



Leading experts explain the trade unions issues of significance now and for the coming year

Trade Unions & Employment Law



Thursday 11 October 2012

Central London

Conference highlights:

- Strikes, ballots, picketing and available remedies including injunctions
- Practical and strategic issues when industrial action is threatened
- Trade union recognition and collective agreements
- Tactics if facing automatic recognition
- The Central Arbitration Committee's approach and role

Supported by **Industrial Relations
LAW REPORTS**

Distinguished speakers

Monica Kurnatowska, Partner, Baker & McKenzie LLP

Bruce Carr QC, Devereux Chambers

Paul Gott QC, Fountain Court Chambers

Claire Large, British Airways

Zoe Field, Royal Mail

Sarah Veale, TUC

Andrew Burns, Devereux Chambers

Martin Warren, Partner, Eversheds LLP

www.conferencesandtraining.com/trade-unions

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 practices 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 QC 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, Network Rail and Virgin. He regularly appears in both the EAT and employment tribunals especially for Treasury Solicitors and HMRC.

Andrew Burns is a barrister at Devereux Chambers. He is a well-known and recognised leading junior, particularly in the area of industrial action and trade union recognition. He acts for major employers and unions in the High Court and in Employment Tribunals as well as on appeal, in mediations and arbitrations.

Claire Large has been an employment lawyer with British Airways since 2000. She is part of a small team that provides in-house support in a demanding economic and industrially active environment. She started her legal career as a corporate lawyer in the City before switching her focus to employment law 12 years ago.

Zoe Field has been an employment lawyer in the in-house legal team at Royal Mail Group for over 11 years and now leads the team. In her time there she has had experience of advising the company on many aspects of the law relating to industrial relations, including industrial action and collective consultation.

Sarah Veale CBE is Head of the Equality and Employment Rights Department at the TUC. The Department leads on employment rights, both individual and collective, employment relations and equality at work. Sarah regularly briefs senior union officers on developments in employment and discrimination law and policy. She is a member of the Government's Regulatory Policy Committee and the Government's Employee Engagement Task Force and was formerly a member of the ACAS Council and the Women's National Commission. She was awarded the CBE for services to diversity in the Queen's Birthday Honours List in June 2006.

Martin Warren is a partner and Practice Group Head, Human Resources Group & Head of Labour Relations at Eversheds LLP. Martin has particular expertise in dealing with complex strategic and reorganisational issues, trade union rights, consultation on redundancies and business transfers, industrial action, balloting, and collective labour law generally. He has been involved in a number of significant test cases before the EAT and the CAC.

Trade Unions & Employment Law

Why attend this conference?

The law surrounding trade unions is complex and there is a need for employers to act swiftly. When relationships work well, trade unions can play an important role in the workplace. However, when things go wrong there can be serious practical and financial consequences for the employer and longer-term industrial relations occur – of which we have seen many examples in recent months, particularly in the public sector.

The purpose of this conference is to provide a practical guide to how the law is working in practice, looking in particular at strikes and industrial action, but also looking at consulting with trade unions on major change and trade union recognition.

Our speakers are all top experts in this field with first-hand experience of many of the cases that have come before the courts in recent months. They will provide tactical and strategic guidance on how to handle cases in this area and also on how to work more effectively with trade unions. Their invaluable advice will provide immediate answers to some of the more complex areas that you are likely to come across, in a highly practical way.

If you are looking for an expert briefing on this area, this is an excellent opportunity to get up-to-speed quickly, in just one day.

Is this conference the right level for you?

The conference is aimed at practising employment lawyers in the main, as well as in-house legal advisers and senior HR professionals who are familiar with the basics and are looking for an update on how the law is evolving. Past attendees have included solicitors, associates, partners, legal directors, employee relations professionals, HR professionals and legal counsel.

See what delegates said about Trade Unions & Employment Law in 2011:

"Excellent, relevant and well presented"

Catrin Llewellyn, Solicitor, Reynolds Porter Chamberlain

"Excellent, the speakers were true experts and I learnt a lot which couldn't have been gleaned from books and cases"

Julia Guy, Solicitor, Davenport Lyons

"A very insightful update on TU law in today's world. It was really helpful to hear from so many speakers who are shaping the law in this area"

Patricia Obinna, Head of Employment Law, Transport for London

"A useful insight into the potential future challenges facing my organisation and a top up of knowledge not used for some time"

Nick Mernock, Director of People and Organisational Development, Merseyside Fire & Rescue

"An excellent consideration not only of the law but also of the practical issues and considerations for employers facing industrial relations issues. Very informative"

Senior Professional Support Lawyer, Rachel Wright, DLA Piper



Leading experts explain the trade unions issues of significance now and for the coming year

Programme

Thursday 11 October 2012

09:00 Registration and coffee

09:30 Chairman's opening remarks

Monica Kurnatowska, Partner, Baker & McKenzie LLP

09:35 Challenging strikes and industrial action

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

Bruce Carr QC, Devereux Chambers

10:35 Morning coffee

10:50 Industrial action strategy – dealing with strikes

- Unfair dismissal protections
- Dealing with pay
- Trade union detriment
- Contingency planning and agency workers
- Picketing

Paul Gott QC, Barrister, Fountain Court Chambers

11:50 Industrial action in practice – panel session

In this session the panel will debate and discuss some of the key, practical and strategic issues arising when industrial action is threatened


Bruce Carr QC, Devereux Chambers

Paul Gott QC, Fountain Court Chambers

Claire Large, Senior Legal Counsel, British Airways Plc

Zoe Field, Legal Director, Employment and Industrial Relations, Royal Mail Group

Sarah Veale, Head, Equality and Employment Rights Department, TUC

12:30 Lunch 

13:30 Collective agreements and change

- Recognition and collective agreements – key concepts
- Changes to collective agreements: rights of the union and the individual
- Recognition, collective agreements and TUPE

