was abandoned, we accelerated our member development programme. Only members joining prior to six-months before the commencement of the CLP selection process are eligible to participate in the process.

Common Candidates

We are working with other Unions to ensure general agreement around candidates in selections. With some give and take broad agreement has been reached across the main trade unions involved. Regions have been asked for their preferences – and in the main have produced comprehensive proposals – usually following regional discussions with TULO or, Big Four unions. In the main, the problem we face in regard to candidate selections is the lack of good progressive and credible candidates in a number, rather than issues of choice. This is particularly the case in regard to women – we want women candidates, but it is also necessary because 50% of selections in marginal seats will be women in All Women Shortlists. In the recent past, many have supported AWS but believed they were used as an instrument of the right to manipulate some selections. We are confident that this is not happening this time. The first tranche of seats announced has a very fair allocation of AWS.

Euro Selections and Elections

The selection process for European election candidates is well advanced. We are very hopeful that Unite backed candidates will be shortlisted in most of the key Euro seats, with broad union backing that they shall be the prime targets for the top places.

Discussions are proceeding to ensure a progressive manifesto and campaign next year in these important 2014 Euro elections. Labour campaigning Against European Austerity, for a Social Europe and against Xenophobia are our key themes at this stage. Dave Quayle, Chair of the NPC will be playing an important role and we are also in discussions with both the EPLP leadership and UAF about ensuring the maximum campaign to eliminate Fascists from the North West and Yorkshire at the next elections. EPLP have informally proposed a conference/seminar in Brussels with UAF and Unite on this. While not our central priority, it will be important that Unite and other unions play a big role in defeating the fascists, but also countering xenophobic campaigning by UKIP in the next period.

Future Candidates Programme

Our second Future Candidates Programme took place in February. We now have 30 potential candidates on the programme, and will be inducting a further 20 after Easter. This is a serious long-term training programme, aimed at developing Unite Activists so that they can become candidates for public office.

CLASS

CWU have confirmed that they have affiliated to CLASS. GMB have confirmed that they are signed up for a further year as has Unite – so all is going very well. Following our very successful Parliamentary launch, we held a further Parliamentary meeting on “The economy and inequality – how the left can have it both ways” with Stewart Lansley, which was very well received. It was notable that Stewart, who is a key economist in the arguments against austerity strategies and neo-liberalism, was quoted in association with Ed Miliband and Stewart Wood’s repudiation of neo-liberalism in their recent speech and article respectively.

Class had an important meeting on “The Social State” on March 13th which will talk about a Welfare State for our times. The CLASS Web-site is publishing a number of papers around this, including around the need to strengthen collective bargaining. But as well as the development of ideas, Class is determined to engage in more accessible forms of work. So a Mythbusters publication on Welfare will also be published for use in the workplace.

A major conference is planned for later in the year, which will be open to branch delegates – indeed it will be largely directed at getting the widest involvement. It is hoped that this will broaden the appeal to union members.

Labour Party Policy Review

The Labour Party policy review is proceeding in two ways. Jon Cruddas is directing the Policy Review, involving Shadow Cabinet groups, and with a number of meetings at Westminster. This is not developing as well as we might like – and we are seeking to get bigger trade union involvement in this.

The Policy Commissions, composed of National Policy Forum members are also meeting. Most Commissions have met at least once. A new policy hub, YourBritain.org, has been established which enables discussion and submission of policy proposals.

Anti-fascist Work

The anti-fascist movement is starting preparations for the Euro-elections next year. Defeat of the two BNP candidates in the North West and Yorkshire will be crucial. This was a topic of much very constructive debate at the recent Unite Against Fascism conference. We will need to work closely with others to ensure this campaign is successful. While the organisations are in disarray, the ideas are not – and indeed European Fascism is on the rise. Populist, xenophobic nationalism is also growing – and UKIP are a reflection of this. Day to day mobilisation remain unfortunately necessary, but serious proactive campaigning will be important over the next year.

Legal and Affiliated Services

A full report on developments in the Legal and Affiliated services was received by the Council. Howard Beckett advised on cost savings from audits of panel solicitors files, regional audits to assess the standards of service provided by panel solicitors. He gave a details report on changes resulting from government legislation which would affect Unite legal services, the financial impact and that on members and the steps Unite is taking to ameliorate these including: maximising recovery from employers and direct instructions on PI cases.

