

Brexit Know Your Rights

Our strength as a trade union comes from our organisation in the workplace. It is vital that we use this strength to protect our members from the possible impact of Brexit.

As a workplace rep these are the steps you can take today.

Employer Brexit planning: your right to consultation

Many employers are proactively working on contingency plans to understand and forecast the impact of Brexit. We must use collective agreements as well as any Information and Consultation agreements to make sure our members are properly consulted on these plans. Any Brexit risk must not simply be handed down to the workforce.

Brexit at the bargaining table

From pay to terms and conditions, Brexit is a bargaining issue. We must use pay and other negotiations with the employer to push for guarantees that working rights will be protected within our collective agreements following Brexit.

We must also expose any attempt by opportunistic employers seeking to use Brexit as a smokescreen to hold down pay or undermine conditions.

Brexit Check 



Contact Unite at: Brexit.Check@unitetheunion.org

www.unitebrexitcheck.org @BrexitCheck

Know your rights at work

Whilst we are still part of the European Union employers cannot opt out of EU legal rulings, such as the ruling protecting holiday pay entitlement which remains in effect. Similarly, employers cannot claim that EU legislation such as the Working Time Directive no longer applies in the UK.

Employer advice: right to remain

From paid time off to assistance in completing paperwork, employers must support workers from the European Union who are concerned about their status or are looking to apply for either settled status or UK citizenship.

For more information on your rights EU and EEA nationals should visit: [/mobilecitizens.eu](https://mobilecitizens.eu) and www.jcwi.org.uk

European Works Councils

There is currently no guarantee that European Works Councils will be protected in UK law after Brexit; however, we can be proactive by pushing for our EWC constitutions to be amended to protect participation, consultation and voting rights for UK reps. A draft amendment is available from our EWC experts in the Unite International Department.

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