



CC AD

Treasury Chambers, Parliament Street, SW1P 3AG

01-233 3000 25 January 1982

The Rt Hon Norman Tebbit MP  
Secretary of State for Employment  
Department of Employment  
Caxton House  
Tothill Street  
LONDON SW1H 9NA

A handwritten signature in dark ink, appearing to read 'Norman Tebbit'.

## INDUSTRIAL RELATIONS LEGISLATION

Thank you for copying to me your minute of 12 January to the Prime Minister. I have also seen her reply and the further correspondence between you and Jim Prior.

I am content with the lines proposed on "joinders" in closed shop cases and on the removal of immunity for disputes over union membership. I am also content with most of the proposed changes to other parts of the proposals described in your minute. But I would like to support the Prime Minister's suggestion that the '85 per cent of those voting' test in closed shop ballots be dropped. Not only does this option risk the fixing of votes, it also seems inconsistent with our emphasis on a full democratic test and the demonstration of overwhelming support as a condition for closed shops.

I am copying this letter to the Prime Minister, members of E Committee, the Chief Whip and Sir Robert Armstrong.

A handwritten signature in dark ink, appearing to read 'Geoffrey Howe'.

GEOFFREY HOWE

25 JAN 1982

