

Institute of Employment Rights

conferences & seminars for 2009-10

Agency Workers: Ending their abuse

Redundancy and the law:

Fear and economic uncertainty at work

Employment Law Update 2009

TUPE Regulations: Possibilities and problems

European Court of Justice Cases: Developing a strategy for trade unionists

Single Equalities Act

Occupational Pensions: Delayed wages subtracted?

The Health Agenda at Work

The Information and Consultation of Employees Regulations

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**THE
INSTITUTE
OF
EMPLOYMENT
RIGHTS**

1. Agency Workers: Ending their abuse

A half-day seminar

WEDNESDAY 17th June

NUT Hamilton House, Mabledon Place, LONDON WC1H 9BD
Nearest tube and train: Euston and King's Cross

Confirmed speakers include: Sonia McKay, Working Lives Research Institute; Hannah Reed, TUC; Andrew James, Thompsons Solicitors.

Nearly one and a half million of those employed in the UK are agency workers. The passing of the Temporary and Agency Workers (Equal Treatment) Bill was a milestone in UK employment law - offering some protection to this increasingly important group of workers. Further protection was introduced through the Employment Act 2008.

So where does the law stand now? Does the legislation go far enough in protecting the rights of agency workers and protecting the jobs of UK workers? How can the law be strengthened to ensure UK workers are no longer the easiest and cheapest to sack?

The economic recession has brought the issue to an ugly head and problems are likely to get worse as the recession deepens. Recent developments at the Cowley car plant highlight the vulnerability of agency workers. Many of the agency workers at Cowley had worked for Rover for years but were sacked with an hour's notice and with few effective remedies. How can we best protect against this abusive use of agency workers and the abuse of agency workers' rights? How can we better regulate the labour market to prevent the disgrace of Cowley occurring again?

Cost: £45 IER Subscribers and members; £60 trade unions; £120 Commercial

2. Redundancy and the law: Fear and economic uncertainty at work

A half-day seminar

WEDNESDAY 8th JULY

NUT Hamilton House, Mabledon Place, LONDON WC1H 9BD

Confirmed speakers include: Rob Smith, Thompsons Solicitors;

Current redundancy law means that UK workers are among the cheapest to sack in Europe. This is why, in Lyndsey Hoyle MP's words, "We need to reconsider and reword the legislation." Hoyle's Statutory Redundancy (Amendment) Bill by introducing the link to earnings, as opposed to the RPI, would protect the value of statutory redundancy pay in the future. It is clearer than ever before that the needs of workers - first to protection against arbitrary closures and second to adequate compensation should closure occur - need to be reasserted. So what does the law say? What are the strengths and weaknesses and how should the law be improved? What can trade unionists do above and beyond the limitations of the legal framework?

Cost: £45 IER Subscribers and members; £60 trade unions; £120 Commercial

3. Employment Law Update 2009

A full-day conference

Organised by The Institute of Employment Rights in association with the TUC and Old Square Chambers.

WEDNESDAY 21ST OCTOBER

NUT Hamilton House, Mabledon Place, LONDON WC1H 9BD

Confirmed speakers include: Prof Keith Ewing, Sarah Veale TUC

The conference is timed to coincide with the introduction of new legislation, due to come in to force on 1st October. The aim is to ensure trade union representatives are kept up to date and well informed about developments in employment law.

Cost: £75 Subscribers and members; £90 trade unions; £220 Commercial

4. TUPE Regulations: Possibilities and problems

A full-day conference

WEDNESDAY 18TH NOVEMBER

NUT Hamilton House, Mabledon Place, LONDON WC1H 9BD

Confirmed speakers include: Richard Arthur, Thompsons Solicitors; Kate Ewing, Unison; Ivan Walker, Walker Law

Since the 2006 TUPE Regulations were introduced, have they helped or hindered trade unions trying to protect workers' rights? What are the significant developments in case law following their introduction?

Given the complexity of the legislation, it is vital that trade union representatives keep up to date with current developments. Just as important is sharing with and learning from each other. This conference will provide expert advice from leading trade union lawyers. It will also allow delegates to submit questions and scenarios in advance to discuss with the panel of experts and with other delegates. The focus of this event will be providing time and opportunity for activists to learn from each other. Book early - TUPE is an extremely popular IER event.

Cost: £75 Subscribers and members; £90 trade unions; £220 Commercial

5. European Court of Justice cases: Developing a strategy for trade unionists

A full-day conference

SATURDAY 28th NOVEMBER

TUC Congress House, Great Russell Street, London WC1B 3LS

Nearest tube: Tottenham Court Road Nearest train: Euston and King's Cross

Organised by The Institute of Employment Rights in association with SERTUC.

