



# Employment Relations Act 2004

## 2004 CHAPTER 24

### PART 1

#### UNION RECOGNITION

### **3 Duty of employer to supply information to union**

After paragraph 18 of Schedule A1 to the 1992 Act insert—

- “18A (1) This paragraph applies if the CAC accepts an application under paragraph 11(2) or 12(2).
- (2) Within 5 working days starting with the day after that on which the CAC gives the employer notice of acceptance of the application, the employer must supply the following information to the union (or unions) and the CAC—
- (a) a list of the categories of worker in the proposed bargaining unit,
  - (b) a list of the workplaces at which the workers in the proposed bargaining unit work, and
  - (c) the number of workers the employer reasonably believes to be in each category at each workplace.
- (3) The lists and numbers supplied under this paragraph must be as accurate as is reasonably practicable in the light of the information in the possession of the employer at the time when he complies with sub-paragraph (2).
- (4) The lists and numbers supplied to the union (or unions) and to the CAC must be the same.
- (5) For the purposes of this paragraph, the workplace at which a worker works is—
- (a) if the person works at or from a single set of premises, those premises, and

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*Changes to legislation: There are currently no known outstanding effects for the  
Employment Relations Act 2004, Section 3. (See end of Document for details)*

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- (b) in any other case, the premises with which the worker’s employment has the closest connection.”

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**Commencement Information**

**II** S. 3 in force at 6.4.2005 by S.I. 2005/872, art. 4, Sch. (with art. 6)

**Changes to legislation:**

There are currently no known outstanding effects for the Employment Relations Act 2004, Section 3.