



STAND UP, FIGHT BACK!

A MANIFESTO TO REUNITE OUR UNION



**TOGETHER WE WILL STAND UP
AND FIGHT BACK. WE WILL
REUNITE OUR UNION TO ...**

**PROTECT JOBS
AND RAISE PAY**

**STOP A FAR-RIGHT
GOVERNMENT**

**ONLY SUPPORT
POLITICIANS WHO
SUPPORT US**

**ORGANISE FOR
GROWTH AND
UNION POWER**

**OPEN THE BOOKS
AND END YEARS
OF SECRECY**

**BUILD INTERNATIONAL
SOLIDARITY**

STAND UP, FIGHT BACK!

1

PROTECTING JOBS AND RAISING PAY

A new industrial strategy

2

ORGANISING

The future of our union

3

EQUALITIES

Solidarity against hatred

4

A NEW POLITICAL STRATEGY

Stopping the far-right

5

EDUCATE, AGITATE, ORGANISE

Rebuilding our union's education programme

6

RESTORING UNITE

As an internationalist union

7

TAKING BACK OUR UNION

by strengthening lay member democracy and control

8

DELIVERING THE MANIFESTO

STAND UP, FIGHT BACK! REUNITE TO WIN!

Our union needs a new start. We need to look outwards, no longer distracted by tired internal battles. We need to look forwards, with our focus on delivering for members.

This Unite General Secretary election is a battle for the heart and soul of Unite the Union.

Its outcome will determine whether our union reunites and re-emerges as a powerful fighting machine that delivers for our members, or slides into further chaos and internal division.

We are a giant of the UK, Irish and international trade union movement.

When we are united and get it right, our power is immense and we deliver for our members. Our potential knows no limits.

In the context we are in we will need every ounce of unity and energy we can muster to face the challenges we have in front of us.

Our members will suffer if we don't reunite with a coherent industrial agenda to deal with the cost of living crisis, the threats of industrial closures, relocations by multinationals, austerity decimating our public services, the challenges of AI, the climate emergency and decarbonisation without job losses, and the attacks on equality from corporate elites and the far-right.

Our members will suffer if we don't reunite and pressure the Labour government to deliver the radical change that workers desperately need. Our members will suffer if we don't organise to stop the far-right whipping up racial tensions and blaming society's most vulnerable.

People are angry and are right to be. Our union must be the answer. We must be the force for change that confronts the corporate elites and a hostile establishment.

Our great union is more than capable of meeting these challenges and more than capable of defending and advancing our members interests, but it is essential we get it right. Over the last five years we have not. Now is the time to push the reset.

We need every member, rep, officer, organiser and staff member to reunite and be part of this great cause. The future of our union is at stake.

Simon Dubbins, Unite General Secretary Candidate, 2026



STAND UP,
FIGHT BACK!

1

PROTECTING JOBS AND RAISING PAY

A new industrial strategy

WE WILL: **PROTECT JOBS AND RAISE PAY**

**REBUILD AND STRENGTHEN
OUR COLLECTIVE
BARGAINING**

**DEVELOP MEMBER-LED
INDUSTRIAL STRATEGIES
FOR EACH SECTOR**

**CREATE A NEW INDUSTRIAL
SUPPORT UNIT TO SUPPORT
MEMBERS AND REPS**

**FULL SUPPORT FOR ALL
WORKERS IN DISPUTE**

**REBUILD AND PROTECT
THE STRIKE FUND**

Collective bargaining is the strongest weapon our union has to reunite us, to take on the elites, end inequality, and take back control of our working lives. Our industrial goals must be to prove that being in a union delivers job security and better pay as we seek to radically extend the number of workers covered by collective bargaining.

In recent years we have endured attacks on pay during a cost of living crisis. Work has been made less secure. The amount of workers covered by collective bargaining has declined. This must be reversed.

Thousands of Unite members have taken action to defend and advance their pay and conditions. Our union will always support members in their struggle. Advancing our members' interests in the workplace is about so much more than disputes alone. We must give the same commitment to support frontline reps who are delivering for our members in the workplace every single day.

