

**EMPLOYMENT RELATIONS
(NORTHERN IRELAND) ORDER 2004**

S.I. 2004 3078

EXPLANATORY MEMORANDUM

COMMENTARY ON ARTICLES

Part Iv: Rights of Trade Union Members, Workers and Employees

Dismissal for use of union services or refusal of inducement

Article 15 amends Article 136 of the 1996 Order (dismissal on grounds related to union membership or activities), the general effect of which is to make it automatically unfair to dismiss an employee if the reason or principal reason for dismissal is membership of an independent trade union, non-membership of any trade union or taking part in the activities of an independent trade union at an appropriate time. **Article 15** amends Article 136 to add making use of union services or refusing an offer made in contravention of Articles 77A and 77B to the reasons that make the dismissal of an employee automatically unfair.