



Charity number 1197599

Union Recognition Policy for Brereton Big Local CIO

Definition of terms

In this Agreement: -

Brereton Million CIO recognises the following trade unions for individual and collective bargaining and consultation with a view to reaching agreement purposes. A list of trade unions can be accessed via:

<https://www.gov.uk/government/publications/public-list-of-active-trade-unions-official-list-and-schedule/trade-unions-the-current-list-and-schedule>

General Principles

The BM CIO and Trade Unions accept that the terms of this agreement are binding in honour upon them but do not constitute a legally enforceable agreement.

BM CIO recognises the Trade Unions' right to protect and advance its members interests and to work with them to promote their terms and conditions of employment.

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To support consultation and negotiation with recognised trade unions and trade union representatives with a view to reaching agreement on various aspects as listed below:

- Terms and Conditions of employment
- Staffing and pay structures.
- Staff training and development
- Job grading and job evaluation systems
- Employment policies and procedures
- Day to day operation of employment policies and procedures
- Provision of staff amenities
- Health, safety, and welfare of staff
- New technology which directly impacts on staff's working arrangements

Statutory consultation on

- Redundancies
- TUPE transfers

BM CIO undertakes to advise an employee facing disciplinary action to consult with their trade union representatives.

BM CIO recognises the right of all employees to receive representation as stated in the Employment Act (1996) and agrees to provide appropriate and reasonable facilities to trade union representatives and members to enable them to discharge trade union duties and undertake trade union activity and to facilitate the objectives of effective communication consultation with employees and their representatives set out in the agreement.

For casework, trade unions agree to provide rapid response to personnel issues.