

# At a glance: key Labour Party employment reform proposals

## COLLECTIVE AND TRADE UNION RIGHTS

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WHAT'S THE PROPOSAL?	HOW?	WHAT WOULD EMPLOYERS HAVE TO DO?
<b>New right to bring collective grievances</b>		
<ul style="list-style-type: none"> <li>Employees would be able to collectively raise grievances about conduct in their workplace with ACAS.</li> </ul>	<ul style="list-style-type: none"> <li>This would be in line with the existing ACAS code for individual grievances.</li> </ul>	<ul style="list-style-type: none"> <li>Update grievance procedures.</li> <li>Anticipate how groups of employees might use this right tactically, for example, to push for change or as a precursor to litigation.</li> </ul>
<b>Stronger redundancy and TUPE rights</b>		
<ul style="list-style-type: none"> <li>Collective redundancy consultation obligations would be triggered if the threshold for proposed dismissals is met across the business rather than in one workplace.</li> <li>There would be a strengthening of redundancy and TUPE rights and protections.</li> </ul>	<ul style="list-style-type: none"> <li>It is unclear whether there would be any change to the current threshold (20 or more proposed dismissals in a 90-day period).</li> <li>No further information is given about proposed changes to redundancy and TUPE rights.</li> </ul>	<ul style="list-style-type: none"> <li>Potentially, conduct collective consultation in more multi-site redundancy programmes.</li> </ul>
<b>Simplified trade union recognition process</b>		
<ul style="list-style-type: none"> <li>A trade union would no longer have to show that at least 50% of workers are likely to support recognition to start the process.</li> <li>The union would only need to gain a simple majority vote to win the final ballot.</li> </ul>	<ul style="list-style-type: none"> <li>There would be a review of the statutory recognition process to modernise the rules.</li> </ul>	<ul style="list-style-type: none"> <li>Anticipate the risk of receiving more recognition requests, given that unions could win recognition more easily.</li> <li>Engage proactively with workers and existing representative bodies to mitigate the risk of getting a request.</li> </ul>

WHAT'S THE PROPOSAL?	HOW?	WHAT WOULD EMPLOYERS HAVE TO DO?
<b>New trade union rights to access workplaces</b>		
<ul style="list-style-type: none"> <li>♦ Union officials would be permitted to access workplaces to meet, represent, recruit and organise members.</li> <li>♦ They must give appropriate notice and comply with reasonable requests of the employer.</li> </ul>	<ul style="list-style-type: none"> <li>♦ Labour would consult unions and business on the design of a legal framework for access rights. There would be a review process to ensure that these are properly given and used.</li> </ul>	<ul style="list-style-type: none"> <li>♦ Allow access and provide facilities in accordance with new rules.</li> </ul>
<b>New duty to inform employees</b>		
<ul style="list-style-type: none"> <li>♦ Employers would have a duty to inform all new employees of their right to join a union and to inform all staff of this on a regular basis.</li> </ul>	<ul style="list-style-type: none"> <li>♦ This would be required as part of the written statement of particulars given at the start of employment.</li> </ul>	<ul style="list-style-type: none"> <li>♦ Update written statements of particulars for new joiners.</li> <li>♦ Plan regular comms to existing staff regarding union membership rights.</li> </ul>
<b>Lifting restrictions on trade union activity</b>		
<ul style="list-style-type: none"> <li>♦ Labour would relax restrictions on industrial action and balloting.</li> <li>♦ Trade unions could use secure electronic balloting in the same way as listed companies.</li> </ul>	<ul style="list-style-type: none"> <li>♦ The Trade Union Act 2016 and The Strikes (Minimum Service Levels) Act 2023 (which provides for minimum service levels in the event of public sector strikes) would be repealed.</li> </ul>	<ul style="list-style-type: none"> <li>♦ If you recognise a union, anticipate a higher risk of industrial action, given that this will be easier to organise.</li> </ul>
<b>Stronger rights and protections</b>		
<ul style="list-style-type: none"> <li>♦ Labour would strengthen protection for trade union representatives against unfair dismissal and for union members from intimidation, harassment, threats and blacklisting. There would be statutory rights for trade union equality reps.</li> </ul>	<ul style="list-style-type: none"> <li>♦ No further information is given.</li> </ul>	<ul style="list-style-type: none"> <li>♦ Engage cautiously and constructively with trade unions given the extensive legal protections available to them.</li> </ul>

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