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**What do trends in recognition applications
show?**

Daniel Stiliz QC

Governor Elbridge Gerry

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Recognition comes of age

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- Schedule A1 to TULRCA 1992
- In force since 6 June 2000
- 1,071 recognition applications dealt with by the CAC as at 1 October 2018

Application trends: numbers

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- More recognition applications year on year since 2014:
 - 2013-14: 30
 - 2014-15: 38
 - 2015-16: 48
 - 2016-17: 51

- Move away from manufacturing, transport and communications
- Move towards smaller employers in a wider range of sectors, including care homes

- Unions seeking smaller bargaining units where support is concentrated. Employers diluting
- Majority in favour no longer enough unless 40% threshold met (***PCS v BPDTS*** and ***GMB v Apcoa Parking***)
- Alleging unfair practices (***GMB v M&A Pharmachem***)

- ***Pharmacists' Defence Association Union v Boots Management Services Ltd***
- ***R (IWGB) v CAC, Cordant, Univ of London & BEIS***
- ***R (IWGB) v CAC & Deliveroo***

- *Employer had voluntary agreement with non-independent union*
- *PDAU argued that paragraph 35 excluding application for recognition was incompatible with Article 11*
- *Compatible because workers could apply for derecognition*

- ***Employer had voluntary agreement with independent union***
- ***IWGB argued that paragraph 35 excluding application for recognition was incompatible with Article 11***
- ***IWGB arguing that “employer” should include end-user***

- ***IWGB arguing that “worker” should be defined more widely to include all those employed in any way***
- ***Contends narrow definition incompatible with Article 11***

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“The clerks are absolutely fantastic; they are approachable, friendly and they deliver on time.”

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Joint Senior Clerks – Lucy Barbet & Mark Dann
Director of Business Development – Andrea Kennedy
Director of Finance and Administration – Claire Halas

Tel: +44 (0) 20 7632 8500
Email: clerksteam@11kbw.com
Address: 11 King's Bench

