

**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

Flexible working

Article 21 amends the law to extend to those taking advantage of statutory provisions about flexible working, certain exemptions to standard qualifying conditions for claims for unfair dismissal. These exemptions include upper age limit and participation in industrial action.