41.1 Make word combinations from A opposite using words from the box. Then use appropriate word combinations to complete the definitions below.

employment	bargaining	fixed	tribunal	collective	relations	sick	trade
employment	union	particulars	time	labour	pay	off	term

1 .... – salary paid when an employee cannot work because of illness
2 .... – restricted period of employment set out in contract
3 .... – organisation which represents the workers, who are its members, in discussions of pay and working conditions with their employer
4 .... – specialist court dealing in disputes between employers and employees
5 .... – written details of a position in a company
6 .... – negotiations between an employer and a trade union on terms and conditions of employment and work

41.2 A lawyer is giving advice to a client about an employment contract over the phone. Replace the underlined words and phrases with alternative words and phrases from B opposite. There is more than one possibility for one of the answers.

> I've looked through the contract and it seems satisfactory in relation to (1) the period of warning that the contract is going to end. However, I think you should look for some adjustment on the (2) clause preventing you working in the same field for three years after you've left the company. Other than that, the terms relating to being (3) let go by the company if it fails and (4) being removed from the job, with the related (5) procedure for making a complaint and (6) changes being made to your work, are quite straightforward.

41.3 Which type of dismissal may have occurred in the following situations? Look at B opposite to help you.

1 An employee decides to leave her job because she is moved, without consultation, to a new position in the company which she regards as a reduction in her role. A new post covering broadly the same area as hers is offered to an outside applicant.
2 An employee is forced to leave his job because he has arrived at his place of work under the influence of alcohol on several occasions.
3 An employer has not gone through the appropriate procedures before forcing an employee to leave his job.

41.4 Choose the correct prefix from the box to make the opposite of the adjectives below.

un	non-	il	ir

1 relevant 2 legal 3 lawful 4 restrictive 5 fair 6 statutory

Over to you

What are the main statutory and contractual rights in employment in a jurisdiction you are familiar with? What rights do employers and employees have on termination of contract?

To look at more on employment relations and contracts of employment, go to: www.dti.gov.uk/employment/. To see the Employment Act 2002, go to: www.opsi.gov.uk/acts.htm

For details of employment law legislation in the UK, see the Trade Union and Labour Relations Act 1992, the Employment Rights Act 1996, and the Employment Act 2002.