

**Table 9.1** Main UK legislative provisions related to industrial relations, 1980–2016

<b>Act</b>	<b>Date</b>	<b>Coverage</b>
Employment Act	1980	Public funds for union ballots (since repealed) Provision for codes on picketing and closed shops
Employment Act	1982	New definition of a ‘trade dispute’
Trade Union Act	1984	Compulsory secret ballots for union positions and before industrial action; otherwise no immunity
Employment Act	1988	Greater control to members of union governance
Employment Act	1990	Abolition of the closed shop and immunity in respect of secondary industrial action
Trade Union and Labour (Consolidation) Act	1992	Consolidation of all relevant law on unions and labour relations together with ACAS. Code provides for disclosure of information to unions for collective bargaining purposes
Trade Union Reform and Employment Rights Act	1993	Independent scrutineers of union elections given more powers. Voting fully postal
Employment Relations Act	1999	New statutory framework for collective bargaining, including provision of statutory union recognition, changed balloting procedures and increased protection for union members when participating in official industrial action
Employment Relations Act	2004	Union recognition rights for the purpose of conducting collective bargaining. Outlines additional responsibilities of the Central Arbitration Committee to facilitate collective bargaining
Trade Union Act	2016	Introduced ‘opt-in’ process for union political funds. A 50% turnout threshold for ballots on industrial action; 40% of those eligible to vote must back action for strikes in core public services. Notice of industrial action to the employer increased from seven to fourteen days (unless the employer agrees to seven days’ notice).