

Extract from the minutes of the Council meeting on 21 October 2015

95(v) Trade Union Bill

Eliza Vasquez-Walters addressed the Council pursuant to the provisions of Council Procedure Rule 6(5) in support of the motion. She stressed the importance of Council discussing the impact at a local level of national issues. Trade unions were made up of ordinary working people whose services everyone relied on, such as care workers, Police Community Support officers and social workers. These were people who were often low paid doing unglamorous jobs who relied on the support and protection trade unions offered them. Trade Unions were involved in health and safety, grievance resolution, negotiations with employers and offered development and training opportunities to employees. Trade Unions were the collective voice of employees, but their work also assisted employers and no reputable employer would be scared of a trade union.

It was proposed by Councillor Pearson that:

Colchester Borough Council recognises the positive contribution that trade unions and trade union members make in our workplaces. This Council values the constructive relationship that we have with our trade unions and we recognise their commitment, and the commitment of all our staff, to the delivery of good quality public services for the residents of Colchester.

This Council notes with concern the Trade Union Bill which is currently being proposed by the Government and which would affect this Council's relationship with our trade unions and our workforce as a whole. This Council rejects this Bill's attack on local democracy and the attack on our right to manage our own affairs.

This Council is clear that facility time, negotiated and agreed by us and our trade unions to suit our own specific needs, has a valuable role to play in the creation of good quality and responsive local services. Facility time should not be determined or controlled by central Government in the era of localism.

Colchester Borough Council is happy with the arrangements we currently have in place for deducting trade union membership subscriptions through our payroll. We see this as an important part of our positive industrial relations and an efficient way to administer a system that supports our staff. This

system is an administrative matter for the Council and should not be interfered with by central Government.

This Council resolves to support the campaign against the unnecessary, anti-democratic and bureaucratic Trade Union Bill.

Further Colchester Borough Council resolves to seek to continue its own locally agreed industrial relations strategy and will take every measure possible to maintain its autonomy with regard to facility time and the continuing use of check-off.

As the motion related to an executive matter, it stood referred to Cabinet.

It was *RESOLVED* that Council Procedure Rule 11(2) be suspended to allow Council to debate the motion and inform Cabinet of its view.

On being put to the vote the motion was carried (twenty seven voted for and eighteen voted against).