

WORKING SUCCESSFULLY WITH TRADE UNIONS

makeuk.org/services/hr-and-legal

OUR TEAM AND EXPERIENCE

Make UK were established in 1896 with the aim of supporting manufacturing businesses. One of our principal aims was, and still is, to provide specialist advice and support relating to all areas of employee (industrial) relations across all industries and sectors. We are here to help.

With decades of experience, our team, which includes experienced barristers, solicitors and HR consultants can offer strategic and practical employee relations support.

We have a wealth of expertise from working with trade unions at a local, regional, and national level, and can support your organisation across a wide range of trade union related matters including:

- Trade union recognition
- Drafting and interpretation of collective bargaining agreements
- Managing business change programmes
- Handling industrial action

We can also offer template documentation (including policies, letters and guides) and bespoke training tailored to your organisation's needs, as well as providing specialist legal advice on changes to legislation and case law in this area.

INDUSTRIAL ACTION

Complex industrial relations disputes can be costly to a business. They can arise in connection with pay negotiations, in relation to proposed changes to the business or following individual disputes.

Whether you require on-site crisis intervention or advice and representation up to national level conferences, our team can help you to design strategies to de-escalate issues.

We can provide support in relation to:

- Failures to agree
- Mediation
- Industrial action
- ACAS arbitration including creating and presenting cases on your behalf

MANAGING BUSINESS CHANGE (INCLUDING REDUNDANCY)

In the event of a proposal to restructure, we can offer the following assistance:

- Provide visioning workshops to help you design your structures in line with future business needs
- Train key personnel in both the practical and/or legal requirements of the redundancy process
- Help you build a coherent plan for collective consultation
- Lead or support you through collective consultation meetings with unions or elected staff representatives
- Provide a fully managed redundancy service from start to finish, including drafting all letters and invitations to consultation meetings



TRADE UNION RECOGNITION

Our team has a successful track record in supporting businesses in relation to both trade union recognition and de-recognition matters. Our team can offer:

- Drafting and updating of recognition and collective bargaining agreements
- Representation in any challenges concerning union recognition, including full representation before the Central Arbitration Committee
- Support with any requests from trade unions for collective bargaining information
- Advice on practical approaches and level of risk in relation to union de-recognition

CHANGES TO TRADE UNION CASE LAW

We provide specialist legal advice on changes introduced by government as well as developments in case law to give you the inside track on legal compliance and, more importantly, what it means in practical terms for the management of your business.



TRADE UNION NEGOTIATIONS

Against today's fragile economic environment, businesses are implementing a range of flexible and innovative working practices to remain competitive.

Whether you are negotiating on pay or changing terms and conditions, the degree of your success will depend upon your ability to secure the support and engagement of your people and trade unions.

Our team offers a wealth of experience and expertise in working with trade unions at local, regional and national level. We can support you with:

- Drafting and interpretation of collective bargaining agreements
- Pay negotiations
- Management of change programmes
- Business restructuring, including site closures and redundancy
- Harmonisation of employment terms and conditions

We can provide on-site practical workshops for HR and management teams designed specifically for your business and circumstances. This enables us to address your current approach to collective engagement and agree on an improvement plan that aims to implement win-win solutions.

TEMPLATE DOCUMENTATION

Do you know where your recognition agreement is? If not, don't worry. Many organisations are in the same situation with trade union recognition agreements having been established in some cases decades ago and long lost by both the trade union and company.

If you do have a recognition agreement, when was it last reviewed and is it still fit for purpose?

We can work with you to ensure your collective bargaining documents are both legally compliant and suitable for successful ongoing relationships. Our training programmes also teach your management team what such agreements mean in practice.

EMPLOYEE REPRESENTATION

Employee relations in the 21st century can be the result of legacy agreements with recognised trade unions, works councils or other employee forums.

Collective representation is something that many organisations do not consider important in commercial terms unless problems arise. Good employee relations and ongoing communication can prevent disputes from occurring.

We can support you in the following ways:

- Designing works council constitutions
- Training management and employee representatives
- Advising on the practicalities of European Works Councils for those companies who continue to participate in them following Brexit

TUPE

TUPE transfers involve legal and operational complexity and can be unsettling for all employees. Our team's practical experience means that we can assist your Management Team to ensure a smooth transition for your employees while maximising the strategic benefit the transfer offers your business and minimising any damage to employee relations.

We can provide the following types of support:

- Ad hoc advice
- Template documents
- Training on how to handle TUPE
- Dedicated consultants working alongside you throughout a TUPE transfer process
- A fully managed service run by our consultants from start to finish



EMPLOYEE RELATIONS TRAINING AND WORKSHOPS

Seminars run by our ER and HR consultancy teams include:

- Working successfully with trade unions
- Managing trade union negotiations including negotiation skills
- Managing conflict
- Handling difficult conversations
- Effective use of works councils (workshops for both workplace and company representatives)
- Employee representative training
- Bespoke coaching workshops for HR and managers on current issues

All of these seminars can be run as bespoke in-house sessions.



FIND OUT HOW WE CAN HELP YOU

Call us: 0808 168 5874

Email us: enquiries@makeuk.org

makeuk.org/services/hr-and-legal

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