



# Trade Unions

## Employer Guide to Trade Union Law Changes

### Compliance Checklist

Use this checklist to review whether your organisation is prepared for changes affecting trade union relations and employee representation under the new Employment Rights Act 2025.

#### Policies and Documentation

- Trade union policy reviewed and updated
- Recognition agreements documented and current
- Disciplinary and grievance policies updated
- Collective consultation procedures reviewed
- Manager guidance updated

#### Workplace Practices

- Managers understand employee rights regarding union membership
- Managers trained on working with union representatives
- Procedures exist for allowing representation at hearings
- Consultation processes clearly defined
- Communication channels with union representatives established

#### Recognition and Consultation

- Clear process for handling recognition requests
- Understanding of statutory recognition procedures
- Collective bargaining arrangements documented
- Consultation obligations understood
- Redundancy consultation processes reviewed

#### Training and Awareness

- HR team updated on legal changes
- Line managers trained on union-related rights

- Senior leadership briefed on compliance risks
  - Internal guidance materials updated
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## Risk Management

- Approach to union activities reviewed
  - Decision-making processes documented
  - Consistency in employee relations maintained
  - Legal advice sought where appropriate
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## Next Steps

If gaps are identified:

- Update relevant policies
- Provide manager training
- Review consultation procedures
- Seek specialist employment law advice where needed

This checklist provides general guidance only and does not constitute legal advice.

## Need Help?

Our HR experts can help you review your HR policies, update documentation, and deliver manager training, HR Surgeries or Q&A's in relation to the Employment Rights Act 2026.



**Contact HR:4UK today** to stay ahead of the changes and protect your business.



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