

What do are the main points for negotiating change following the proposed changes?

Pay

Clarifications of any potential exemptions/exploits

Facility time

0hr contracts: Overtime options for fixed-hour staff, so they are able to benefit from secure work and flexibility of hours

Tightening of Tupe legislation

Beats me

Show them studies on how right to switch off will improve mental health and our productivity

More equal rights for all workers Rmt rule

What do are the main points for negotiating change following the proposed changes?

Flexible working. Helping to keep hybrid working.

Clarification to avoid ambiguity

Insourcing

Education and understanding the changes in law. Need more education and learning of the bill

Meeting with management

Flexible working changes.

- reps to be up to date on employment law. Employers will quickly figure out ways to navigate around the legislation, need to be ahead of them

Fairness

What do are the main points for negotiating change following the proposed changes?

Experience of workers

Tightening up the Fire and
Rehire exceptions

Training for reps

Set equal rights clearly
across the board.

Unions need to start
updating reps with the
changes now, so workplaces
can be organised in advance.

Flexibility of work zero
hours

Ability to plan financially

Understand what the change
is Communicate it to
everyone Understand who is
impacted

What do are the main points for negotiating change following the proposed changes?

It depends what industry you are in. I am in manufacturing so the right to switch off is easy. You clock in, make the product and clock out.

Making sure employers don't water down the changes

Work life should be separate from home life

Equal pay

Min wage inc apprenticeship

Pay

Raising min wage for young workers could increase young union members potentially as more youngsters working instead of education

Employers need to be ready as soon as the new law becomes 'live, or else they will be in breach. So they have to start preparing as soon as the act is passed.

What do are the main points for negotiating change following the proposed changes?

Charm those that control budgets. Collectivisation of joint union working

Staffing

Establish that the change to worker status goes to the highest common denominator not the lowest

Redundancy agreements

Trade needs tightening

Wider recognition of all workers strengthening ability for organising and collective bargaining

Zero hours: Risk Guaranteed hours - good for individuals but could cause competition. People might prefer to work bank because it might pay higher

Facility time

What do are the main points for negotiating change following the proposed changes?

Whatever works!

Types of ballot, Come into the Union Office ,Rep on set of the film Artistry, petition and recognition agreement.

Not losing key points in the stages prior to Bill becoming an Act

Facility time Flexible working TUPE Changes Changes to zero hours Eballots Pay, policy reviewing now Understand your membership

Strengthening protection for Tupe transfers Strengthening of protection during probation period Strengthening of collective redundancy negotiation

That switching off will aid focus, when at work - show literature review demonstrating this

Everyone is represented
Equal pay

Wellbeing

What do are the main points for negotiating change following the proposed changes?

Staffing

Strengthen TUPE regulations

Include all workers from 16 upwards in the new minimum wage legislation as well as apprentices Use this to build base by focusing on young worker Clarification needed for the single "worker" status

Paid facility time

Stronger rights for workers and collective bargaining

Equal opportunities and diversity

- union reps/branches need support from their unions - for us to also go back to our Unions to highlight and push for our support needs

Understand your membership and look at how best to reach them all. Survey them to understand what is the best way to reach them.

What do are the main points for negotiating change following the proposed changes?

Guaranteed hours equates to permanent contract

The set up of this will be more difficult for some to develop an other as different industries will take longer to achieve the changes as complex nature of the job

Stops exploitation of zero hours

Much shorter notice period for industrial action (to ill prepare the employer)

Collective redundancy

Staffing

Facility Time Union Officials Support

Knowledge and Education. Know the changes proposed, their affect and application in the real world environment.

What do are the main points for negotiating change following the proposed changes?

Educating all staff about legislative changes
All reps to be educated in Legislative changes
Endure HR understands & implement legislative changes ipso facto at implementation.

Job/pay Security

Reps can make sure fair practice in how work is allocated.

Easier voting

Minimum wage to include 16 and 17 year olds and apprenticeships.

Adherence to collective bargaining procedures and agreements.
Updated ACAS guidance.
Appropriate interventions from the newly-devised Fair Work Agency.

Education for workers, so the understand the benefit of collective bargaining

Easier Getting departments together for collective grievances

What do are the main points for negotiating change following the proposed changes?

Bill needs to be tight as employers will use service needs to deny flexibility

Depends where you work and what your current arrangements are. If you have a work laptop and mainly work from home, it's about expectations you won't work when off or minimal time in lieu

Pay - looking across the industry and comparing pay across similar roles to negotiate similar deals

Understanding of the laws and how to implement them. Stricter TUPE laws. Doing away with outsourcing. Updating organisational policies to reflect changes. Staff side sitting in on meetings.

Extension of Collective bargaining rights and enhanced terms and conditions for workers, particularly zero hour workers and young people. Would like to see living wage as minimum to all young workers

More rights to all workers and employees in Tupe

Policy changes ahead of the legislation, employers should not just be doing the minimum required. The best employers should be doing this for retention and recruitment in competition with others.

