

CENTRAL ARBITRATION COMMITTEE
TRADE UNION AND LABOUR RELATIONS (CONSOLIDATION)
ACT 1992

SCHEDULE A1 - COLLECTIVE BARGAINING: RECOGNITION

**DECLARATION THAT THE UNION IS ENTITLED TO BE
RECOGNISED UNDER PART III TO THE SCHEDULE**

The Parties:

Honda of the UK Manufacturing Ltd

and

Unite the Union

Introduction

1. Honda of the UK Manufacturing Ltd (the Employer) submitted through its representative an application dated 31 March 2017 to the CAC to determine whether the original bargaining unit was no longer appropriate and, if so, what would constitute an appropriate bargaining unit. The original bargaining unit comprised of the General Associates, Lead Associates, Team Leaders and Co-ordinators (C1 and C2) employed in all factories on the company's site at South Marston.

2. In accordance with section 263 of the Act, the CAC Chairman established a Panel to deal with the case. The Panel consisted of Her Honour Judge Stacey, Chairman of the Panel, and as Members, Mr Mike Regan and Mr David Coats. The Case Manager appointed to support the Panel was Linda Lehan.

3. By a decision dated 3 May 2017, the Panel accepted the Employer's application.

4. In the application received by the Employer it was clear that both parties were in agreement about the change in the organisational structure of the Employer's business, the changes to the bargaining unit and the proposed revised bargaining unit. The Employer's representative stated in its application that the Employer agreed that the Union should be recognised by the Company as entitled to conduct collective bargaining on behalf of all General Associates, Lead Associates and Team Leaders, employed on the Company's site at South Marston, Swindon. The Union also submitted a Letter of Support confirming that, based on their mutual understanding, the parties had agreed to the joint application to make a limited change to the bargaining unit in the form of removing C1 and C2 Co-ordinator roles from the scope of the recognition agreement.

5. In other words, in the statutory language of the Schedule, the parties were in agreement that the original bargaining unit was no longer appropriate and pursuant to paragraph 69(1)(b) the parties had agreed a bargaining unit that differed from the original unit (the New Bargaining Unit) and had informed the CAC of their agreement.

6. It being agreed that paragraph 69(2) does not apply, by paragraph 69(3) the CAC must issue a declaration that the Union is recognised as entitled to conduct collective bargaining on behalf of the New Bargaining Unit of all General Associates, Lead Associates and Team Leaders, employed on the Company's site at South Marston, Swindon.

Declaration of Recognition

7. Accordingly the CAC declares that the Union is recognised as entitled to conduct collective bargaining on behalf of the workers constituting the New Bargaining Unit, which comprises all the General Associates, Lead Associates and Team Leaders employed in all factories on the company's site at South Marston.

8. Insofar as it affects workers in the New Bargaining Unit who fall within the Original Bargaining Unit, this declaration shall have effect in place of any declaration that the Union is recognised as entitled to conduct collective bargaining on behalf of the Original Bargaining Unit, in accordance with paragraph 69(3)(b).

9. Pursuant to paragraph 69(3)(c) the Panel does not consider that there are any modifications necessary to the method of collective bargaining relating to the Original Bargaining Unit required to take account of the change of bargaining unit.

PANEL

Her Honour Judge Stacey, Chairman of the Panel

Mr Mike Regan

Mr David Coats

4 May 2017