

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

**S.I. 2004 3078**

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**EXPLANATORY MEMORANDUM**

**COMMENTARY ON ARTICLES**

[Schedule 1](#)

*Amendment of Schedule 1a to the 1995 Order*

**Unfair practice in relation to derecognition ballots**

*Paragraph 13* inserts into Schedule 1A new paragraphs 119A to 119I which concern unfair practices during derecognition ballots. In particular, the provisions: create a duty on the parties to refrain from unfair practices; set out how complaints of unfair practices are to be handled; and provide for the consequences of a decision by the IC that a complaint of unfair practice is well-founded.