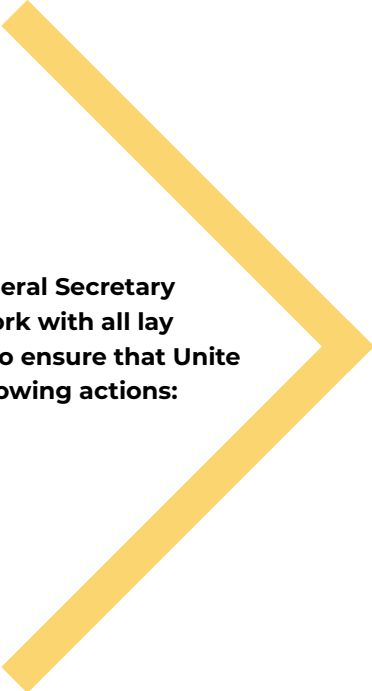
Unite is a broad union and our industrial strategies must be tailored for each sector accordingly. Just as our members in the private sector must contend with investment cycles, production volumes or contracts changing between operators, so our members in the public sector are faced with highly political funding decisions. Navigating all of this must start by listening to our workplace leaders.

EFFECTIVE AND COHERENT INDUSTRIAL STRATEGIES:

We must be proactive, with effective and coherent industrial strategies in each sector of the union. We need to build our collective bargaining power through more coordinated bargaining and organising. We need to have an organised political voice to get changes where our industrial strength alone isn't enough.

Every sector of our union must have a clear set of industrial priorities. Those strategies need to be integrated across clusters where needed and into a coherent strategy for the entire union.

Our industrial strategies cannot be imposed from above by the General Secretary for their own ends. It must be shaped by the knowledge and experience of our industrial leaders and answer the needs of our members. Sector plans must be developed for members, by members and implemented with the full support of the union's officers, organisers and staff.



To achieve this, as General Secretary Simon Dubbins will work with all lay member committees to ensure that Unite will undertake the following actions:

INDUSTRIAL STRATEGY

A new industrial strategy will be drawn up for each sector to be decided upon and ratified by the sector conference. Each document will set out the aims and objectives for the sector as well as the steps needed to implement that strategy and will include:

- + The bargaining aims and priorities including pay, working hours, holidays, equalities, skills and training, and health and safety.
- + Identifying sites at risk from closure, offshoring or any other threats. No workers will be abandoned.
- + The steps needed to produce better coordination and cooperation of collective bargaining – both across multi-site companies and across companies within the sector.
- + The political and legal priorities of the sector as determined by the industrial objectives set out in the industrial strategy.
- + The organising targets and strategies needed to build membership and grow the union in the sector.
- + The challenges and threats posed by AI and the strategies needed to confront them.
- + The international priorities and strategies needed to fulfil the industrial strategy.

INDUSTRIAL SUPPORT UNIT

Each sector will have dedicated specialist support to progress their bargaining objectives. To achieve this a new Industrial Support Unit will be established which will be made up of staff with the skills needed to provide real and effective support. The remnants of the existing Research Department and the Bargaining, Disputes, Support Unit, will be integrated with each other to end the duplication and to refocus the work of the staff towards what Unite members need.

Existing support for frontline reps and shop stewards will continue to be developed. From company financial analysis, to understanding industrial trends and how issues such as investment, regulatory and legal changes, and trade, impact our workplaces. From global crises to trade deals, our lives are shaped by events and economic forces which we must understand if we are to respond to them, confront them and protect our members.

Our union's support for workers in dispute will remain total. Workers will not be abandoned. **Our union had built up the largest strike fund in our movement – it will be rebuilt and we will not hesitate to use it. The Executive Council will have full oversight to prevent any misuse.** Reps and members going into dispute must receive support earlier, so plans can be put in place to win.

Full account will also be taken of the different nations and regions within which Unite operates. Different political realities on the island of Ireland, in Scotland, in Wales, Gibraltar, and the Channel Islands, will very likely mean industrial strategies need to be tailored to suit local situations, but this should be no obstacle to acting as a united and coherent union.

SECTOR COMMITTEES AND COMBINES

The Regional and National Industrial Sector Committees will remain the backbone of Unite's industrial work as per the current rule book.

Combines will not be imposed top down or misused. If there is support from the sector they will likewise be supported by the union. Long existing Combines such as the Car Council, the Parcel Combine and the Meat Combine show the model can work.

