



**Minutes of AGM held on Wednesday 27th February 2019
Civic Centre, Helensburgh**

1.	<p>Sederunt: Lorna Arroll, Aileen Baird, Duncan Campbell, Jackie Connelly, Claire Craig, Elaine Crichton, Deborah Floyd, Liz Gladden, Catriona Graham, Ann Harvey, Mark Johnson, Gary Keeney, Stephen Kinghorn, Genna Luge, Jane MacGregor, Fraser Macleod, Marci MacCuish, Moira McFarlane, Kevin McIntosh, Jackie McLeod, Vincent Madden, Gillian Maidment, Desmond Middleton, Lindsay Moffat, David Moore, Brenda Nicholson, Belinda Ruthven, Jillian Sim, Moira Smith, Mary Louise Howat, Lauren Watson-Kidder, Mary Watt</p> <p>Apologies: Donald Campbell, Lorraine Campbell, Donald Dewar, Andy Dineley, Fred Hart, Lesley Lindsay, David Maclachlan, Alison McIlroy, Lauren McIlroy, Catherine Morrison, Colin Morrison, Rachel Nicolson, Martin Putsey, Victor Sandal, Annette Scullion, Christina Smith, Elaine Watson, Stuart Watson, Howard Young</p> <p>In Attendance: Simon MacFarlane</p>
1.	<p>Welcome</p> <p>Kevin welcomed the large number of members present to the AGM, and thanked them for taking time out in their lunch time to attend.</p>
2.	<p>Approval of Minutes from 16th February, 2017</p> <p>Minutes were proposed by Mary Watt and seconded by Catriona Graham.</p>
3.	<p>Annual Report</p> <p>As usual, we have faced difficult challenges this year. We're always looking for new stewards or people to be Points of Contact in workplaces. All stewards are provide with training which allows us to represent our members.</p> <p>We're the largest union in Argyll and Bute. We attend meetings along with the other trade unions.</p>



There has been a great improvement in communication with our members with our website and Facebook page as this is always a problem due to the geography of Argyll and Bute. This is down to Genna Lugue's hard work as Communications Officer. Using social media lets us communicate with our members. We are member led, we need to hear from you.

We have had two full time officials from Unison, Simon MacFarlane and Louise Brown giving us advice and guidance, and visiting workplaces. Our thanks go to them for being so helpful.

The Budget is going to be extremely challenging, and involves painful choices. We're involved in formal consultations, combatting cuts, protecting jobs and avoiding compulsory redundancies. This involves many meetings for the branch officers.

There are repercussions for staff. We want it to be fair. Other councils have attacked terms and conditions, but this hasn't happened yet in Argyll and Bute but we have to be on our guard. Redeployment and voluntary redundancy mean a loss in member numbers, and experience, and put more pressure on those who are left.

HSCP (Health and Social Care Partnership) is particularly challenging, for both Council and NHS staff. We are insistent that council staff in the partnership have the same conditions as other council staff.

We have two Job Analysts, working on Job Evaluations who are part of the Council's Job Evaluation team and the group looking to make beneficial change to the policies and processes around the scheme and how it's applied in Argyll and Bute.

Accepting change will be difficult for our members. We insist that Argyll and Bute's politicians stand up and are counted – it is THEY who are making the decisions. Every area needs investment, but they're not likely to receive them.

The branch will continue to do all we can to protect jobs to try to ensure it's the council delivers services to the public. This union is well respected in the council, departmental heads and HR have a good relationship with us. We want to be present at all negotiations.



	<p>Hopefully, derisory pay offers are a thing of the past.</p> <p>Unison in Argyll and Bute has never been healthier and we've grown the branch and membership. We're there for members in disciplinaries, job evaluations, health and safety issues and welfare. Branch Officers will continue to play our part in national campaigns and will attend conferences, rallies etc to best represent our members.</p> <p>We have a fight on our hands but together with Unison – WE ARE WORTH IT.</p>
<p>4.</p>	<p>Discussion items: SJC Pay Claim 2019:</p> <p>Unison campaigned to break the government's 1% cap. We overwhelmingly accepted 3.5%; Unite rejected the offer; GMB is currently balloting its members to accept. We should know by the end of next week what the result for all three unions is. There will be a meeting between COSLA and Unison next month – hopefully we should have the back pay by April.</p> <p>Make sure your personal details on Unison include an email if you want to receive email updates.</p> <p>There are possible issues with a one-off payment of back pay for those receiving Universal Credit. The council is to discuss this with the unions, who are seeking expert advice.</p> <p>Budget Savings: There has been a suggestion that only minimal services be delivered, only what it is a statutory duty for the council to deliver. If savings can't be made on this premise, we might have to cut into the Terms and Conditions, although pay is not high, our terms and conditions are much better than those in the private sector. The council is trying to bring in more income, this would help protect jobs.</p> <p>HSCP: This is messy, they're at a deficit, not managing their budget. They proposed making huge savings, these haven't materialised. A council worker in HSCP is still a council worker, and they should contact a union steward if there are any problems.</p>



If job cuts are to happen we don't want to be the only ones losing out, but NHS staff have a no redundancy policy. If there are any problems or developments, let us know.

