27 JULY 2026

Monday Morning Dispatch

YOUR WEEKLY EMPLOYMENT LAW NEWSLETTER FROM CHADWICK LAWRENCE LLP

Coming up this week...

- This week marks our final week before we step away for the summer to begin planning our next circuit of seminars
- Sam and Nils send us off with a chat on some legal updates involving trade unions and workers rights

The Legal Alternative Podcast

This week Sam and Nils are back with the final episode of the legal alternative before our summer hiatus, they discuss the growing compliance burdens facing contractors, from inductions and safety checks to the blurring line between self-employed workers and traditional employees.

We are looking to introduce a monthly *special guest episode* which we hope to start rolling out in September.



If you have a topic you would like to discuss or fancy a spot on the pod please reach out to emilyshepherd@chadlaw.co.uk

In the News

Key Trade Union Changes coming into effect after Summer.





Whilst we take a short break for the summer, we thought we would take the opportunity to mention a key change that will be coming into effect later in the year– trade union reforms. On 10 July 2026 the final Code of Practice on time off for trade union duties and activities was released as part of the implementation of the Employment Rights Act 2025 and the UK Government's Make Work Pay agenda. The new rights are set to apply from 30 October 2026 giving employers limited time to prepare.

What Changes are Coming:

1. A new duty for employers to inform workers of their right to join a trade union – Upon commencement of employment a written statement will be expected to be given to employees alongside their contract of employment informing them of their right to join a trade union.

2. Updates to rules on trade union right of access to the workplace – Unions will in most cases be entitled to go into the workplace to recruit and communicate with employees, with access only being refused in limited cases. The employer will only have 15 working days to respond to the unions request.

3. Updates to trade union representative rights - A new right to reasonable accommodation and facilities for trade union representatives carrying out their duties, as well as a right to time off for union equality representatives to carry out their duties will be put in place.

4. Further protections against detriment for partaking in industrial action – In the event an employee is treated detrimentally for partaking in industrial action and are successful in a claim against their employer any compensation order may be increased by up to 25%.

How should employers prepare for the changes:

1. Training for individuals responsible for handling requests – Employers should identify individuals internally who will be responsible for receiving and responding to access requests. Those dealing with requests should be trained on the rights available during an access request as well as any data protection and confidentiality obligations that must be maintained in the event a request is made.

2. Internal process prepared for dealing with requests – Employers should ensure that a process is clearly outlined as to how a request will be dealt with in the 15-day window to ensure that they are prepared in the event a request is received.

3. Precautions in place for employees involved – Given the further protections that are now in place for employees partaking in industrial action, employees should ensure that their workplaces are compliant in ensuring that employees will suffer no detriment as a result of partaking in industrial action.

Looking ahead:

The second half of 2026 plans to be a significant period for employment law reform where alongside changes to trade union rights, employers will also need to prepare for significant changes in relation to protections against harassment in the workplace, tribunal time limits and other key Employment Rights Act implementations. In preparation for these major changes employers should be ensuring that all policies and contracts are up to date and in line with incoming Employment law legislation.

Upcoming Seminars & Events



We are currently in the process of planning our next programme of seminars, which we expect will begin in September. In the meantime, we would really value your input...

If there are any topics you would like us to cover, please let us know!

Your feedback and suggestions are invaluable in helping us deliver insightful, practical content that is accessible, so please don't hesitate to get in touch.

Email emilyshepherd@chadlaw.co.uk or find us on LinkedIn.

Mental Health Awareness Sessions

We're partnering with Tailored Learning Solutions to offer two day, in person, accredited Mental Health First Aid courses at our Wakefield office.

Accredited by MHFA England® and the Royal Society for Public Health, MHFAiders will improve knowledge and develop skills to support someone who may struggling and what to do with crisis support.

MHFA 2 day (all day events) - £300 +VAT pp.

29/30 APR	1/2 JUL	30/1 SEPT/OCT

(Includes 3 year membership to the Associate for MFAiders, 3 years access to the MHFA Support App, Immediate wellbeing support via SHOUT charity, Quarterly Webinars and optional Level 3 OfQual Examination accredited with the Royal Society for Public Health)

🔗 More info on MHFA and ND courses can be found here:
https://www.tailoredlearningsolutions.co.uk/mental-health-first-aid

Contact Us

For questions, feedback, article ideas, or story contributions, email boxhr@chadlaw.co.uk and we'll be in touch.

🔗 Connect with us on LinkedIn