Coordinated bargaining which brings reps together from different sites in the same company, supply chain or shared workplace, such as an airport or NHS trust, will be supported. This model can be extended across industries following consultation with reps, who will determine the best arrangements for their sector.

Cross-sector combines that bring reps together across manufacturing or transport will continue to be fully supported and developed where they are supported and wanted by our reps.

UP,

BACK!

STAND UP,
FIGHT BACK!

2

ORGANISING

The future of our union

WE WILL:
**ORGANISE FOR GROWTH
AND UNION POWER**

**RETURN THE ORGANISING DEPARTMENT
TO ITS CORE PURPOSE - OF ORGANISING
MEMBERS AND WORKPLACES**

**END THE TOXIC CULTURE OF
INTIMIDATION AND DIVISION**

**EMBED ORGANISING INTO
THE WHOLE UNION**

**ENSURE ORGANISERS ARE
EMPOWERED, SUPPORTED
AND COORDINATED ACROSS
REGIONS AND SECTORS**

Our union has a proud history of organising, inherited from our different predecessor unions. We will reunite Organising with the rest of our union.

Organisers are not a 'rent a mob' army of flag wavers, which is how they are currently being treated. It cannot go on. Organising is a skill not a performance. That skill will be respected again and supported for real industrial organising.

The Organising Department can no longer be led by one person, but must be part of the collective whole.. This has created a toxic culture to constrain and control organisers. This culture has been applied to the wider union with staff going on strike alleging bullying and intimidation. This will end.

The Organising Department will remain a national department as there will always be a need for a national structure and coordination, but its work must be integrated and not siloed.

Organisers will take their place within our union, working on national campaigns supported by other departments, embedded directly in national sectors alongside officers and reps, or working within and across our regions. Our Organisers need to be where they are needed, not constrained within the structure of a separate department.

There is no single 'play book'. Our industries are ever-changing and our strategies must change too. That is why organising campaigns in any workplace or sector need to be developed alongside officers and reps, to best understand the terrain on which we fight.

Our union needs an industrial organising strategy which looks to the future of our union, from new greenfield industries to strategic targets for structural power in the economy. If our union is to have a future it is as an organising union.

As General Secretary Simon Dubbins will:

- + Work with Organisers to immediately refocus the Organising Department back on organising. The Organising Department has been misused and is now seen as a separate organisation within our union.
- + End the internal divisions and toxic culture of spying, intimidation and bullying.
- + Work with Organisers to review the Organising Department's structure and operations to ensure they are supported to work effectively with reps and officers in their regions and sectors.
- + Maintain a national organising strategy and department, but ensure that it is better integrated into the whole union and does not exist as a separate entity outside all other structures.

STAND UP,
FIGHT BACK!

3

EQUALITIES

Solidarity over hatred

“WE WILL DEFEND EVERY MEMBER AND COMMUNITY FROM THE THREAT OF THE FAR-RIGHT. AT WORK, ONLINE, ON THE STREETS, WE WILL LEAVE NO ONE BEHIND.”

**FULLY INTEGRATE
EQUALITIES WORK WITH
THE INDUSTRIAL AGENDA**

**ACTION AND TRAINING
AGAINST THE FAR-RIGHT**

**DEFEND AND EMPOWER
MIGRANT WORKERS**

**DEVELOP FUTURE
LEADERS PROGRAMME
FOR YOUNG MEMBERS**

**EXPAND UNITE RETIRED
MEMBERS SECTION INTO
EDUCATION AND CAMPAIGNING**

FULLY INTEGRATE EQUALITIES WORK WITH THE INDUSTRIAL AGENDA

There is a new urgency for our union's equalities work. In the workplace, in society and online – our equalities members are on a global frontline against hatred and reaction. In this context, we cannot separate our equalities and our industrial agendas.

We must reunite our union's equalities and industrial work. Equalities work cannot be siloed away. We cannot leave any group to fight its battles alone or we will all be overwhelmed. We must be reunited.

Like our industrial sectors, each of the equalities areas - Women, Black and Asian Ethnic Minorities (BAEM), LGBT+, Disabled, Retired and Young members – will be supported to develop their own strategies to tackle critical issues including:

- + The global rise of the far-right
- + The spread of online misogyny and its connection to the appalling rise of workplace sexual harassment
- + Making our workplaces safe for all workers, especially those who face attacks such as LGBT+ members.
- + Tackling the racism embedded in AI algorithms, which replicate prejudice and bias, impacting everything from interviews to job evaluations.

