

## **ABA Philadelphia November 2007**

### **Dealing with Workers, Unions and Other Worker Organisations in the United Kingdom**

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#### **1. Organisations**

Trade Unions

Legal status

Regulated by Certification Officer

Legislation covering constitution and industrial action

Members have limited protection from harassment by employers

Works Councils

UK based enterprises

Cross-border enterprises

Function of Works Councils

Penalties for failure to consult

Advisory, Conciliation and Arbitration Service

Central Arbitration Committee

Employment Tribunal

#### **2. Collective Agreements**

Section 178 Trade Union and Labour Relations (Consolidation) Act 1992

Enforcement through individual contract of employment

Unenforceable terms

#### **3. Business Acquisitions/Collective Redundancies**

Consultation requirements

Risks/remedies

Resolution of disputes

#### **4. Arbitration**

Role in UK labour relations  
Arbitration bodies (CAC,ET,ACAS)

#### **5. Industrial Action**

Legislative restraints on trade unions  
Remedies