

LAWS OF GUYANA

TRADE UNION RECOGNITION ACT

CHAPTER 98:07

Act

33 of 1997

Amended by

1 of 2009

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CHAPTER 98:07

TRADE UNION RECOGNITION ACT

33 of 1997

An Act to provide for the improvement and promotion of industrial relations by the establishment of procedures for the certifying of trade unions as recognised majority unions and for matters connected therewith.

[16TH NOVEMBER, 1998]

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- Short title. 1. This Act may be cited as the Trade Union Recognition Act.
- Interpretation.
[1 of 2009] 2. (1) In this Act—
- “bargaining unit” means that unit of workers determined by the Board as an appropriate bargaining unit;
- “Board” means the Trade Union Recognition and Certification Board established under section 4;
- “collective agreement” means an agreement in writing between an employer and the recognised majority union on behalf of workers employed by the employer in a bargaining unit for which the union is certified, containing provisions respecting terms and conditions of employment of the workers and the rights, privileges or duties of the employer or of the recognised majority union or of the workers and for the regulation of the relationship between an employer and the recognised majority union;
- “collective bargaining” means treating and negotiating with a view to the conclusion of a collective agreement or the revision or renewal thereof or the resolution of disputes;
- “employer” means any person or body of persons, firm, company, public corporation, public authority, or the State who or which has entered into a contract to employ any person and includes, any agent, representative or manager of such person, body of persons, firm, company, public corporation, public authority or the State who is placed in authority over the persons employed;
- “lock-out” means action which, in contemplation or furtherance of a dispute, is taken by one or more employers, whether parties to the dispute or not, and which consists of the closing of a place of employment or

the suspension of work by an employer or the refusal by an employer to employ or continue to employ any number of workers;

“recognised majority union” means a trade union certified under Part III as the bargaining agent for workers comprised in a bargaining unit;

“the most representative organisations” –

- (a) in relation to workers means the most representative organisations of workers; and
- (b) in relation to employers, means the most representative organisations of employers;

“the relevant date” means such date as the Board considers appropriate for determining any matter before it under Part III;

“strike” means a cessation of work, a refusal to work, to continue to work or to take up work by workers acting in concert or in accordance with common understanding and includes any concerted interruption of work or slowing down by workers commonly known as a “sit down strike” or “a go-slow”;

“Trade Union” or “Union” means an association registered as a Trade Union under section 15 of the Trade Unions Act not being an association or organisation of employers registered as a Trade Union under this Act;

c. 98:03

“undertaking” includes any trade or business or any activity involving the employment of workers;

“workers” subject to subsection (2) means –

- (a) any person who has entered into or works

under a contract with an employer to do any skilled, unskilled manual, technical, clerical or other work, for hire or reward, whether such contract be expressed or implied, oral or in writing, or partly in writing, and whether it is a contract of service or apprenticeship or a contract personally to execute any work or labour; or

- (b) any person who by any trade usage or custom or, as a result of any established pattern of employment or recruitment of labour in any business or industry is usually employed or usually offers himself for an accepts employment accordingly, and includes any such person –
- (i) who has been dismissed, discharged, retrenched, suspended, interdicted, refused employment, or not employed whether or not in connection with or in consequences of, a dispute;
 - (ii) whose dismissal, discharge, retrenchment, suspension, interdiction or refusal of employment has led to a dispute; or
 - (iii) who has ceased to work as a result of a lock-out or a strike.

(2) For the purpose of this Act, no person shall be regarded as a worker if he is a member of a disciplined force referred to in paragraph (a), (b) or (c) of the definition of “disciplined force” in article 154 of the Constitution, or an apprentice within the meaning of the Industrial Training Act.

c. 39:04

Delegation by
Minister.
[1 of 2009]

3. The Minister may delegate to a public officer not below the level of a Senior Labour Officer in the Ministry responsible for Labour any of his functions under this Act, with the exception of the functions conferred by sections 5 and 37(1).

PART II RECOGNITION AND CERTIFICATION BOARD

Establishment
of Trade Union
Recognition
and Certifica-
tion Board.