These are some of the most challenging issues of our time. Those who wish to roll back years of hard-earned progress have forged dangerous global alliances to spread their poison. We are not fighting alone either. We can look internationally for solidarity, inspiration and lessons. From the Women of Steel of the North American USW to the Kurdish women's movement, and the trade unionists who fought off attempts by the far-right to use LGBT+ hate crime to target and build influence in their unions.

ACTION AGAINST THE FAR-RIGHT

In the UK, Unity over Division was an important awareness raising tool for our union. Now we must go beyond awareness. Now is the time for action.

As part of a wider strategy, equalities reps will be given new training and support to organise against far-right infiltration of workplaces.

We must be prepared for what may come. The dangerous rhetoric of the far-right is now mirrored by mainstream parties. We need only look to the ICE raids in Trump's America to see where this ends. The bravery and unity seen in Minneapolis also shows how trade unions must be prepared to lead the defence of our communities.

DEFEND AND EMPOWER MIGRANT WORKERS

Unite is proud to be the trade union for many thousands of migrant workers. No matter where you were born, you have a home in our union and we will protect you.

Unite will reintroduce the migrant workers helpline so our members can access emergency legal support.

We will support workers taking strikes – or other forms of action – to prevent immigration raids. We will support organising campaigns against employers who are exploiting migrant workers.

We also have an important role to play in helping make integration through solidarity real. As happens in other countries such as Sweden, we can bargain for workplace integration programmes so migrant workers are supported to learn the local language and take their place alongside us at work and in our union.

RETIRED MEMBERS

Unite does not accept the 'generational divide.' Members of every age deserve the same support and respect.

Both Retired Members and Young Workers have special contributions to make to our union's success.

Our union is the sum of our history. Each year thousands of reps and shop stewards who have given decades of service to members retire. We cannot afford to lose their invaluable experience and knowledge, or we risk losing our history and weakening our institutional memory.

We must appreciate, encourage and support all who wish to stay active in our union and continue fighting for a fairer future for the next generation of working people.

To build on this work, we will look to international examples such as SOAR (Steelworkers Organization of Active Retirees) of the USW in North America so that our Retired Members section offers the best platform to our retired members and so our union benefits from their experience and voice. From supporting campaigns for pensions security, to protecting the NHS and supporting our vital industrial work.

Our Education department must be open to retired members, not only to offer new education opportunities, but also to be informed by their experience. It will be made easier for retired reps to support courses as tutors or to become accredited support companions.

Pensions are the hard-earned deferred pay of our members. Politically, Unite will continue to support campaigns to defend and improve the UK state pension, Industrially, we will bargain to defend and improve workplace pension schemes.

We must make it clear that when you are a member of our union, you will always be

welcome. You will always be valued. You will always be respected. You will always be heard. We live in a time of disruption and change which can seem overwhelming, especially for those without hard-earned experience. Our members need to hear the experiences of our retired members if they are to win today, just as earlier generations did before them. There is no doubt that our union is strongest when retired members remain at our side.

YOUNG WORKERS

It is not enough to say 'young workers are the future' – our young members are fighting and winning now and we must support them.

Young workers are more likely to be in precarious jobs and we must fight for job security. We must support young workers to win not only for themselves, but to show others that collectivism, not isolated individualism, is the way to certainty, security and control over their lives.

That means ending precarious working practices, it means sector-focused industrial organising in hospitality, and bargaining to win proper apprenticeships and internships.

Young workers are more likely to be frozen out of the housing ladder and so we must ally with renters unions and other campaign groups in the fight against rogue landlords.

We must also recognise that young workers face new pressures, unique to any previous generation. The decimation of jobs by AI. The click-based economy of platform working and precarity. The forces of reaction online, in our society and in our workplaces which are seeking to push back against important social progress that previous generations had fought for the right to enjoy. The importance of tackling the climate crisis. None of these are issues for one part of our

union alone. And no part of our union will face them alone. It will take our collective strength as a union, standing reunited with our young members to confront them.

