

Aim:

### Rapid Revision: Industrial Relations

#### 1. Name the 3 Non-Legislative and 5 Legislative Ways to solve disputes:

Non-Legislative	Legislative
1. Negotiation	1. Industrial Relations Act 1990
2. Conciliation	2. Workplace Relations Commission
3. Arbitration	3. The Labour Court
	4. Employment Equality Act 1998 - 2015
	5. Unfair Dismissals Act 1977 - 2007

#### 2. Match the correct pay claim to its definition:

##### Productivity Claim/Cost of Living Claim/Relativity Claim/Comparability Claim

Cost of Living Claim - This is where employees want an increase in wage in line with inflation.

Comparability Claim - This is where employees want similar pay and condition to worker doing the same job in a different company.

Relativity Claim - This is when one group of workers want to keep higher pay gap than another group.

Productivity Claim - This occurs when workers seek an improvement in pay and condition as a reward for increasing their output.

#### 3. List 4 other causes of Industrial Disputes in the spaces below:

1. Pay and Working Conditions	
2. Discrimination	- Technology
3. Redundancy	- Trade union Recognition
4. Promotion	- Holiday entitlements
5. Demarcation	

#### 4. Beside each of the following types of Industrial Action, write whether they are 'legal' or 'illegal'.

**Lightning/Wildcat strike** - There is no advance warning given to Management but it is resolved very quickly. It involves a mass walkout. Illegal

**Token Stoppages** - Involves workers stopping work for a short period of time to demonstrate their unhappiness with the employer. Legal

**Work to Rule** - employee only do their jobs and nothing extra. This can be frustrating for the employer as the employee are not on full strike and are entitle to full pay as they are still doing their job. Legal

**Overtime ban** - This happens when employee refuse to do overtime. All out Strike - All union members are orders to stop working by ICTU. Legal

**Official Strike** - Recognised by the Industrial Relations Act 1990, 7 days' notice, secret ballot, part of legitimate trade dispute. Legal

5. Explain the following key terms using the specific wording from class with an example.

Trade Dispute	A legitimate dispute between employers and employees that must relate to the conditions of employment. es. Pay + working conditions.
Discrimination	Treatment of employee in a less favourable way than another employee in a comparable situation. eg. Age, gender, race, sexual orientation, member of Travelling Community, Religious beliefs, marital status, Family status, Disability

5. Match the key terms to their definitions in the table below.

1. Primary Picketing	A. This is where an employer/ manager and representatives of the employee (trade union) sit down with one another. They will discuss the reason for the dispute and attempt to seek common ground and come to a solution in a non- legally binding manner
2. Conciliation	B. Making the employees job so unbearable they are forced to leave. It is up to the employee to prove.
3. Negotiation	C. A reason for fair dismissal- The employee does not perform their job to a reasonable standard, e.g. continuous failure to reach targets
4. Constructive Dismissal	D. Here, the employee gets their old job back, they will also receive any back pay outstanding and is entitled to any improvements in conditions of employment when they were dismissed
5. Workplace Relations Commission	E. This is a court of Last resort. If the WRC fails to solve a dispute or a decision is appealed, it will be heard here. It provides an arbitration service by listening to both side an them given recommendations
6. Misconduct	F. Peacefully protesting outside your place of work as part of an official trade dispute.
7. Reinstatement	G. This is the elected staff representative for the Trade Union
8. Reengagement	H. Listening to both sides of the dispute and giving a non-legally binding recommendation that does not have to be accepted.
9. Incompetence	I. Set up to promote and improve industrial relations in a timely and effective way and reduce the number of industrial conflicts brought to the Labour Court, offer conciliation, advise, compliance orders etc..
10. Arbitration	J. This means that the employee can get either their old job back, or a new position as approved by the WRC, but they are not entitled to back pay
11. Shop Steward	K. A reason for fair dismissal- This is unacceptable behaviour by an employee in the workplace, and can range from high absenteeism and persistent lateness to serious incidents like theft or assault
12. Labour Court	L. It is the final non legislative option. It is where both sides agree to allow a third party who is unbiased to make a decision that is legally binding.

1.	2.	3.	4.	5.	6.	7.	8.	9.	10.	11.	12.
F	H	A	B	I	K	D	J	C	L	G	E