4. There is hereby established a Board to be known as the Trade Union Recognition and Certification Board which shall be a body corporate.

Composition of
the Board.
[1 of 2009]

5. (1) The Board shall consist of seven members, each appointed for a period of two years, as follows—

- (a) a Chairman appointed by the Minister after consultation with the most representative organisations of workers and the most representative organisations of employers;
- (b) three members appointed by the Minister on the nomination of the most representative organisations of workers;
- (c) three members appointed by the Minister on the nomination of the most representative organisations of employers.

(2) In respect of each member of the Board (other than the Chairman) the Minister shall, in like-manner as that whereby that member was appointed, appoint an alternate member for a period ending on the date on which the member in respect of whom he was appointed, ceases to be

such a member.

(3) An alternate member may act for the member in respect of whom he was appointed for such time as that member is unable to discharge the functions of his office or for such time as that member is acting as Chairman.

(4) Where the Chairman is for any reason, unable to carry out his functions under this Act, the Minister may, after consultation with the most representative organisations of workers and the most representative organisations of employers; respectively, appoint a Chairman to act for the period of his inability to carry out his functions under this Act, from among the members of the Board.

(5) A member of the Board may at any time resign his office by writing under his hand addressed to the Minister, and upon the date of the receipt by the Minister of such resignation the member shall cease to hold office.

(6) [Repealed by Act No. 1 of 2009]

(7) The Minister shall revoke the appointment of the Chairman or any other member if the member indulges in any action that is inimical to the function of the Board, or if the member is absent without the permission of the Board from three consecutive meetings of the Board.

(8) The appointment, removal, resignation or death of any member or alternate member of the Board shall be notified by the Minister in the *Gazette*.

(9) No member or alternate member shall be dismissed or otherwise victimised by his employer on account only of his being a member of the Board.

Secretary and
other officers
of the Board.

6. (1) There shall be a Secretary to the Board who shall be appointed by the Minister from amongst persons who are

public officers.

(2) It shall be the duty of the Minister to provide the Board with such resources as may from time to time be required by the Board for the discharge of its functions.

Seal of the Board.

7. (1) The seal of the Board shall be kept in the custody of the Chairman or the Secretary, as the Board may determine, and shall be affixed to instruments issued by the Board or to resolutions of the Board.

(2) The seal of the Board shall be officially and judicially noticed.

(3) All documents, other than those required to be under seal, made by, and all decisions of the Board may be signified under the hand of the Chairman or the Secretary.

Remuneration of members of the Board and Secretary.

8. The Chairman, other members and the Secretary of the Board shall receive such remuneration as may be determined by the Minister.

Meetings.

9. (1) The Board shall meet at such times as may be necessary or expedient for the transaction of its business and the meetings shall be held at such places and times and on such days as the Board may determine.

(2) The quorum of the Board shall be the Chairman and three other members, of whom one shall be a member appointed under section 5 (1) (c) and one appointed under section 5 (1) (d).

(3) Where two consecutive meetings have been summoned within ninety-six hours, each meeting being forty-eight hours apart and each meeting not having the requisite quorum specified in subsection (2), for the next meeting thereafter, any four members shall constitute a quorum.

Prohibition as
to interest.

10. (1) A member of the Board shall not, so long as he is in any way directly or indirectly concerned in any matter before the Board by reason of—

- (a) his holding office in, or being a member of, any union concerned in the matter; or
- (b) being the employer or a director, a shareholder, partner or manager of the business of the employer who is concerned in the matter,

take part in any deliberation or decision of the Board on such matter or officiate at any poll taken by the Board for the purpose of determining such matter.

(2) Nothing in subsection (1) (b) shall apply to any shareholder if the total value of his shareholding does not exceed such amount, of the total nominal value of the issued share capital of the company as the rules of procedure of the Board provide.