Historically, trade unions have always offered young workers from all backgrounds opportunities where others have denied it. Among our young workers we have our industrial leaders as well as future organisers, campaigners, negotiators and even politicians. We must make sure our education department as well as our industrial, political and equalities structures genuinely offer those opportunities. To support this we will develop a future leaders programme to nurture and support our talented young workers to become workplace or political leaders.

We must build stronger alliances to learn from the work of young workers in other unions internationally. Especially in the United States where thousands of young workers are rebuilding the union movement from USW's NextGen programme to Starbucks Workers United. We must take our place in this global movement for change, inclusivity and solidarity.

As General Secretary Simon Dubbins will:

- + Support each equalities area to develop new strategies, fully resourced and supported by staff, officers and organisers.
- + Fully support and join the international movement in the fight back against far-right attacks on BAEM, Disabled, Women's and LGBTQ+ rights globally, working with sister unions on solidarity and strategies to empower and defend these workers.
- + Ensure that employers adhere to the new legal provisions for Equalities reps for reasonable time off to carry out their role and provision of reasonable facilities to fulfil their duties.
- + Provide new training and support for dealing with the far-right in the workplace.
- + Reintroduce the migrant workers helpline

- + Support our Retired Members to make their collective voice heard and fully participate in Unite's political and industrial campaigning. From protecting pensions to defending our NHS.
- + Make sure our Education department offers opportunities to retired members, to learn new skills and hand down their experience to the next generation through mentoring and tutoring and review new support for retired reps to become tutors and accredited support companions.
- + Develop and support the campaign work with the National Pensions Committee (NPC)
- + Develop a future leaders programme to equip young workers with the skills and knowledge required to become effective leaders in the workplace and the union
- + Fight precarity - campaign to strengthen rights in precarious sectors, proper apprenticeships and internships.
- + Build global solidarity among young workers and deepen ties with young members in sister unions.



STAND UP,
FIGHT BACK!

4

A NEW POLITICAL STRATEGY

stopping the far-right

WE WILL: **STOP A FAR-RIGHT GOVERNMENT**

**ONLY SUPPORT POLITICIANS
WHO SUPPORT US.**

**REBUILD UNITE'S POLITICAL
POWER AND INFLUENCE WITH
A NEW POLITICAL STRATEGY**

**TAKE THE FIGHT TO THE FAR-
RIGHT - IN THE WORKPLACE
AND ON THE STREETS**

**HOLD LABOUR TO ACCOUNT -
DEMAND PUBLIC INVESTMENT
AND REBUILD PUBLIC SERVICES**

**RESTORE UNITE'S VOICE
IN THE MOVEMENT**

**RESTORE UNITE'S
POLITICAL EDUCATION**

As a union, protecting jobs and raising pay will always be our priorities, but our union is about much more than just bread and butter issues. We have always recognised that Unite has a much larger role to play in society.

Unite's place is at the forefront of driving the political agenda of the UK's trade union movement. That leadership is needed today to defeat the far-right. We can and we will prevent a far-right government in the UK. By being a force for change we will end divisions, reuniting our workplaces and our communities.

Our members will have their say on our union's link to the Labour Party. Our guiding principle must be that we will only support politicians who support us. That applies to all politicians who claim to speak for us.

We need a serious political strategy which makes sure our voice is heard in every political arena where decisions are being made about us.

WHO WE ARE: OUR POLITICAL PROGRAMME

For over a hundred years we have proven who we are. We are the union of Jack Jones, who fought in the Spanish Civil War against fascism in 1936 before becoming General Secretary. We are the union of bus workers who broke the colour bar in Bristol in 1963, which led to the Race Relations Act. We are the union of the women of Ford Dagenham, whose dispute won the Equal Pay Act of 1970. We are the union of the engineers of East Kilbride who prevented aerospace parts going to the dictatorship of Chile. We are the union that marched against the Iraq war and austerity. We are the union that must never be afraid to take a stand against genocide in Gaza. All of that requires politics.

We must be confident in who we are and understand how politics can be used to protect and win for our members today. This is why other trade unions have always looked to Unite for leadership and support in the political arena and why Unite was always a key player in the coalition of left unions within the Labour Party and wider movement.

TAKING THE FIGHT TO THE FAR-RIGHT

The political priority of our times is preventing a far-right government from taking power in Britain. Labour must use its time in government to prove it is on the side of workers and address the issues driving people to the right.

