A decline in industrial action and a trend within HR functions toward specialism, means that many senior managers lack experience of working with unions and employee representatives.

This course is designed to address this need, providing a chance to learn from specialist labour lawyers, HR practitioners and a conciliation expert. We cover the labour law framework, explain how it really works in practice. We also cover current union campaigns on, for example, zero-hours, executive pay and pensions, and tactics used. We will draw on real case-studies and encourage delegates to share their experience with peers.

Delegates will be able to:

- gain a comprehensive overview of the law and practice relating to employee relations
- participate more confidently in union negotiations
- learn from decades of experience of working with unions on workplace disputes
- consider options to get the best from their unions and employee representatives
- gain insights into current influences on employee relations and employer good practice
- explain key elements of workplace consultation.

Who should attend?

This course is designed for experienced HR professionals and in-house lawyers (working in unionised environments in the private or public sectors) who may not have worked with unions recently or who have not had responsibility for ER.

Eversheds has a team of dedicated experts practising in the area of employee relations and labour law. We act for a range of clients including most rail and bus operators, leading retailers and logistics operators, airlines, manufacturers, construction companies and many universities. Eversheds has handled more formal claims for trade union recognition at the CAC than any other law firm.

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To book eversheds.com/training training@eversheds.com +44 113 200 4040

10 CPD Two-day course (non-residential)

Employee relations: working effectively with your union and employee representatives

This course is led by:

Tom Player Partner, Employment Law
Tom has extensive trade union recognition experience having appeared many times before the CAC, he also acts as a consultant to a number of EWCs and regularly negotiates and drafts EWCs on behalf of MNEs. Tom also assists companies faced with industrial action issues.

Peter Harwood OBE ex-Chief Conciliator, Acas
Peter recently retired after 28 years in Acas, helping management and unions work together to resolve their problems in organisations of all sectors and sizes. Peter is also an Honorary Visiting Professor for the Business School at Cardiff University.

Marc Meryon Head of Industrial Relations
Marc acts for household names in the manufacturing, postal, transport, healthcare and financial services sectors, advising on organisational change in a unionised environment, as well as managing and resolving industrial disputes. He lectures on IR at the CASS Business School.

Martin Warren Head of Employment and Pensions Law
Although responsible for over 200 employment, labour and pensions lawyers across the UK and Europe, his personal practice remains advising corporate clients on all aspects of trade union law. He chairs the CBI Employment Policy Forum.

Delegate feedback

“Balanced theory with realism.” Astra Zeneca UK Ltd
“All content relevant to my role – provided what I hoped for.” Royal Mail Letters
“I have taken away ‘tips’ for ‘actions’.” Virgin Atlantic
“All useful and interesting.” Post Office Ltd
“Plenty of time for discussion – practical and valuable case-study.” Environment Agency
Fee £799 +VAT  Time 09:30 – 16:30

London  30 September–01 October 2015
London  07–08 June 2016

Programme

Day one

The current employee relations environment
• recent trends in industrial action
• new Government reforms
• international dimensions including the ILO and UN
• public expectations of employers and working conditions
• the position of the Courts
• the Modern Slavery Act.

Key players
• trade unions’ aims, purpose and membership
• the most influential unions and their approach
• international union federations, CAC, the Certification Officer, Acas and TUC
• employee representatives.

Trade unions and individual rights
• protection from inducements, dismissal and detriments
• blacklisting
• time-off rights.

Collective agreements – the legal framework
• the right to information for collective bargaining
• scope, enforceability and drafting considerations
• the range of agreements – formal and informal
• statutory recognition agreements.

Collective consultation rights
• when the duty to consult applies
• collective redundancies, TUPE and contract change, pensions and health and safety
• protective awards.

Day two

Reputation management
• business, human rights and trade unions
• leverage and protest
• current issues, eg zero-hours, Bangladesh accord.

New ER models and new union deals
• new for the UK – but used abroad
• shared rights and responsibilities
• communication channels.

UK and European and global works councils
• European works councils – latest developments
• global framework agreements with trade unions
• the interrelationship between national and transnational consultation.

Negotiation skills workshop
• stages
• building the team
• getting to ‘yes’.

Industrial action
• strikes and action short of a strike
• balloting rules: what the union has to do
• the role of conciliation and Acas
• sanctions against the employee
• facing the union, including injunctions
• use of agency workers
• new tactics of protest.

Developing your employee relations strategy
• working with multiple unions
• meeting business challenges, eg outsourcing, reorganisations and restructuring
• goal-setting, timing, resourcing.

At the end of day one there will be an informal dinner for delegates.

In-house training and consultancy
We deliver in-house training courses for:
• management teams preparing for consultation exercises
• elected representatives or staff forum members to explain their responsibilities and/or help them to be more effective in their role.

To book  eversheds.com/training  training@eversheds.com  +44 113 200 4040