(3) It shall be open to any member of the Board present at any meeting thereof to challenge the entitlement of any other member of the Board, including the Chairman, to take part in any deliberation or decision on any matter before the Board, or to officiate at any poll to be taken by the Board for the purpose of determining such matter on the ground that such other member is directly or indirectly concerned in the matter by reason of any circumstances, referred to in subsection (1).

(4) Upon any such challenge being taken, the Board shall enquire into the merits thereof, and, after giving reasonable opportunity to the member challenged to be heard in answer thereto, shall determine the challenge by a ruling which shall be binding and conclusive for all purposes.

(5) Where it is shown to the satisfaction of the Board that a member thereof has failed to comply with the provisions of this section, the Board may declare void all proceedings, determinations and other decisions taken or made on any occasion of such failure, but no proceedings, determinations or other decisions of the Board taken or made on any such occasion shall be, or be deemed to be, invalidated by reason only of such failure, unless the Board so declares.

Duties of the Board.

11. The Board shall be charged with responsibility as more specifically set out under Part III for the determination of all applications and matters concerning the certification of trade unions as recognised majority unions.

Procedure at hearing etc.

12. (1) Every party to a matter before the Board shall be entitled to appear at any hearing thereof and may be represented thereat by an attorney-at-law or a duly authorised representative.

(2) The Board may determine the periods that are necessary for the fair and adequate presentation of a matter by the parties thereto, and may require matters to be presented within any period so determined.

(3) The Board may require or permit evidence or arguments to be presented either orally or in writing or partly orally and partly in writing.

(4) Subject to the provisions of this section the Board may regulate its procedure.

Power to summon witnesses, etc.
c. 19:03

13. (1) For the purpose of dealing with any matter brought before it the Board shall have all powers, privileges and immunities as are vested in a commissioner appointed under the Commissions of Inquiry Act.

(2) Any summons may be issued by the Secretary

of the Board and shall have the same force and effect as a summons issued under the Commissions of Inquiry Act.

Power to enter premises.

14 (1) The Board or any authorised officer of the Board may, on giving twenty-four hours notice in writing, enter any premises for any purpose in relation to the taking of a poll under this Act.

(2) An officer shall, on demand, produce a duly authenticated document evidencing his authority to act in pursuance of subsection (1).

(3) Every person who hinders or molests, or otherwise interferes with any member of the Board or any authorised officer in the exercise of any function pursuant to this Act shall be guilty of an offence and liable on summary conviction to a fine of twenty-eight thousand dollars and to imprisonment for six months.

Appointment of committees.

15. (1) The Board may appoint committees from amongst its members to examine and report to it on any matter arising out of or connected with any of its powers and duties under this Act.

(2) The Board may reject the report of any such committee or adopt it either wholly or with such modifications, adaptations, qualifications and exceptions as the Board may think fit.

Power of the Board to delegate.

16. Subject to the provisions of this Act, the Board may delegate to a committee consisting of the Chairman and at least two other members, one being a member appointed under section 5(1)(c) and the other being a member appointed under section 5(1)(d), authority to carry out such duties and functions and to exercise such power on its behalf, as it may determine.

Board may

17. (1) The Board may, on the application of any party

state case to the High Court. to a, matter before the Board, or on its own motion, state a case on any point as to the interpretation or application of this Act or any other written law, for the opinion of the High Court.

(2) The High Court shall hear and determine all questions arising on any case stated, and the determination of the Court on any such questions shall be conclusive for all purposes.

(3) The statement of facts in any case so stated shall, for the purpose of the determination thereof, be conclusive.

c. 3:02

(4) The Rules Committee established under section 67 of the High Court Act may make rules regulating the manner in which the Board may state a case and all other matters relating to the procedure for hearing and determining the case.

**PART III
CERTIFICATION OF RECOGNITION**

Application for certification of recognition. [1 of 2009]

18. (1) A trade union that desires to be treated as a recognised majority union shall apply to the Board in writing to be so certified in accordance with the provisions of this Part.

(2) The application shall describe the proposed bargaining unit in respect of which certification is sought and shall be in the prescribed form.

(3) The union making the application hereinafter referred to as the “claimant union” shall serve a copy of the application on the employer and on the Minister.