Details reports were provided on Driver Care; legislative matters and legal cases of significance; the Financial position of the department, PI, Employment & Tribunal case statistics, CAC applications, Industrial Disputes and Repudiations report.

Unite Equalities

“UNITE – THE UNION FOR EQUALITY” From the new Action Alert ‘Getting Women off the Path to Poverty’, to the Race Forward campaign tackling race discrimination in the workplace, from disabled members lobbying for accessible transport with Action for Rail, to successful LGBT campaigning on equal marriage rights, from action for interns, apprentices and young workers, to retired members campaigning on the State Pension bill, Unite is the union standing up for equality.

UNITE EQUALITY REPRESENTATIVES – National and Regional Conferences. In line with the union’s commitment to strengthen union equality reps in our union, the first National Conference of Unite Equality Reps took place in March with a very positive response.

The first Regional Equality Reps Conference has already taken place in London & Eastern region, with the venue needing to change to accommodate the high response rate. London & Eastern Equality Reps Conference has also led in to a number of key education courses on tackling discrimination and promoting equality. All regions are planning such events.

Union Equality Reps credentials are being produced and badges are available.

UNITE EQUALITY STRATEGY

Following preparations reported at the last Executive Council, a meeting of Chairs and Vice-Chairs of Unite’s National Equalities Committees together with National Officers and the AGS has taken place. In discussion, the importance of the two priority areas : Moving Forward on Equality – No Cutting Back and building Union Equality Reps were strongly advanced. It was also agreed to highlight the importance of a ‘yes’ vote in the political fund ballot to equalities campaigning. Further suggestions will be drawn together as part of Unite’s Equality Strategy for further discussion.

HARASSMENT & DIGNITY AT WORK – new materials and courses available

POLITICAL FUND BALLOT AND EQUALITIES – a specific leaflet to be produced

UNITE EQUALITIES EDUCATION

The importance of clearer procedures for equalities and education has been highlighted and they are now being developed. Courses are now being promoted.

UNITE EQUALITIES CALENDARS 2013 – have been very well received

MIGRANT DOMESTIC WORKERS

Nationally with J4DW, Unite celebrated International Migrants Day in December with the ITUC 12 for 12 campaign aprons, for countries to sign up to the Domestic Workers ILO Convention. Campaigning also took place with Unite in Ireland. Unite members in J4DW were also a central part of the Billion Women Rising against violence against women on 14th February.

CAMPAIGNS

The General Secretary reported on plans for the People’s Assembly which is due to meet on 22nd June in Westminster Hall and will be pre-ceded by a series of rallies and events in communities around the country. It is backed not only by Unite but also Unison, NUT, PCS, TSSA; the Green Party, Labour MPs, Coalition of Resistance, National Pensioners Convention and community campaigning group. This Peoples Assembly will be will be an alternative democratic forum to a Parliament that

has failed the people it is supposed to represent. It will be the launch-pad for mass resistance to austerity. Together with other Unite initiatives the aim is for it to form alliances which play a key role in forcing anti-austerity politics onto the mainstream agenda, and fighting for all those people currently hit by Government policies.

The foundations are being laid for Unite's welfare campaign, beginning with a survey of members to ascertain the extent to which they would be hit by the upcoming cuts. Some 60 per cent of those who will suffer detriment from April are in work and reliant on in work benefits to get by. So there is a very good chance that many Unite members who are in work, as well as those who are seeking work, will be very anxious about the changes, which are the biggest to the welfare state since the 1960s.

Thousands of Unite members responded to say that they would struggle to meet food and heating costs. Thousands also reported their concern that the changes would deepen poverty and cause widespread hardship. Most condemned the plans to uprate benefits by one per cent, a real terms cut since inflation runs at around three per cent.

With links established with the Trussell Trust (the main food bank provider in the UK), Child Poverty Action Group, Shelter and PCS, we are now concentrating on the launch on Unite's welfare campaign and the work we must do to use this to spearhead community action against the attacks on our social security system. Ad campaigns, materials for workplaces, a myth busting website and a digital media campaign are all in train as we fight to halt the government's efforts to divide those in and out of work.