Labour have to prove they are on our side. UK workers must no longer be the easiest to fire in Europe. It must mean the repeal of all anti-trade union laws; the guarantee of all employment rights from day 1; a total ban on fire and rehire; universal employment rights; a statutory right to collective bargaining; enshrining a right to strike and the raising of our employment rights to international standards.

We will oppose restrictions on free speech, the right to strike and the right to protest. We are the largest organised force in civil society and we must be the guardians of civil liberties.

In the fight against the far-right Unite will be open to working with other parties and politicians to build a broad and united coalition.

REBUILD PUBLIC SERVICES

Labour must rebuild our NHS, local authorities and public services after over a decade of austerity. Proper funding to frontline services must be restored. Pay must be improved to end the retention crisis in our public services where our members have been pushed beyond the brink.

GOVERNMENT'S INDUSTRIAL STRATEGY

The government cannot sit on the sidelines. It must intervene to end the crisis in industry, which has already cost far too many jobs and major workplace closures. The government must use every tool in its arsenal to defend industrial jobs, from procurement to trade safeguards, and ambitious levels of investment. Where industries are at risk, we need proactive transition plans developed with reps, which include furlough to prevent 'cliff edge' job losses, and even public ownership in the case of critical national infrastructure. We need to see bold investments which reduce energy prices and create new green jobs. Industry and manufacturing cannot be about extracting wealth from our work and then walking away. Industry must be a social foundation for our country based on top quality unionised jobs. The example of government intervention to save Scunthorpe steelworks shows that when the union has a seat at the table and engages with the government using our industrial power, then we win and save thousands of jobs.

On these things we must judge our political strategy and our relationship with the Labour Party.

The union's overall political strategy must be informed by our policies decided at policy conference, together with input from all industrial sectors of the union and our equalities structures.

DELIVERING OUR POLITICAL VISION

In the last five years Unite has withdrawn from the political arena. We have left an empty chair at the table where major decisions are being made about us. From failing to turn up at Labour Party conferences, destroying the union's Political

Department, to having no coherent political strategy that members, officers, and staff can understand and support, the current leadership has badly damaged our union's political standing in the movement. The current General Secretary's silence on the attacks on workers and our own union from the far-right has been shameful. The far-right are a danger at the ballot box, in the workplace and on the streets. We must say that clearly in order to defeat this threat with unity.

The absence of strategy may have failed to move the government into action, but that does not mean Unite must walk away from the fight. Our union needs its political voice back. We need a new political strategy to take us forward.

As General Secretary Simon Dubbins will:

- + Develop a new Unite Political Strategy in consultation with our regional and national political and constitutional committees, with a view to endorsement by our Executive Council within 6 months of taking office.
- + Seek to maximise our voice and influence within the Labour Party and Labour government before we take a decision on the future of the Labour Party affiliation at the 2027 Rules Conference.
- + Re-staff and rebuild the union's political department so that we have an effective and functioning political machine to serve our members.
- + Reinstate the Unite political schools both in the regions and nationally to equip our members with the knowledge and skills to build the union's political power and fight the rise of the far-right.
- + Prioritise the fight against the rise of the far-right through education and action in the workplace, mobilising the whole of Unite for counter demonstrations, and supporting regions and branches to embed themselves with anti-racism and anti-far-right work in local communities.

STAND UP,
FIGHT BACK!

5

EDUCATE, AGITATE, ORGANISE

rebuilding our union's education
programme

WE WILL:
**EMPOWER WORKERS WITH INDUSTRIAL
SKILLS AND POLITICAL EDUCATION**

**LAUNCH A FULL REVIEW
OF UNITE EDUCATION**

**REBUILD POLITICAL
EDUCATION ACROSS
ALL TRAINING**

**MODERNISE AND EXPAND
ACCESS TO TRAINING**

**DEVELOP TAILORED, SECTOR
SPECIFIC EDUCATION**

**CAMPAIGN FOR PUBLIC
INVESTMENT IN
UNION EDUCATION**

Unite's strength lies in the knowledge and confidence of its members, reps and activists. Education is the foundation of a powerful union, and it is essential that we equip our members with the skills to lead in the workplace, challenge injustice and build collective power.

Unite currently trains around 12,000 members each year - the promised review of our education programme never happened and political education has been stripped away.