(4) The application shall be determined, within four months of the date of its receipt by the Board, in

accordance with the following provisions of this Part.

Appropriate-
ness of
bargaining
unit.

19. (1) When an application is made under section 18, the Board shall determine the bargaining unit it considers appropriate (hereafter referred to as the “appropriate bargaining unit”) and in so doing the Board shall have regard to –

- (a) the community of interest between the workers in the proposed bargaining unit including work location, working hours, work arrangements and payment systems;
- (b) the nature and scope of the duties of the workers in the proposed bargaining unit;
- (c) the organisational structure of the employer’s undertaking and the views of the employer and the trade union thereon;
- (d) the historical development, if any, of collective bargaining in the employer’s under-taking; and
- (e) any other matter which the Board considers to be relevant to good industrial relations.

(2) In considering the appropriateness of a bargaining unit the Board shall not be restricted by the terms of the application.

Determination
of recognised
union where
only one union

20. (1) Where only one union has applied under section 18, the Board shall carry out a membership survey to determine the extent of support which the union enjoys on

is involved. the date of the application among the workers comprised in the appropriate bargaining unit.

(2) Where it appears to the Board from the results of the survey that the union is supported on the date of application by at least forty per cent of the workers comprised in the appropriate bargaining unit, the Board shall certify the union as the recognised majority union for that unit.

(3) In carrying out any membership survey under this Act the Board shall satisfy itself, by whatever means it deems appropriate, as to the authenticity of any documents submitted.

Determination of recognised majority union where two or more unions are involved. [1 of 2009]

21. (1) [Repealed by Act No. 1/2009]

(2) Where two or more trade unions have applied under section 18 in relation to the same bargaining unit, the Board shall carry out a secret poll among workers in the unit and shall certify as the recognised majority union for the unit the claimant union which is shown by the poll to have the greatest support among the workers, provided that no union shall be certified where less than forty percent of the workers take part in the ballot.

(3) Where the results of the poll show a tie or are inconclusive, a second poll shall be carried out within seven days, and in the event of a second tie or the results being inconclusive, a further poll shall be conducted within fourteen days:

Provided that where a certified union is being challenged and the challenging union satisfies the Board, by means of a survey, that the support of the challenging union among the workers in the unit is not less than forty per cent, the Board shall cause a poll to be taken, but the certificate of recognition of the challenged union shall not be cancelled where the challenging union fails to obtain a majority of not

less than forty per cent amongst the workers in the unit.

Issue and contents of certificates.

22. (1) The Board shall issue a certificate under its seal to the union and to the employer in every case in which it certifies a trade union as the recognised majority union.

(2) The certificate shall contain a statement of the following particulars—

- (a) the name of the employer and the trade union thereby certified;
- (b) the category or categories of workers comprised in the bargaining unit;
- (c) the number of workers comprised in the bargaining unit at the relevant date; and
- (d) such other matters as may be prescribed.

Compulsory recognition and duty to treat.

23. (1) Where a trade union obtains a certificate of recognition for workers comprised in a bargaining unit in accordance with this Part, the employer shall recognise the union, and the union and the employer shall bargain in good faith and enter into negotiations with each other for the purpose of collective bargaining.

(2) A recognised union which fails to comply with the provisions of subsection (1) shall be guilty of an offence and liable on summary conviction to a fine of twenty-eight thousand dollars.

(3) An employer who fails to comply with the provisions of subsection (1) shall be guilty of an offence and liable on summary conviction to a fine of twenty-eight thousand dollars and in addition, to a fine of five hundred

dollars for every day the breach continues until the employer has complied with such provisions.

(4) Where a trade union has been certified under section 22, or has made application for certification under section 18, an employer who decides to close an undertaking must give the Board and the concerned trade union –

- (a) reasonable notice of his intention;
- (b) reasons for his decision; and
- (c) the numbers and categories of workers to be affected.

(5) The union concerned must be consulted before the final decision to close is taken.