Confirmed speakers include: Prof Keith Ewing, John Hendy QC, John Monks (ETUC). Chairs: Carolyn Jones, IER and Megan Dobney, SERTUC

For the past two years trade unions throughout Europe have been coming to terms with the implications of four decisions from the European Court of Justice. The Viking, Laval, Ruffert and Luxembourg cases sent shock waves through the labour movement, threatening not only trade union collective action but also democratic decisions of governments. As we reach the 2nd anniversary of the first two cases, this FREE event aims to combine informed legal and academic opinion with practical experiences from different sectors of the labour market.

Cost: free

6. Single Equalities Act

A full-day conference

WEDNESDAY 9TH DECEMBER 2009

NUT Hamilton House, Mabledon Place, LONDON WC1H 9BD

Confirmed speakers include: Maria Eagle MP; Vicky Phillips, Thompsons Solicitors; Sarah Veale, TUC

How will the Single Equalities Act benefit trade unions and their members?

Cost: £75 Subscribers and members; £90 trade unions; £220 Commercial

7. Occupational Pensions: Delayed wages subtracted?

A half-day seminar

WEDNESDAY 20TH JANUARY 2010

NUT Hamilton House, Mabledon Place, LONDON WC1H 9BD

Confirmed speakers include: Ivan Walker, Walker Law and Bryn Davies, UPS.

As the economic recession bites, pensions once again fill column inches as private and public sector employers plunder their staff's delayed wages. At the same time, the UK's Executive class receive so-called 'golden parachutes' paid for by tax payers money. Such inequality in pension provision is shocking. In Ireland, for example, the state has threatened to raid public servants' pensions to pay, in part, for the economic crisis.

It has been a long path from Turner's Pension Commission in 2005 which insisted on a minimum employer contribution of 3% to occupational pensions. So where does the law stand now and how can we improve and protect pension provision in the UK?

Cost: £45 IER Subscribers and members; £60 trade unions; £120 Commercial

8. The Health Agenda at Work

A full-day conference

WEDNESDAY, 17TH FEBRUARY, 2010

NUT Hamilton House, Mabledon Place, LONDON WC1H 9BD

Is it time to reconsider our approach to delivering health and safety at work? Does the modern day fragmented labour market demand a new framework of law? Do the often unrepresented and increasingly undocumented workers, need a clearer framework of regulation within which to work? Would the development of a

Quality of Working Life Bill clarify and streamline the duty of care still expected of our employers?

Cost: £75 Subscribers and members; £90 trade unions; £220 Commercial

9. The Information and Consultation of Employees Regulations

A half-day seminar

WEDNESDAY 17TH MARCH 2010

NUT Hamilton House, Mabledon Place, LONDON WC1H 9BD

Confirmed speakers include: Prof Keith Ewing, Tony Burke, UNITE

In an era where employees are still deprived of information and are often poorly consulted, if at all, about their companies, we have to consider how the Information and Consultation of Employees Regulations (2004) have helped or hindered the case for workplace justice.

April last year saw companies with 50 and more employees being legally obliged to consider information and consultation arrangements with their staff. But the Regulations have to be triggered by a request from the workforce, so even in workplaces where trade unions exist and are part of the bargaining structure, they must be informed about the ramifications of all aspects of the regulations. Some of the considerations we must raise

- What rights have unions in asking for information about a company's economic history?
- What is the process for triggering the statutory right to be informed and consulted?
- What is a "pre-existing agreement" and who can negotiate one?
- Who is responsible for the balloting arrangements?
- Given the economic recession, what legislative changes do workers and their unions need?

Cost: £45 IER Subscribers and members; £60 trade unions; £120 Commercial

Further details and updates on www.ier.org.uk where booking forms and programmes can be downloaded.

The Institute of Employment Rights was established in 1989. It is an independent organisation acting as a focal point for the spread of new ideas in the field of labour law. In 1994 the Institute became a registered charity.

Members of the Institute include the general secretaries of most trade unions, many of the leading law academics and practitioners and a number of highly distinguished experts from other fields.

We aim to make a constructive contribution to the debate on employment law, using historical analysis, international comparisons and consideration of the economic and social implications of present and future policies. By doing so we hope to develop an alternative approach to law and industrial relations.

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Booking form

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BOOKING

COMPLETE THIS FORM AND RETURN WITH YOUR CHEQUE TO THE ADDRESS BELOW.

We can also accept payment by credit/debit card via our website.

ADDITIONAL INFORMATION

Overnight accommodation Details of nearby hotels are available from the office.

Name changes are accepted up until the time of the event.

Cancellation Delegates who advise IER of their cancellation more than 15 working days in advance will receive a credit note with 10% deduction for administration.

WHO SHOULD ATTEND

IER seminars and conferences are of great interest to trade unionists, employment lawyers, academics and students, equality officers, legal officers, NGOs and charities needing up-to date information.

CPD, NPP AND EPP ACCREDITATION

All IER seminars and conferences attract credit hours under the Law Society's Continuing Development Scheme and the General Council of the Bar's New Practitioners' Programme and Established Practitioners' Programme.