To be able to carry out their roles and duties reps need education to equip them in their role at the coalface of the union such as negotiating skills, collective bargaining, grievances and disciplinaries, employment law, advocacy and many other issues. But as a union we also need our reps to have a basic level of political education, especially in the difficult political climate that we are in.

We must rebuild and revitalise our unions education programme - making it fit for the challenges members face today and the struggles they face in the future.

The current leadership has long promised, but never delivered, a review of education.

As General Secretary Simon Dubbins will:

- + Instigate a full review of the education provision that our union offers its members, activists, and reps, and of the training and education provided to officers and staff. This review will be completed within 6 months of taking office.
- + Ensure that the review of education will be conducted with the oversight of the EC's Education Committee and that it will also determine the extent to which education and training can be developed 'in house.'
- + Ensure there is improved flexibility in the provision of education courses, giving members and reps more options to mix residential and online courses as well as more improving the provision of shorter courses during evenings and weekends
- + Ensure there are more options to provide sector or company specific education for Unite reps.
- + Consult with other unions to establish the impact of any changes of Unite education provision on the wider movement and to determine where shared provision of training with other unions may be mutually beneficial.
- + Ensure that Unite political schools and basic political education in all courses for Unite reps are reinstated.
- + Initiate intensive political work aimed at getting government commitment at national, devolved nation and metro levels, to provide more resources for the training of union members, reps and officers.

STAND UP,
FIGHT BACK!

6

RESTORING UNITE

as an internationalist union

WE WILL: **BUILD INTERNATIONAL SOLIDARITY**

**STRENGTHEN UNITE'S INTERNATIONAL
SOLIDARITY BETWEEN WORKERS
IN MULTINATIONAL EMPLOYERS**

**REASSERT UNITE'S GLOBAL
LEADERSHIP IN THE TRADE
UNION MOVEMENT**

**RELAUNCH WORKERS UNITING
IN PARTNERSHIP WITH USW**

**PUT SOLIDARITY AT THE
HEART OF UNITE AGAIN**

**STAND FIRM ON SOLIDARITY
WITH PALESTINE AND EVERY
STRUGGLE FOR FREEDOM**

Hundreds of thousands of Unite members work in multinational companies where important decisions are taken in head offices located outside the UK and Ireland. It is therefore essential that reps and officers have the professional support to build and maintain alliances with sister unions to protect their jobs and conditions in the face of ruthless multinational employers.

In addition, as one of the largest trade unions in the world, Unite's support for fellow trade unionists and peoples facing the worst imaginable repression has made a critical difference to their struggles and wellbeing, from Chile to South Africa, from Turkey to Palestine, and in many other countries too.

Before the current General Secretary's term, Unite's commitment to its members' international industrial agenda was second to none and at the forefront of the UK, Irish, and international trade union movements.

In the last five years our union's international role has been undermined and sidelined and it has become much more difficult to support reps and officers dealing with multinationals. At the same time the scope and depth of our international solidarity work have been greatly diminished.

As General Secretary Simon Dubbins will:

- + Restore the international perspective of Unite and ensure adequate resources are available to support reps and officers dealing with multinational companies.
- + Ensure that Unite continues to play its full role in the European and Global Trade Union Federations to which it affiliates.
- + Restart and strengthen the Workers Uniting structure that brought our union together with the North American United Steelworkers union (USW) in Canada and the USA.
- + Respect Unite policy and ensure that Unite's international solidarity work is once again back at the forefront of the UK, Irish, and international trade union movement.
- + Fully support the Palestine Solidarity Campaign and its work to ensure justice and freedom for Palestine – including the implementation of Boycott, Divestment and Sanctions campaigns in companies where Unite has members and the company is complicit in the ongoing genocide in Gaza.



STAND UP,
FIGHT BACK!

7

TAKING BACK OUR UNION

by strengthening lay member
democracy

WE WILL:
**OPEN THE BOOKS AND
END YEARS OF SECRECY**

**STRENGTHEN LAY MEMBER CONTROL AND
RESPECT FOR THE EXECUTIVE COUNCIL**

**GUARANTEE FINANCIAL
OVERSIGHT BY THE
EXECUTIVE COUNCIL**

**ENSURE EC MEMBERS ARE PROPERLY
TRAINED FOR GOVERNANCE**

**EMPOWER ALL REGIONS AND
NATIONS WITH A VOICE AND A VOTE**

**REBUILD UNITY
THROUGH RESPECT**

Our union must be run by the members for the members. It is their union and belongs to them, with membership fees being spent on promoting their interests rather than internal division.

