

Employment Law

Preparing For Change

Workshop Objectives



- ▶ Understand the key proposed changes to workplace rights and employment law.
- ▶ Develop actionable plans to address changes in their workplaces
- ▶ Consider tools and strategies to address these changes.

Agenda

- ▶ Introduction
- ▶ Mentimeter Poll
- ▶ Brief Overview of Proposed Changes
- ▶ Group Activities
- ▶ Group presentations on findings and discussion
- ▶ Action Plans
- ▶ Questions

Question:

"How prepared do you feel to respond to changes in employment law in your workplace?"

(Rating scale from 1-5)



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Angela Rayner's 7-point plan

1. Gradual return of sectoral collective bargaining
2. Ban fire and rehire
3. Day 1 employment rights.
 - ▶ Including changes to:
 - ▶ parental leave,
 - ▶ sick pay,
 - ▶ unfair dismissal,
 - ▶ flexible working.
4. Ban on zero hours contracts
5. Right to switch off
6. Changes to Minimum Wage
7. Repeal of 2016 Cameron and 2022 Sunak anti-union laws.
 - ▶ Including
 - ▶ redundancy laws and protections
 - ▶ Trade Union and industrial action

Changes – Employment Bill

1. Sectoral bargaining

- ▶ Initially in the care sector

2. Fire and Rehire

- ▶ make it automatically unfair to dismiss an employee for not agreeing to a change in contract
- ▶ or to dismiss to enable re-employment on different terms

3. Day 1 employment rights

- ▶ Unfair Dismissal qualifying period removed
- ▶ Family friendly rights
 - ▶ Paternity leave
 - ▶ Parental and Bereavement unpaid leave
 - ▶ Flexible Working
 - ▶ Statutory Sick Pay
 - ▶ Pregnant and new mothers
 - ▶ Menopause

Changes – Employment Bill

4. Zero and minimum hours contracts

- ▶ No outright ban
- ▶ Guaranteed hours reflecting true hours worked
- ▶ Optout for those who want zero hours

5. Right to switch off

6. Changes to Minimum Wage

7. Repeal of Cameron and Sunak anti-union legislation.

7. Repeal contd: including

- ▶ Written Statement to right to join Trade Union
- ▶ Reduction of Statutory Recognition requirements
- ▶ Collective redundancy
- ▶ Duty to prevent sexual harassment and whistleblower protection
- ▶ Gender pay gap reporting
- ▶ Tips and Gratuities

Enforcement - Setting up a Fair Work Agency - enforcement

Changes – Using existing legislation

- ▶ Ban on unpaid internships
- ▶ Electronic balloting for trade union ballots.
- ▶ New Fair Payment Code
 - ▶ tackling late payments for self employed
 - ▶ commitments to paid travel time
- ▶ Right to Switch Off
 - ▶ a statutory Code of Practice.
- ▶ Minimum Wage – removal of Age Bands
- ▶ Terminal Illness support
 - ▶ Dying to Work Charter
- ▶ Modernising health and safety guidance
- ▶ Equality
 - ▶ enacting the socioeconomic duty in public sector
 - ▶ Menopause guidance on Health and wellbeing
- ▶ Equality (Race and Disability) Bill (Autumn 2024)

Changes – Longer Term

- ▶ Parental Leave Review
- ▶ Carer's Leave Review
- ▶ Surveillance technologies
- ▶ Single 'worker' status
 - ▶ Self-employed right to written contract
 - ▶ Extending blacklisting protections and
 - ▶ Extending health and safety protections.
- ▶ TUPE
- ▶ Review health and safety guidance and regulations
- ▶ Raising Collective grievances
- ▶ report their ethnicity and disability pay gap
- ▶ public procurement
 - ▶ social value mandatory
 - ▶ use to raise standards on employment rights;
 - ▶ must carry out a proportionate public interest test
- ▶ Extend the Freedom of Information Act to private companies that hold public contracts

Group Activities - Breaking Down the Legislation

Group 1: Sectoral collective bargaining and union rights

Group 2: Fire and rehire

Group 3: Flexible working, sick pay, parental & bereavement leave

Group 4: Zero hours contracts.

Group 5: Minimum wage and worker status.

Group 6: Right to switch off

Group 7: Redundancy laws and protections

Group 8: Trade unions and industrial action

- ▶ **Discuss** the potential impact of the proposed changes on workers in their industries.
- ▶ **Identify** key concerns or opportunities for union reps to focus on.
- ▶ **Develop** 1-2 initial action points for how union reps can support workers in response to these changes.



Group
Activities

Instructions

Question:

What do you believe are the main points for negotiating change following the proposed changes.

(Choose up to 3 points)



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