

**GLOUCESTERSHIRE COUNTY COUNCIL
RECOGNITION AGREEMENT**

THIS AGREEMENT is made the 6th day NOVEMBER 1998 BETWEEN

1. UNISON of Oxleaze Wing, Shire Hall, Gloucester GL1 2LB ("UNISON")
2. TRANSPORT AND GENERAL WORKERS UNION ("TGWU") of 1 Pullman Court, Great Western Road, Gloucester GL1 3ND
3. GENERAL MUNICIPAL, BOILERMAKERS & ALLIED TRADES UNION ("GMB") of 7 Bath Mews, Bath Parade, Cheltenham, Glos GL53 7HL (collectively the "Trade Unions")
4. GLOUCESTERSHIRE COUNTY COUNCIL of Shire Hall Gloucester GL1 2TG ("GCC")

Whereas

5. Before 1 April 1997, manual workers and administrative, professional, technical and clerical employees were employed in local government under different terms of employment and there was separate negotiating machinery in relation to different types of employees.
6. With effect from 1 April 1997, a single status agreement was approved in relation to different types of employees in local government when the different terms of employment were replaced by one set of national terms of employment and the former separate negotiating machinery was merged.
7. Under the single status agreement the principle of merging separate national negotiating machinery is expected to be applied at a local level and this agreement sets out the arrangements between the parties for collective agreement and collective bargaining within the meaning of Section 178 of the Trade Union and Labour Relations (Consolidation) Act 1992.

IT IS AGREED BETWEEN THE PARTIES AS FOLLOWS:

Trade Union and Labour Relations (Consolidation) Act 1992

8. The parties do not intend the whole or any part of this agreement to be a legally enforceable contract between them.
9. This agreement is a recognition agreement and relates to collective bargaining within the meaning of Section 178 of the Trade Union and Labour Relations (Consolidation) Act 1992 and GCC recognises the other parties to this agreement for those purposes.

Negotiating Body

10. All formal collective bargaining shall take place with six representatives from the recognised Trade Unions (see paragraph 15 of this agreement) and the appropriate officers of GCC

11. A collective agreement between the parties shall be made only by the passing of a resolution which shall be recorded in writing and signed by the designated representative of one of the three Trade Unions and by the County Personnel Officer on behalf of the GCC

12. A collective agreement reached between the Trade Unions and the GCC shall, as part of that agreement, be incorporated when required into the terms of employment of relevant employees of GCC

13. Unless individual Trade Unions shall agree otherwise, no negotiations will be conducted by GCC with individual Trade Unions

14. The terms of this agreement and the arrangements agreed for single table bargaining shall be as agreed between the parties from time to time and be published by GCC in the Personnel Handbook which records local agreements to supplement national conditions of service. In the event of any inconsistency between the Personnel Handbook and this agreement, the terms of this agreement shall prevail.


15. The Trade Unions agree that their six representatives for single table bargaining purposes shall be as follows:

| | |
|--------|---|
| UNISON | 4 |
| GMB | 1 |
| TGWU | 1 |

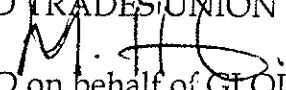
16. A collective agreement will only be reached if the majority of the six representatives of the Trade Unions present, and voting, vote in favour of the resolution.

17. GCC is committed to the provision to the recognised Trade Unions of relevant information for the purposes of the conduct of collective bargaining arrangements in accordance with the currently applicable statutory requirements.

SIGNED on behalf of UNISON
by 

SIGNED on behalf of TRANSPORT
AND GENERAL WORKERS UNION
by 

SIGNED on behalf of GENERAL
MUNICIPAL, BOILERMAKERS &
ALLIED TRADES UNION by


SIGNED on behalf of GLOUCESTERSHIRE
COUNTY COUNCIL by the County Director 