Our Save the NHS campaign was launched in January, centering on blocking government efforts to make it even easier for the private sector to take over NHS services. This issue is building, with doctors now getting active and the Labour party pressing the case in parliament. The Liberal Democrats' spring conference offers further opportunity to highlight that party's complicity in the destruction of our 65 year old universal health service. We are building now for the 65th anniversary of the health service, in July, but extremely worried about what the future holds for it, from April this year, as the government's break up plans gather speed.

We have also begun the political fund ballot campaign. A short film has been produced, plus basic materials for activists to encourage them to discuss the issue in their workplaces. We will be stepping up the campaign this month by producing a fuller briefing for members and pushing out the short film. As it is ten years since the last ballot, the issue will not be familiar to newer members so all efforts are being made to raise awareness.

On the industrial front, we have supported the campaigns to defend jobs at the Defence Services Group, to defend pay at Greencore (a campaign which was won after strike action), to defend the shop steward at the Peabody Trust, who had been dismissed, and pay and jobs at Turning Point, the homelessness charity which is planning to dismiss and re-engage the workforce on poorer terms. We also worked closely with our Scottish colleagues to support their campaign to save the pensions of BP workers being transferred to DHL, a campaign they won after taking strike action.

Heavy emphasis has been placed on supporting our campaign for justice for blacklisted workers with media support to press our case for a full government inquiry into the practices of the construction industry, and for blacklisting to become a criminal offence, with prison a possibility.

HUMAN RESOURCES AND ORGANISATION DEVELOPMENT

Unite Policies and Procedures

The first set of new Unite policies and procedures for the union's employees has been developed, agreed by the General Secretary and are subject to a full consultation with the respective bargaining unit representatives. A ballot is currently taking place and the outcome should be available in March 2013. It is anticipated the following new policies will be formally introduced shortly thereafter:

- Discipline
- Grievance
- Absence Management
- Recruitment and Selection
- Equal Opportunity Statement
- Flexitime (this is applicable to Staff and not Officers or Organisers).

The development of the remainder of the policies is well under way.

Positive Action – Apprentices

National Apprenticeship Week takes place from 11 to 15 March 2013. The week is designed to celebrate apprenticeships and the positive impact they have on individuals, organisations and the economy.

For the first time Unite's own apprentices in London will be participating in the Unionlearn Annual Apprenticeships Conference on 11 March at Congress House.

Our apprentices have been asked to propose a way of marking this event internally and have suggested a presentation of their own experiences as apprentices at Unite.

Officer Appointments

The council endorsed appointments made by EC appointment panels since the last Executive Council meeting in December 2012 as follows:

East Midlands Regional Secretary – AnneMarie Kilcline

Local Authorities National Officer – Fiona Farmer

Regional Officers

1 x Northern Ireland – Davy Thompson

3 x London & Eastern – Russ Ball; Alyson Read and John Murphy

2 x Wales – Tony Brady and David Griffiths

There was no appointment to the job as Regional Officer in the South West, as a consequence the job is being re-advertised throughout the union.

A report on national officers will be brought to the June meeting of the Council.

REMITTS FROM REGIONAL AND NATIONAL COMMITTEES

Organising Strategy - The resolution was submitted by the Docks, Ferries, Rail & Waterways NISC and called on the Union to recognise the DFRW Sector is crucial to the UK economy and sector organising should be considered as a priority. The Council noted the remit and agreed to seek more detailed information from the sector

Organising Officers – The resolution was submitted by the Health NISC and called on the Union to make additional resources available to fund 10 Organising Officers specifically for health. The Council noted the remit and agreed to seek more detailed information with specific proposals from the AGS.

IPA Consultants – The resolution was submitted by the Energy & Utilities NISC and called on the Union to withdraw support and lobby the TUC to withdraw its support for IPA Consultants. In response, the Council supported the resolution.

Boycott the Blacklist Companies – The resolution was submitted by the NEY&H Regional Committee and called on the Union to write to all Unite Councillors for this issue to be raised at their respective councils. In response, the Council supported the resolution and noted that much of the work being sought had been done.

Otherwise Agreement – The resolution was submitted by the North West Regional Committee and called on the Union to complete an inquiry surrounding Brother Acheson's dismissal and the nature of the otherwise agreement. In response, the Council supported the resolution.

Frank Morris Hardship Fund – The resolution was submitted by the Construction NISC and called on the Union to send an appeal to all branches across the Union. In response, the Council supported the resolution.

