

CONFIDENTIAL

cc Wolfson  
Hoskyns

Since I saw this  
memo. The Prime  
has phoned.

John I have a  
word with Mr. Poin  
before we

Prime Minister.  
Agree proposals at X overleaf?



PRIME MINISTER

Mike - suggest  
Francis - should  
perhaps should also  
come - not

not willing  
Duty desk  
20/6/57.

INDUSTRIAL RELATIONS LEGISLATION

1. I was invited by Cabinet on 17 June (CC(81)23rd Meeting) to make proposals to E Committee in July following the consultations on the Green Paper on 'Trade Union Immunities'. I have so far received some 200 written representations, many of the more important only in the last week. As is to be expected following the Green Paper, a wide range of ideas have been submitted on how we might move forward, both through the law and by other means, towards a better framework for industrial relations.

2. It is already clear that there is a strong weight of opinion which will support the introduction of legislation next Session to deal with evident abuses with the prospect of widespread support. For example, we clearly need to protect individuals against ready dismissal from closed shops, to increase substantially the compensation available to those who might not finally retain their jobs, to ensure that existing closed shops are regularly reviewed and to deal with union labour only requirements in contracts. But on these and many other matters I am still awaiting a considered response from a number of bodies and companies who I know are anxious to put forward their views and a number of important organisations including the CBI are seeking meetings to develop the views they have already put forward. These meetings can be expected to provide additional reflections on the views of other respondents, indeed I judge it important that they do. Even when there is agreement on objectives, the consultations thus far already exhibit a variety of preferred means for their attainment. Only three trade unions affiliated to the TUC have so far responded, but there is in prospect a wider response to which at least we will need to consider our tactical reaction. The Select Committee on Employment will be reporting on the Green Paper at the end of the month. We cannot, of course, reach final decisions on matters concerning the closed shop until we have the judgement of the European Court on the British Rail case and the Chancellor of the Duchy has assured me that a Bill could be accommodated in the Programme if introduced early in the New Year.



X 3. The decisions we need to take about the content of the legislation will be critical, both politically and industrially. I would not want them rushed before I am sufficiently confident that I have fully explored what industry and other opinion might seek, by what means and with what effects. I would therefore propose, if you agree, to complete fully the consultations in train and in prospect before putting forward my detailed proposals to E Committee. This I would propose to do by mid-September, when we have returned from the Summer Recess.

*Can we have a preliminary meeting at the end of July? Some visitations could then be given to Cabinet?*

4. I am sending copies of this minute to members of the Cabinet and to Sir Robert Armstrong.

30 J P  
June 1981