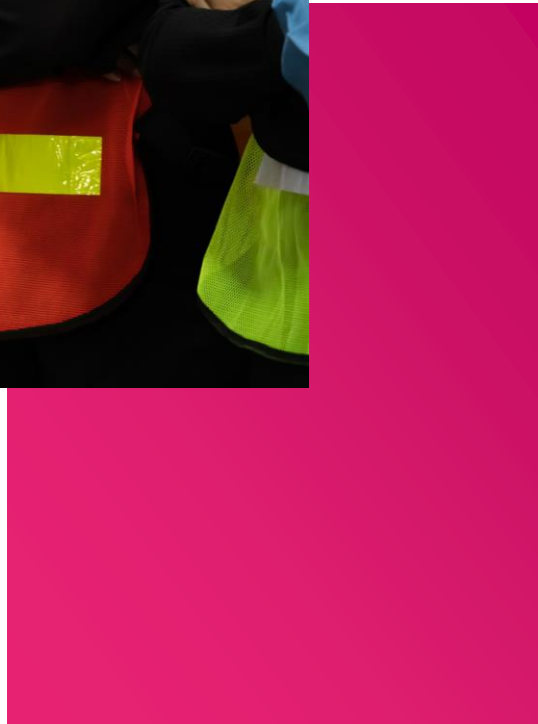


10 November 2022

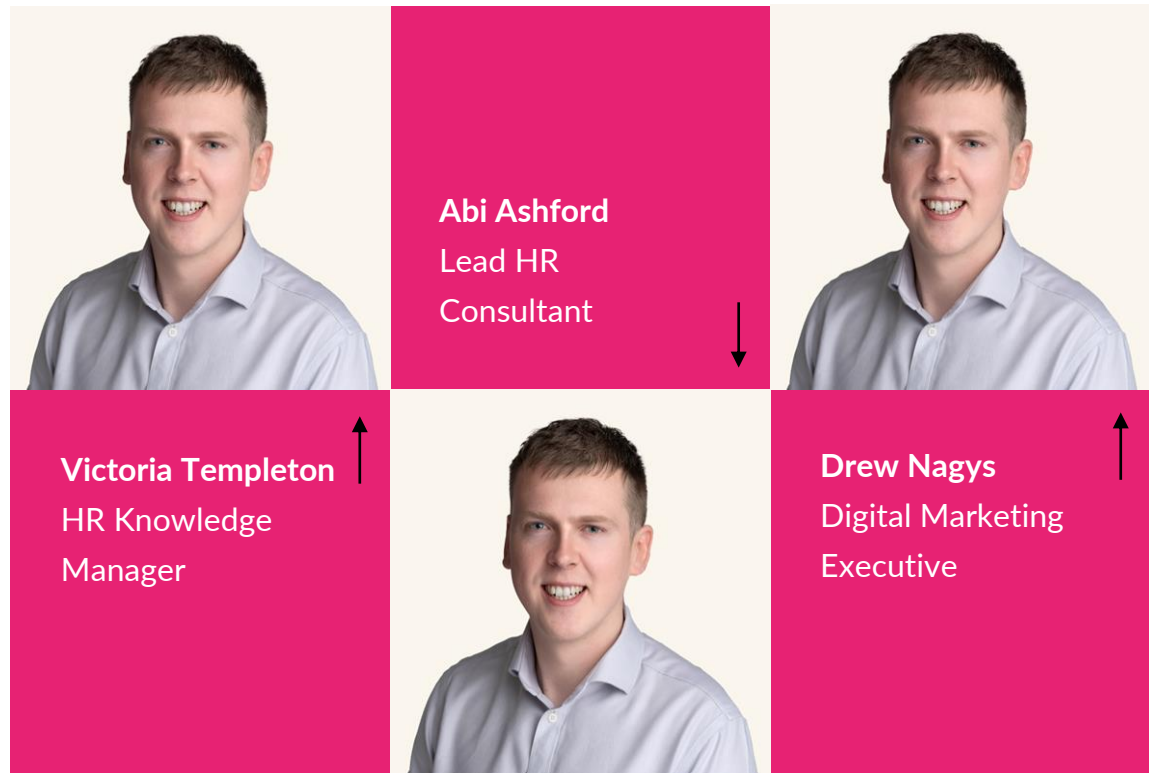
Working with Trade Unions



Introductions



Meet the Presenters and Technical Support

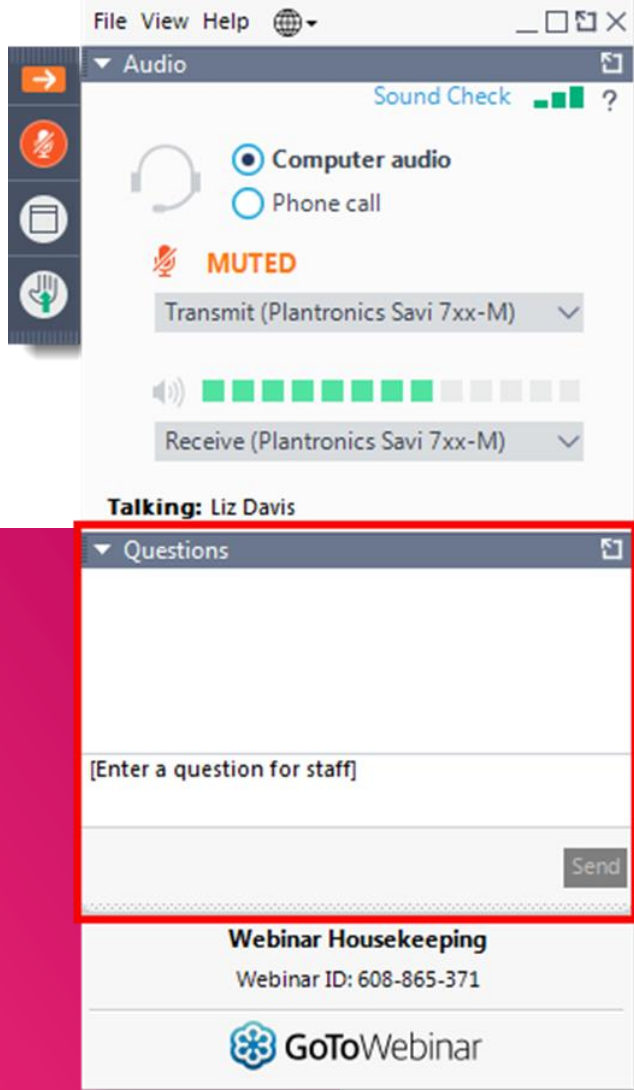






How to ask questions





GoTo Webinar Housekeeping

Time for Questions

Your Participation

Please continue to submit your text questions and comments using the Questions panel



Agenda

- The employment climate
- The role of Trade Unions
- The legal rights of employees
- Recognition?
- Working with Trade Unions



Agenda

- **The employment climate**
- The role of Trade Unions
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The employment climate

- UK responding to several significant and volatile domestic and global influences
- COVID-19 recovery
- Employment legislation
- Retained EU (Reform and Revocation) Bill

The employment climate

- Cost of living crisis
- Staff turnover
- Increased mental ill health
- Industrial action

The employment climate

- Industries balloted for strike action in **2022** include:
 - National rail, London Underground
 - Barristers
 - Postal service
 - Telecommunications – BT
 - Heathrow airport
 - Bus drivers
 - University education
 - Nurses

The employment climate

- 40% Trade Union members work in the private sector
- Will membership levels increase given the employment climate?
- Will employers see more union representation in formal management processes (disciplinary, grievance, absence, performance)

The employment climate

- Will we see an increase in employment tribunal claims (Trade Unions can represent members at court)
- Will businesses start to receive requests for recognition?

Agenda

- The employment climate
- **The role of Trade Unions**
- The legal rights of employees
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The role of Trade Unions

- 40% members work in the private sector
- Direct link between the employment climate and Trade Union membership
- Overall purpose is to serve in the best interests of its membership by protecting worker rights and encouraging equality, diversity and inclusion
- Ballot members on industrial action (strike, work to rule, go slow, overtime ban etc)

The role of Trade Unions

- Collective bargaining
 - Legal right to conduct collective bargaining
 - It is what the two parties negotiate on
 - Pay, hours, holidays or other issues
- Collective agreements
 - Sets out clear understanding on what is to be negotiated on

The role of Trade Unions

- Terms of a collective agreement could include:
 - How negotiations will be organized
 - Who will represent employees
 - Which employees are covered by the agreement
 - Which terms and conditions are included

The role of Trade Unions

- Working effectively with Trade Unions is vital. Through working collaboratively, a balance can be achieved:
 - The business becomes supported in delivering its business goals through its people
 - Unions feel that their members continue to be managed in line with fair working practices, benefits and have their rights protected.