Arguing that it will save employers time and resources to include updates NOW which will be required by law once the new bill comes into force

What do are the main points for negotiating change following the proposed changes?

- meaningful structure of the organization - adequate pay system - training options

Easier access to voting

1. Members/ workers agreement
2. management changing the rules
3. Ch ch ch changes - David Bowie

Facility time
Greater involvement of paid union officials
Uniformity within sectors

Reducing court costs by early negotiating with the Unions.

It depends on the situation. On my work I really experienced unexpected changes such as breaking times. Tighten tupe most important. I lost my break time due to be tupe Salaries wise was great

Pay, Tightening Tupe
Legislation Education for reps
Tightening Acas

Stop 0h contracts..they are immoral

What do are the main points for negotiating change following the proposed changes?

Bereavement needs to be individually managed

Systemic updating of policies
Systematic list of changes and dates
Emphasis on employer to prove negative impact, end of use of the term reasonable.
Unions on management boards.

Pay. Minimum Hours. Reps allowed time and use of facilities to discuss/ raise awareness with members.

Easier ballot voting , Equal pay for 16yrs onwards

1) Be more organised as trade unions.
2) Creates better awareness of trade union rights as a rep.
3) Be more proactive as unions and get the ball rolling, this will put management on the back foot

Sectoral collective bargaining
Ban zero hour contracts and move flexible part time to permanent fractional contracts
Right to switch off

Internal staff given recognition than hiring from outside

Discuss with employers now

What do are the main points for negotiating change following the proposed changes?

Arguing on a case-by-case basis for things like flexible working - don't let the employer get away with trying to apply blanket rules for flex working depending on dept if no actual service req

More negotiations between unions and employers

Follow up action points

Ask for clarification and implementation. The benefits for employees and employers. Improve work efficiency and productivity. Reducing cases for mental illness.

4! I'm excited—they're well-needed changes.

Making people safer

3

2

What do are the main points for negotiating change following the proposed changes?

2

Not prpaiees

Bring the members with you

Views of the workforce around zero hours. Some may want it some may not.

To have a fair and just outcome for membership regardless of the issue

clear options for what employees are allowed to request / demand

Will help strike action votes get over the line. Will make management more willing to negotiate.

Collective bargaining

What do are the main points for negotiating change following the proposed changes?

burden of proof is not on employees for their new rights, but on employer to deny them

Ensure reps are aware of changes and they are able to challenge the employer on them

Not being forced into zero hour contracts or there is a choice

Get rid of outsourcing (two tier workforce)

Bring the members with you

Knowlege. Clarification.

To uphold a ban on zero hour contracts so that all workers have secure hours and income. Get clarity on the loophole to stop companies exploiting it.

There's nothing in the proposal to deal with the 2 tier workplace - between those with a British passport and those on visas of some kind. It is a driver of racism + inequality+ poorer conditions

What do are the main points for negotiating change following the proposed changes?

Job security also better for service users

Group 7 - redundancy, changes to parental and adoption protections (18 months). Need to educate reps, and convince employers of the benefit of staff retention - this benefits both sides & society.

Communication is key both face to face and using signposting to notice boards and tuc literature. Educating and role playing will help to build confidence

Will the employer do something almost as bad as zero hours but within the law.

We need clear and consistent communication of what the changes will be.

Establishing very high levels of clarity around the proposed changes eg what is meant by flexible working, what the actual changes are in addition to existing rights.

comm communicate awareness to colleagues and members of changes Get involved in consultation

Discuss the potential impacts Identify the key concerns action points

What do are the main points for negotiating change following the proposed changes?

Recruitment tool to increase membership

- who benefits from zero hour contracts - zero hours contracts to be abolished

Better working environment and better team working

Zero hours Ensure loopholes are closed to prevent employers exploiting alternatives to zero hours contracts

Protections for stewards

To secure recognition will be easier with an unwilling employer and harder for the employer to de-recognise.

Repeal of anti laws increasing our ability to strike. Giving us more power to negotiate with employers. E balloting will increase turn out.

Collective Bargaining: Social care - impact on job security, improved pay. Recognition Agreements. Outsourcing- two tier workforce. Awareness & Education.

What do are the main points for negotiating change following the proposed changes?

Identifying the changes in respect to current policies and procedures and T&C. So the starting point for reps can be identified

Ensure policies reflect changes

Making sure employers know what changes are.

Negotiating Pay

Communication of the changes to members and employers alike

Protection for zero hours workers (Annual leave, sickness, pension contributions)Make the role more of a 'fixed term' contract rather than an hourly/zero

Staff awareness of the changes

Ensuring policies are fit for purpose

What do are the main points for negotiating change following the proposed changes?

1: Clarity on what the proposed changes actually mean for the unions and the work force .2: fixed term contracts for those who opt out of the zero contracts.

Facility time in the work organisation letting them know its needed

Making sure members know their rights

The chances of strikes will increase, with the removal for the 50% turnout mandate and implementation of online balloting. its likely the employer will be more willing to engage.

Make sure management are not using bullying tactics and hold them to account when someone decides to opt out of zero contracts.