

## **GMB Composite 6 2011**

### **EMPLOYMENT RIGHTS**

Congress notes with grave concern press reports that this Tory led Con-Dem Coalition Government are seeking to legislate over the rights of workers to bring employment tribunal claims. It further notes the role of Liberal Democrat, Vince Cable in the defence of the Employers and reminds Congress that this worm was once a member of the Labour Party.

We campaign for employment rights from day one. This law will severely limit our members' ability to receive fairness in the workplace by extending the qualifying period when an employee can take a claim to an Employment Tribunal to two years (currently the period is after 1 year's employment).

Congress is concerned *and* will do everything in its power to campaign against the proposed changes coming from the coalition Government which denies workers rights and costs. Any attempt to reduce the employment rights of workers should be challenged. Congress will oppose these regressive proposals *and* such action as to change the current qualifying period from the current one year for claims for unfair dismissal and extend the time from one year our members can challenge them in tribunal etc.

Congress instructs the CEC and the Senior Management Team to use all avenues to oppose the attack on workers' rights and changes by this Con-Dem Government by lobbying MP's, the Government and organising action by our members and other Trade Unions.

Therefore, this Congress calls upon the CEC to:

- use all means necessary to fight against the Con Dem Government's proposals on Employment Rights
- highlight the coalition's proposals,
- ask our sponsored MPs to oppose any change to the current legislation.

Further, it will fight to ensure that the next Labour Government will give workers rights from day one of their employment by extending workers rights

Finally it mandates the CEC to campaign with the TUC and other trade unions in defence of employment rights.

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