

COUNCIL MEETING – 23 March 2016

NOTICE OF:	Reference No:	Date Received:	Date Forwarded:
White Paper	WP3	11/3/16	15/3/16

Submitted by:	Councillor James Lewis
Relevant Board/Regulatory Panel:	Executive Board
Executive Member/Chair:	Executive Member (Resources and Strategy)
Relevant Director	Deputy Chief Executive

As a major employer in the local area, this Council welcomes the positive benefits that arise from the relationship that we have with recognised Trade Unions. This Council believes that the relationship between employers and their employees through their collective representatives would be damaged by reducing facility time for elected representatives and by removing the ability of union members to pay union dues direct from their wages.

This Council believes that the Trade Union bill, far from assisting employer-employee relations or improving workplace democracy, is an ideologically driven attack on the fundamental rights and freedoms of workers to organise or take strike action. It is also deliberately designed to dramatically reduce funding to the main Party in opposition to the Government, and as such is a threat to our democracy.

The Council notes that the Bill and secondary legislation will:

- Allow agency labour to be used to substitute for striking workers, currently outlawed, which would be deeply divisive and with agency workers often doing unfamiliar jobs, could pose a serious health and safety risk to themselves and others
- Introduce very high thresholds for industrial ballots, with an extra threshold in certain public services, without doing anything to improve the ability of workers to participate in ballots
- Severely restrict the right to picket and peacefully protest including organising campaigns through social media
- Significantly reduce Trade Union facility time and withdraw check-off union contributions in the public sector, irrespective of the wishes of the employer
- Require union members to 'contract in' to their union's Political Fund every 5 years, thereby significantly reducing the ability of Trade Unions either to campaign on political issues or to support political parties.

This Council commits to promote the positive role that Trade Unions bring to society and therefore calls on the Government to scrap the Trade Union Bill and all associated regulation/secondary legislation.

Should the Trade Union Bill receive Royal Assent enabling the legislation to come into effect, Council requests that Executive Board receive a report on the implications of the Bill for Leeds City Council, its employees, Trade Unions and the effect on maintaining positive industrial relations.

Deadlines for submission

- White Papers - 10.00 am on the day before the issue of the Summons
- Questions - 10.00 am on Monday before the meeting
- Amendments - 10.00 am on the day before the meeting
(including references back)

(All submissions should be made to Governance Services for receipt to be recorded and distribution made)