Agenda

- The employment climate
- The role of Trade Unions
- **The legal rights of employees**
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Legal rights of employees

- The employer does not need to recognise a Trade Union for their employee to become a member of one
- A legal right to take industrial action
- Employees cannot be forced to stay at or go back to work
- Taking industrial action could be a breach of the employment contract
 - Pay is not given for work not undertaken
- Taking part in industrial action is likely to reduce an individual's length of service
 - Reduce length of service by the number of days the employee was on strike

Legal rights of employees

- Cannot be dismissed for taking industrial action
- Can claim unfair dismissal if dismissed within 12 weeks from when the industrial action took place
- Not have employment refused because of union membership or activities
- Not be selected for redundancy because of trade union membership or activities.

Agenda

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- **Recognition?**
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Recognition?

- Trade Unions seek recognition either voluntary or statutory
- In general, it is better to voluntarily recognise a trade union rather than the request be managed via the statutory route

Recognition?

- Process to follow that can take at least six months
- Consider how relations will be managed throughout the process with both the trade union and the workforce
- 1st period
 - 10 days in which to respond
 - Agree, agree to negotiate further or refuse
- 2nd period
 - Further negotiations or escalates to the Central Arbitration Committee (CAC)
 - CAC help parties to seek agreement

Agenda

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Working with Trade Unions

- Employer competence in managing the working relationship with a Trade Union is paramount in ensuring business needs can be met
- Trust is the most important skill, without trust, it will become harder for business goals to be achieved and is likely to lead to conflict
- Build trust by having shared goals so both parties are working towards the same outcome
- Entering negotiations where both parties seek the same outcome makes the desired aims more achievable and implemented more swiftly

Working with Trade Unions

Both parties being
in support of a
successful business

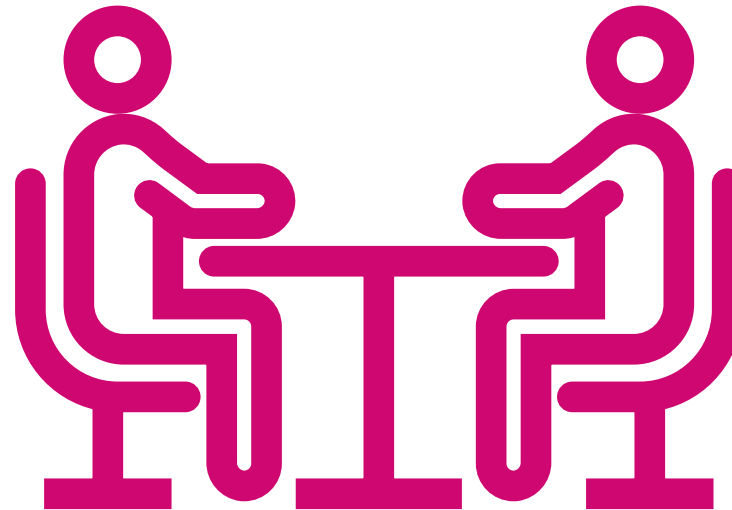
Take a partnership
approach to the
relationship

Trade Unions bring a
broad perspective of
current issues

Single point of contact

Improve retention rates
through increased
employee involvement

Encourage trust and
commitment



Respect for each
other

Regular
communication

Openness and
honesty

Share ideas at
the earliest
possible stage

Understand the
real issue at heart

Keeping an open mind



Training Courses

- **Effective Communication Skills**
15 November @ 2pm
- **Leading the Team**
16 November @ 2pm
- **Managing Conflict at Work**
22 November @ 9:30am
- **Effective Appraisal Skills**
23 November @ 2pm
- **Managing Poor Performers**
6 December @ 2pm
- **Recruitment and Selection**
7 December @ 2pm
- **Holding Difficult Conversations**
8 December @ 2pm