As the highest authority between Policy Conferences our lay member Executive Council is crucial for the wellbeing and sound governance of Unite.

It is a body to be treated with respect and whose authority must be respected – it must never be sidelined, trampled on, or ridden roughshod over, nor should it ever be seen as an obstacle to be bypassed.

The scandals over the Birmingham Hotel, the Certification Officer rulings that Unite's leadership is obstructing EC members from being able to carry out their oversight and governance functions, and the leadership's refusal to disclose financial information (CO ruling), demonstrate beyond any doubt that our lay member control needs strengthening.

Some of these problems can be immediately resolved if we have a new General Secretary who simply respects the rule book and behaves accordingly.

But to give extra guarantees and strengthen lay member democracy Simon Dubbins will:

- + Support a rule change at the next rules conference that will make a 50% +1 vote of EC members absolute in deciding on who the EC chair should be or to remove any sitting EC chair – we cannot tolerate a situation where a High Court Judge decides who is the chair of the Unite EC and not the EC members themselves.
 - + Support a rule change at the next rules conference that will grant a majority of the EC immediate access to the union's finances to support them to take legal action should a majority of the EC believe the General Secretary or the EC Chair are breaching rules or acting beyond their powers.
 - + Support a rule change at the next rules conference that would make a minimum of 5 days training obligatory for all EC members at the start of their term of office. The training would focus on equipping EC members with the knowledge and skills to carry out their oversight and governance roles according to the rules of the union.
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Unite is a diverse union whose ten regions include four different countries (Ireland, Scotland, Wales and England) as well as several different territories (Gibraltar and the Channel Islands).

It is vitally important that we understand and respect the very different political realities that exist across our union while working to ensure that we always maintain the maximum possible unity of purpose and direction.

As General Secretary Simon Dubbins will:

- + Build on longstanding engagement with all Unite regions and work to ensure that our union remains united and cohesive while respecting regional differences.
- + Support all nations and territories having voting rights on our union's Executive Council.
- + Open the books and guarantee full financial oversight of our union by the Executive Council.
- + Review the status and condition of Esher place, and the feasibility of restoring the building for full use by our union.



STAND UP,
FIGHT BACK!

8

DELIVERING THE MANIFESTO

To deliver the manifesto set out above there are two essential requirements that must be met – stable finances and committed and motivated officers, staff and organisers.

Both have been badly damaged in the last five years, undermining the ability of our union to deliver for its members.



WE WILL: **REUNITE OUR UNION AND END THE TOXIC DIVISIONS**

Immediately order a financial review to establish the true state of Unite's finances and report back to the Unite Executive Council on the situation and any measures deemed essential to re-establish financial stability and accountability. This will include all property and contracts held by the union. We must demonstrate responsibility with members' money.

End the current and unacceptable practice of Unite's leadership – as evidenced by the judgement of the Certification Officer – of obstructing the Executive Council and Finance and General Purposes Committee, from being able to exercise proper financial oversight and control.

Immediately call meetings of all officers, organisers and staff to set out the new approach and work to reinvigorate, motivate, and inspire all Unite employees to give 100%+ to support Unite members.

Reassure all Unite officers, staff, and organisers, that as an employer Unite will abide by all policies and collective agreements. The behaviours that have led the GMB to accuse Unite leadership of union busting will end and we will ensure that staff feel appreciated and valued again in the workplace. Swift and severe action will be taken against anyone failing to abide by the instruction. Unite will again be a safe place to work.

Put in place a coherent plan to reunite the union and end the poisonous internal divisions that have been created.

Reinstate the positions of Assistant General Secretary in relation to the transport, services, and manufacturing clusters. A return to the democratic traditions of our predecessor unions will bring new clarity and transparency to the overall structure of Unite.

Abolish the so-called 'GS Hotline' which has not functioned for members who end up being bounced between different processes. We need one simple system for member complaints which is overseen by the Executive Council.



**STAND UP,
FIGHT BACK!**