(6) An employer who closes an undertaking without complying with subsections (4) and (5) shall be guilty of an offence and shall be liable on summary conviction to a fine of fifty-six thousand dollars and to imprisonment for six months.

(7) In any prosecution under subsection (6) the onus shall be on the employer to prove that he gave the Board and the union concerned reasonable notice and reasons in accordance with subsection (4).

Record of
certification.

24. (1) Every trade union shall keep a record of its certification made by the Board under section 22, in the prescribed form for the purposes of this Act.

(2) The production of the record or of a copy of the relevant portion thereof certified by the Secretary of the Board shall be admissible in all courts and shall be conclusive proof of the matters therein stated.

Offences by
trade unions.
[1 of 2009]

25. (1) (a) Except where the Board has failed to determine the application within the period of four months any trade union which in furtherance of a claim to be certified as the recognised union for the whole or any part of that unit, induces workers to strike shall be guilty of an offence and liable on summary conviction to a fine of twenty-eight thousand dollars.

(b) Subject to subsection (1) (a), any worker who in furtherance of a claim by union to be certified under section 22, takes part in a strike shall be guilty of an offence and liable on summary conviction to a fine of seven thousand dollars.

(2) Subject to subsection (1) (a), where an offence has been committed under this section by a trade union with the consent or connivance of any officer of the union or any person purporting to act in such capacity, such officer or person shall be guilty of an offence and liable on summary conviction to a fine of twenty-eight thousand dollars.

Offences by
employers.

26. (1) No worker shall be dismissed, or have his employment adversely affected, or his position altered by his employer, by reason of the circumstances that the worker—

- (a) is an officer, delegate or member of a trade union;
- (b) has appeared as a witness or has given any evidence in proceedings under this Act; or
- (c) has for reasonable cause absented himself from work without leave after he has made an application for leave for the purpose of carrying out his duties under the Act as an officer or delegate of a trade union and such

leave has been unreasonably refused or withheld.

(2) An employer shall not—

- (a) make the employment of a worker subject to the condition that he shall or shall not become a member of a trade union or shall relinquish his membership of a trade union;
- (b) dismiss a worker, or adversely affect his employment, or alter his position to his prejudice by reason of his participation in the activities of a trade union outside his working hours;
- (c) with intent to dissuade or prevent a worker from becoming such officer, delegate or member, or from so appearing or giving evidence, threaten to dismiss him, or to affect his employment adversely or to alter his position to his prejudice by reason of the circumstances that the worker is or proposes to become, an officer, delegate or member of a trade union, or that worker proposes to appear as a witness or to give evidence in any proceeding under this Act.

(3) An employer who contravenes any of the provisions of subsection (1) or (2) shall be guilty of an offence and liable on summary conviction to a fine of twenty-eight thousand dollars; and the magistrate making the order for

conviction shall also order that the worker be reimbursed any wage lost by him and direct that, notwithstanding any rule of law to the contrary, the worker be reinstated in his former position or in a similar position with terms and conditions of employment no less favourable.

Effect of certification as the recognised majority union.

27. Where a trade union is certified as the recognised majority union –

- (a) such union shall immediately replace any other trade union that immediately before such certification was the recognised union for the workers comprised in the bargaining unit and, subject to paragraph (c), shall have exclusive authority to enter into collective bargaining on behalf of workers in that unit;
- (b) if another trade union has previously been certified in respect of workers comprised in the bargaining unit, the certificate of the last mentioned trade union shall be revoked in respect of such workers;
- (c) if, at the time of certification a collective agreement is in force, such trade union shall be substituted as a party to the agreement in place of the union that was a party to the agreement.

New collective agreement of recognised majority union.

28. Where a recognised majority union is substituted as a party to a collective agreement in accordance with section 27 (c), the union so substituted as a party to the collective agreement may submit to the employer proposals for the revision of the collective agreement or for a new

collective agreement and the parties shall bring into effect, the revised or new collective agreement expeditiously the collective agreement in force so remaining until a new collective agreement is signed.

Limitation on application for certification.