5. Appointment of Branch Officers 2018/19

Chair	Kevin McIntosh
Branch Secretary	Mary Watt
Branch Treasurer	Moira Smith
Service & Conditions	Catriona Graham
Health and Safety	Stuart Watson
Welfare	Brenda Nicholson
Equalities	Genna Lugue
Communications	Genna Lugue
Minute Sec.	Brenda Nicholson
Retired Members Secretary	David Sinclair
Education	Vacant
LGBT	Vacant
International	Vacant
Young Members	Vacant

Appointment of Workplace Stewards 2018/19

Catriona Graham	Community Services
Moira Smith	Community Services
Iain Johnstone	Community Services
Mary Watt	Development and Infrastructure
Stuart Watson	Development and Infrastructure
Gary Keeney	Development and Infrastructure
Duncan Campbell	Development and Infrastructure
Donald Campbell	Development and Infrastructure
Fred Hart	Development and Infrastructure
Andrew Dineley	Development and Infrastructure
Colin Morrison	Development and Infrastructure
Brenda Nicholson	Development and Infrastructure
Vincent Madden	Development and Infrastructure
Genna Lugue	Customer Services
Lorraine Campbell	Customer Services



6.	<p>Branch Finance: We have had a significant decrease in funding: because of what we have in savings this has been reduced.</p> <p>Admin is significantly less, because we are using email/Facebook/texting not mail to contact members.</p> <p>Conference costs in 2018 were considerably higher than 2017, due to 4, not 1 persons attending. Meeting costs have been kept lower because people have been sharing lifts.</p> <p>In 2019 the focus on spending should be on recruiting new members. We want to develop the website and the Facebook site.</p>	
7.	<p>Appointment of Auditors: French Duncan, 85 Glasgow Road, Dumbarton G84 1RE Proposed by Genna Lugue , Seconded by Duncan Campbell.</p>	
8.	<p>Honoraria: This is to remain at £3496 (gross) to be paid to the Chair, Secretary, Treasurer and Terms and Conditions Officer. Proposed by Garry Keaney, Seconded by Genna Lugue.</p>	
9.	<p>Date of Next Meeting: February 2020</p>	



Income and Expenditure Account
For Year Ended 31 December 2018

	£ 2018	£ 2017
Subscription Income		
Branch funding	37,155	43,346
Other Income		
Other income	8	1,730
Octopus lottery win	525	
Retired members subscriptions	15	15
Bank interest	46	8
Total Income	37,749	<u>45,099</u>
Expenditure		
Administration	8,361	11,356
Honoraria	3,498	3,300
Conference/Group Meetings	6,068	2,749
Branch Committee	3,499	4,367
Other Meetings	7,754	8,947
Publicity	157	2,572
Education	1,845	1,751
Donations	430	305
Affiliations	40	65
Local Activities	363	173
Total Expenditure	<u>32,015</u>	<u>35,585</u>
Surplus/(Deficit) for year	<u>5,734</u>	<u>9,514</u>



Balance Sheet As At 31 December 2018

	2018	2017
Fixed Assets		
Office equipment at cost		
Less accumulated depreciation		
Total Fixed Assets		
Current Assets		
Prepaid cards	1,333	525
Bank deposit account	20,628	20,582
Bank current account	17,773	12,031
Total Net Assets	39,734	33,138
Current Liabilities		
Accruals	(1,323)	(461)
	38,411	32,677
Represented by:		
Accumulated funds		
General Fund at year beginning 1 January 2018	28,377	18,863
Add surplus/(deduct deficit)	5,734	9,514
Accumulated General Fund at 31 December 2018	34,111	28,377
Accumulated Industrial Action Fund at 31 December 2018		4,300 4,300
Accumulated Funds at 31 December 2018		38,411 32,677

Signed:  Branch Treasurer
 Moira Smith

Date: 18 February 2019