Unemployed Register – The resolution was submitted by the Construction NISC and was withdrawn.

Recruitment Activity within each Region – The resolution was submitted by the Construction NISC and called on the Union to instigate a programme for construction workers with colleagues from the Organising Department. In response, the Council noted the resolution.

National Action to Defend our Health Service – The resolution was submitted by the Health NISC and called on the Union to give maximum support for local campaigns and industrial action against cuts and privatisation. In response to comments by the General Secretary, the Council noted the resolution.

National Young Members Network – The resolution was submitted by the National Young Members' Committee and called on the Union to support the establishment of a Unite National Young Members Network. In response, the Council supported the resolution.

Branch Affiliation to International Dockers Council (IDC) – The resolution was submitted by the Docks, Ferries, Rail & Waterways NISC and called on the Union to support dock membership to affiliate to IDC through local branches. In response, the Council agreed to note the resolution pending further investigation.

Manufacturing Strategy – The resolution was submitted by the London & Eastern Regional Committee and called on the Union to campaign for a manufacturing strategy. In response, the Council supported the resolution.

Health & Safety – The resolution was submitted by the East Midlands Regional Committee and called on the Union to strengthen health & safety resources, training and support regional campaign. In response, the Council supported the resolution.

Living Wage/National Statutory Living Wage – The resolutions were submitted by the NEY&H and West Midlands Regional Committees and called on the Union to clarify the pros and cons of supporting the implementation of a Living Wage and to undertake the necessary work to establish the principle of a national statutory living wage. In response, the Council supported the resolutions.

Potential General Strike – The resolution was submitted by the Local Authority NISC and called on the Union to work with the leaders of all other unions and anti-cuts groups to ensure a 24-hour national day of action is called as soon as possible in 2013. In response, the Council agreed to leave the resolution on the table.

National Day of Co-ordinated Action – The resolution was submitted by the North West Regional Committee and called on the Union to take the decision to take a national day of co-ordinated action to the TUC General and Executive Council. In response, the Council agreed to leave the resolution on the table.

General Strike - The resolution was submitted by the East Midlands Regional Committee and called on the Union to lobby the TUC General Council to name the date for co-ordinated strike action. In response, the Council agreed to leave the resolution on the table.

Retired Members Plus & Community Voting Rights – The resolution was submitted by the East Midlands Regional Committee and called on the Union to make the appropriate changes to ensure Retired Members Plus and Community members are granted the right to vote in elections for EC members. In response, the Council agreed to note the resolution for further debate in June.

Future Mergers/Transfers of Engagement – The resolution was submitted by the Aerospace & Shipbuilding NISC and called on the Union to issue a clear statement that Unite's political strategy will be at the forefront of the union's work over the next 3 years. In response, the Council agreed to note the resolution.

Community Activist Fund – The resolution was submitted by the National Young Members' Committee and called on the Union to consider additional ways of supporting community branches. In response, the Council agreed to note the resolution.

Communication of Subscription Increases – The resolution was submitted by the East Midlands Regional Committee and called on the EC to ensure that future subscription increases agreed by the Council are communicated to Branches and activists well in advance of implementation. In response, the Council supported the resolution.

Asbestos Compensation – The resolution was submitted by the East Midlands Regional Committee and called on the Union campaign for all ex-servicemen and women to have the same rights to compensation as civilian employees in terms of crown liability for causing personal injury or death between 1947 and 1987. In response, the Council supported the resolution.

Anti-Worker legislation – The resolution was submitted by the East Midlands Regional Committee called on the Union to continue its campaign against all anti-worker legislation being introduced by this Tory led government. In response, the Council supported the resolution.

Under Occupancy (Bedroom Tax) – The resolution was submitted by the South East Regional Committee and called on the Union to oppose this law, call upon the Labour Party to do likewise and

for the next Labour Government to commit to repeal this pernicious law. In response, the Council supported the resolution.

Opencast Coal Industry - The resolution was submitted by the Construction National Industrial Sector Committee and called on the union to organise meetings with ministers concerned with energy. In response, the Council supported the resolution.

Government Economic Policy – The resolution was submitted by the Construction National Industrial Sector Committee and stated that the government’s quantitative easing programme would be administered by a State Investment Bank with the power to allow direct access to cheap funds by Local Authorities to enable them to start building council houses.