Monica Kurnatowska, Partner, Baker & McKenzie LLP

14:30 Statutory recognition of trade unions

- 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 in recognition applications
- Ending statutory recognition – the rules on de-recognition where statutory recognition has been in place

Andrew Burns, Barrister, Devereux Chambers

15:30 Afternoon tea

15:45 The role of the Central Arbitration Committee – Instructive Insights

- Role of the CAC
- How the CAC handles cases
- Key issues in recognition requests
- The CAC's approach other issues
 - information for the purpose of collective bargaining
 - informal efforts to resolve issues

Martin Warren, Partner, Eversheds LLP

16:30 Chair's closing remarks

16:35 Close of conference

BOOK TODAY & SAVE £50

Email registrations@lexisnexis.co.uk

Registration

Trade Unions & Employment Law

Thursday 11 October 2012

Central London

Your priority booking code is:

You will need to quote this code to claim your early booking discount*

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

Payment details

£549 + VAT per delegate for bookings received by 24 August 2012
– **SAVE £50!**

£599 + VAT per delegate for bookings

£250 (zero VAT) documentation only

30% discount for law firms of 10 partners or less. Discretionary group discounts. Call +44 (0)845 520 5500 for further details.

* Please note: discounts cannot be used in conjunction with one another.
You will need to quote your booking code to claim your discount

Payment by cheque made payable to LexisNexis Payment by credit card

1st delegate details

Name
Job title
Email <small>(Please note we may need to send you information on venue changes by email)</small>
Tel
Additional requirements

2nd delegate details

Name
Job title
Email <small>(Please note we may need to send you information on venue changes by email)</small>
Tel
Additional requirements

Address details

Company	
Address	
City	Postcode

Booking contact / invoice address

Name	
Tel	Email
Address (if different from above)	

I understand that this booking is subject to the cancellation terms set out on this registration form.

Authorised Signature

(all bookings must be signed)

How to book (please note we require written confirmation)

Fax +44 (0)20 7347 3576

Email registrations@lexisnexis.co.uk

Post LexisNexis Conferences, Halsbury House,
35 Chancery Lane, London WC2A 1EL

www.conferencesandtraining.com/trade-unions

For enquiries call +44 (0)845 520 5500

Calls will be charged at 3.5p per minute. Calls from mobiles may cost more.

Sponsorship and exhibition opportunities

Enhance your brand and meet new clients

Take this excellent opportunity to position your organisation at the forefront of the market. This conference will provide an excellent platform to raise your organisation's profile in front of key industry participants and showcase your expertise and services as the pre-eminent organisation in the field.

To find out more about the range of opportunities available, please contact Sarah Wells on +44 (0)20 7347 3553 or email sarah.wells@lexisnexis.co.uk

Forthcoming Events

Should you require any further information on any of the events below, please tick the appropriate box and return to LexisNexis.

- Employment Law Summer School, 3-5 September 2012, Oxford
- Hot Issues in Employment Law, 27 & 28 September 2012, London
- Employment Law for In-house Legal Advisers, 4 October 2012, London
- Employment Status, 13 November 2012, London

For more information visit www.conferencesandtraining.com

You can still benefit from the day's event if you can't make it!

Naturally, nothing matches the experience of coming to the conference, but if you really can't make it, you can still benefit by ordering a set of course papers. Available for £250, this will give you a permanent record of the subjects covered, which you can share with your colleagues.

To order call on +44 (0)845 520 5500 or return the booking form.



Conference papers now also available on USB stick!
Delegates will receive hard copy papers and free USB stick

Administration

VENUE
Central London

FEE
Your one-day fee includes attendance, refreshments, lunch and course documentation. Full payment, including VAT must be received prior to the conference. Please post a cheque for the full amount with your completed registration form or tick the payment by credit card box and we will call you to obtain card details. Once payment has been received a VAT invoice/receipt will be issued.

OUR CONFIRMATION OF YOUR BOOKING
All bookings will be acknowledged in writing within five working days of receipt and joining instructions (final conference details and a venue location map) will be emailed to delegates approximately two weeks before the event. Please telephone the Bookings Enquiries line immediately:
• if you have not received written acknowledgement of your booking within 7 days of sending it by fax, post or email or
• if you have not received your joining instructions five days before the event

HOTEL ACCOMMODATION
Venuehunt Ltd
Tel: 01722 500 675 Fax: 01722 500 729
Email: lexisnexis@venuehunt.co.uk
Quote the code VHLEX at the time of booking.

ADDITIONAL REQUIREMENTS
LexisNexis Conferences would like to ensure that all delegates can participate fully at our events. If you have any additional requirements, eg, wheelchair access, large print documentation or an induction loop, or if you have any particular dietary requirements please let us know on the adjacent form.
 Please call me to discuss my requirements in more detail.

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

DOCUMENTATION SALE
Your notes will be dispatched within five working days after the event. Please call us if you do not receive your notes by two weeks after the event.

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.

This programme is correct at the time of going to press. However, we reserve the right to alter or cancel the programme due to circumstances beyond our control.

If you do not wish to be kept informed by mail phone fax email of other LexisNexis products and services, please tick the box.
 If you do NOT wish your mailing details to be passed on to companies approved by LexisNexis, to keep you informed of their products and services, please tick the box.

For details of our privacy policy visit our website at: www.lexisnexis.co.uk/privacy

© LexisNexis 2012

