

# Trade Unions & Employment Law

Examining the trade union issues for employment lawyers and senior HR professionals

**Wednesday 2 February 2011**

Central London

**5**  
hours  
35 mins  
CPD

## 5 key areas covered this year:

- Strikes, ballots, picketing and available remedies, including injunctions
- Industrial action: dealing with dismissals
- Trade union recognition – both automatic and voluntary
- Collective agreements, including variations and termination
- Trade union issues on a TUPE transfer

## Speakers:

**Monica Kurnatowska,**  
Baker & McKenzie LLP  
(chair and speaker)

**Bruce Carr QC,**  
Devereux Chambers

**Paul Gott,**  
Fountain Court Chambers

**Navdeep Deol,**  
British Airways Plc

**Martin Warren,** Eversheds LLP

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## Who are the speakers?

**Monica Kurnatowska** is a partner in the London Employment Law team at Baker & McKenzie LLP. She is a member of the department's workplace change and collective rights practice advising on trade union matters and industrial action, TUPE, information and consultation and European Works Councils.

**Bruce Carr QC** is a barrister at Devereux Chambers. He practises predominantly in the field of employment law. Described as having an "incisive mind and superb knowledge of employment law" (Chambers & Partners) he advises on all aspects of employment law, including collective issues, redundancy, TUPE, terminations and working time.

**Paul Gott** is a barrister at Fountain Court Chambers. He specialises in employment law and regularly advises in relation to industrial disputes, including the Royal Mail Group (London and National postal strikes in 2009), Network Rail (national rail strike in Easter 2010) and Virgin. He regularly appears in both the EAT and employment tribunals especially for Treasury Solicitors and HMRC.

**Navdeep Deol** is an in-house employment lawyer for British Airways Plc and has been for the last seven years. Prior to that he was employed in private practice, representing trade unions and their members. He has had considerable experience as both a claimant and respondent lawyer.

**Martin Warren** is a partner at Eversheds LLP. He has over 20 years experience advising multi-national as well as UK based employers on all aspects of labour law and employment relations. He has been involved in a number of significant test cases before the EAT and CAC. He chairs the CBI Employment Policy Committee and is a member of the People Management editorial board.

# Trade Unions & Employment Law

## Why attend this conference?

We currently live in a challenging economic climate, and this can sometimes result in equally challenging industrial relations issues. Butterworths' annual Trade Unions & Employment Law conference provides you with an excellent opportunity to brush up on a complex area of law, where there is often a need to advise and act swiftly, and which has serious practical and financial consequences when things go wrong.

Designed specifically for employers and their legal advisers, the day will provide you with practical and strategic guidance on:

- The legal issues that arise when industrial action occurs and what remedies are available to the employer
- The recent case law developments and where the law may be going
- Facing an application for trade union recognition, how the law works and strategic advice on how to respond
- Working with trade unions – key considerations for business as usual and times of change

The conference speakers have been specially chosen to explain the latest position in these key areas and to offer practical advice on the difficult issues posed which you can apply back at the office.

## Who should attend

- Employment lawyers
- Legal in-house advisers
- Senior HR professionals
- Trade union representatives

## What delegates to Trade Unions 2009 conference said:

*"An excellent overview of the impact of the law on the relationship between employers, union and individual employees"*

(Michael Elks, Partner, Radcliffes LeBrasseur)

*"Very useful with concise and practical comment"*

(Alistair Dimmis, Head of Employee Relations UK, RBS)

*"Very informative and useful. Speakers made complex area of law easy to grasp. Practical examples and interesting delivery"*

(Hana Tagliarini, employment lawyer, Treasury Solicitors Department)

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# Programme

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09:00 Registration and coffee

**09:30 Chair's opening remarks and overview: getting to grips with the trade union legal framework**

- Introduction to the legal landscape
- Key concepts

**Monica Kurnatowska, Partner,  
Baker & McKenzie LLP**

**10:05 Challenging employment relations and industrial action – Part I**

- Is it a trade dispute?
- Is immunity lost?
  - unlawful action
  - balloting requirements
  - notice requirements
  - wildcat action
- Remedies
  - damages
  - injunctions

**Bruce Carr QC, Devereux Chambers**

11:35 Morning coffee

**11:50 Challenging employment relations and industrial action – Part II**

- Unfair dismissal protections
- Picketing
- Code of Practice – work places and other key points
- S7 agency workers

**Paul Gott, Fountain Court Chambers**

12:50 Lunch

**13:50 Dealing with the threat of industrial action: an industry perspective**

- Ballots and calls for industrial action
- Handling unofficial industrial action
- Contingency planning

**Navdeep Deol, Solicitor, British Airways Plc**

**14:20 Trade union recognition – investigating how the law is operating in 2011**

- Spotting an application before it lands
- Responding to an application – strategy and practice
- The CAC process – key stages
- Tactics if facing automatic recognition
- Ballots and unfair practices
- De-recognition

**Martin Warren, Partner, Eversheds LLP**

15:35 Afternoon tea

**15:50 Collective agreements and collective bargaining**

- Key consequences of recognition
- Changes to collective agreements: rights of the union and the individual
- Recognition, collective agreements and TUPE

**Monica Kurnatowska, Partner,  
Baker & McKenzie LLP**

**16:35 Chair's closing remarks**

16:40 Close of conference

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# Registration

## Trade Unions & Employment Law

Wednesday 2 February 2011

Central London

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\*The early booking discounts are only available when you register by the dates stated below.

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**High Value Employment Law Litigation**, 9 December 2010, Radisson Mountbatten Hotel, London

**Discrimination Law in 2011**, 28 January 2011, Millennium Knightsbridge Hotel, London

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## Administration

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A certificate of attendance is available on request, following your attendance at this conference, as a record of your training and development.

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#### CANCELLATIONS

A refund of fees will be made only for cancellations received in writing at least 14 days before the event (less a 25% cancellation fee to cover administration costs). No refunds will be made for cancellations received within 14 days of the event and failure to attend after confirming a booking will be subject to the same terms. We regret that the transfer of a booking to another event cannot be made but a substitute delegate will be accepted at any time before the event.

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