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LONDON SW1P 3EB

My ref: H/PSO/15280/80

Your ref:

18 July 1980

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*14/7*  
*217*  
CODES OF PRACTICE ON PICKETING AND THE CLOSED SHOP

Thank you for sending me a copy of your minute of 2 July to the Prime Minister, enclosing the drafts of these Codes.

I have no comments on the Code of Practice on picketing and am content for it to be issued for consultation as drafted. However, I am less happy with the Code on the closed shop. The proposed guidance on procedures seems eminently sensible but I think that anyone who was not familiar with the terms of the Employment Bill might have difficulty in piecing together the statutory framework in which the procedures are to operate. For example, there is only an oblique reference in paragraph 8 to the requirement for 80% support in a secret ballot before a new closed shop is established, and the position is not made clear until paragraph 34. I suggest that it would be easier for the reader to understand the new arrangements if Section B of the Code were expanded to cover the statutory position of employers and unions more generally, and not just in relation to the rights of the individual.

I am copying this letter to the Prime Minister and other recipients of your minute.

*Yours ever*  
*MHE*

MICHAEL HESELTINE

The Rt Hon James Prior MP