

# Managing UK Employee Relations in Changing Times

St Pancras, London. 15 – 17 September, 2026

## How best can employers cope with recognition and access requests?

The UK system of trade union recognition has been turned on its head by laws that began to come into force in April 2026. Trade unions are now able to trigger a ballot for recognition with just 10% membership within a proposed bargaining unit, which the unions get to define in the first place. The government is considering dropping the 10% to just 2%.

The subsequent ballot now has no minimum turnout threshold, so a union can win recognition with a simple majority of those who vote.

Starting on 30 October 2026, trade unions will be entitled to request physical and/or digital access to workers. No membership on the part of the union is required to make a request and, if an employer refuses it, the union can ask the CAC to impose access, under pain of significant financial penalties for non-compliance.

*How best can employers cope with this new landscape?*

In the face of carefully designed union organising plans, companies need to fundamentally re-think their employee and labour relations strategies.

2027 will also see a general prohibition of “fire and rehire” and new thresholds for collective redundancies, for which the penalties are now 180 days per employee.

This programme is presented by [Tom Hayes and Associates](#) in partnership with the UK's leading employment law firm, [Lewis Silkin LLP](#).

## Agenda will focus on ‘what to do’, including:

- *Framing the challenge through a detailed assessment of the new laws;*
- *Identifying risks and vulnerabilities;*
- *Managing union access to the workplace;*
- *Dealing with a recognition request;*
- *Planning a redundancy information and consultation process;*
- *Negotiating with a trade union; and*
- *Implementing agreements and managing union relationships.*

## Event logistics

- Workshop venue is [Derby Conference Centre](#), London WC1H 8AG. [Google map](#)
- Program fee is £1,950 (*includes all refreshments and evening networking aperitif on 15<sup>th</sup>*).
- Program runs from 2:00pm on Tuesday, Sept 15<sup>th</sup> to 12:00 noon on Thursday, Sept 17<sup>th</sup>.

**To book your place e-mail: [tom.hayes@thascs.com](mailto:tom.hayes@thascs.com)**