29. (1) No application for certification of recognition shall be entertained or proceeded with where —

- (a) there is a recognised majority union for the same bargaining unit described in the application; and
- (b) the application is made earlier than two years after the recognised majority union obtained certification as such, but an application may be made with leave of the Board although two years have not expired since the certification was obtained.

(2) Where a union desires to obtain leave of the Board pursuant to subsection (1) (b) it shall make an application to the Board for the purpose, and if the Board is satisfied that good reasons exist for making the application for certification of recognition before the expiration of the period of two years, the Board may grant leave accordingly.

(3) In determining whether good reasons exist under subsection (2), the question, whether the union making the application to the Board, has the support of more than fifty per cent of the workers comprised in the bargaining unit for which the recognised majority union is certified, may be taken into account, but may not be the sole reason on which leave is to be granted.

(4) No application for certification of recognition may be made by a trade union earlier than twelve months

from the date when the application made by that union for certification with respect to the same bargaining unit was last determined or from the date when its certificate of recognition was cancelled.

(5) An application for certification of recognition once made may not be withdrawn, except with leave of the Board.

(6) Where a union is dissatisfied with the decision of the Board made under subsection (2), the union shall have a right of appeal to the Minister.

Variation of bargaining unit after certification.

30. (1) The bargaining unit and record of certification, or recognition may be varied in accordance with the provisions of this section.

(2) Application may be made to the Board, for variation of the bargaining unit not earlier than one year after the date of the certificate of recognition.

(3) An application for variation of the bargaining unit may be made by—

- (a) the recognised majority union;
- (b) the employer;
- (c) workers employed in the bargaining unit for which the union is certified, for the exclusion from that bargaining unit of those workers or any of them on the ground that it is no longer an appropriate bargaining unit in so far as it includes those workers or any of them; or
- (d) workers not so employed but

employed by the same employer, for their inclusion in the bargaining unit for which the union is an appropriate bargaining unit for the inclusion of those workers.

(4) The Board shall not entertain an application under subsection 3 (c) unless it is satisfied that not less than fifty percent of the workers comprised in the bargaining unit have signified in writing their concurrence in the application.

(5) Where, on an application under subsection (3) the Board is satisfied, after having considered the circumstances set out in section 19, that workers should be excluded from, or included in, a bargaining unit, it may vary the bargaining unit accordingly and make an order for the variation of the certification and record thereof, made under section 22.

(6) The certification of a trade union as a recognised majority union shall not be affected by reason only of inclusions in, or exclusions from the bargaining unit pursuant to the provisions of this section.

Poll for continued certification.

31. On an application made by a minimum of forty per cent of workers in a bargaining unit for which a union is certified the Board shall cause a poll to be taken to determine whether the union shall continue to be so certified.

32. [Repealed by Act No. 1 of 2009]

PART IV PROSECUTIONS

Prosecutions.

33. Subject to article 187 of the Constitution, no prosecution shall be commenced for any offence under this Act unless authorised by the Board.

Recovery of
fines and
wages.

c. 7:01

34. Where any person is convicted for an offence under this Act, the order imposing any fine, or requiring the reimbursement of any wages lost, may also direct that the fine or wages, if not paid in accordance with the order, may be recovered by levying execution in accordance with the provisions of Part IV of the Summary Jurisdiction (Petty Debt) Act, as if the order were a judgement for the payment of money with the meaning of that Part, and thereupon, execution may be levied accordingly.

Where State is
employer.

35. Notwithstanding the provisions of this Act, where the State is the employer the State or any agent or representative of the State shall not be liable to prosecution under this Act but an aggrieved party may apply to the High Court for a declaration and the High Court may make an order declaratory of the rights of such party.

PART V RULES, REGULATIONS

Rules.
[1 of 2009]

36. Subject to this Act and to any regulations made thereunder, the Board may make rules providing for the form and manner in which matters may be brought before it and determined:

Provided that before such rules are made they shall be sent to the most representative associations of workers and the most representative associations of employers, trade unions and employers respectively, for their comments.

Regulations.

37. (1) The Minister may make regulations generally for carrying out the provisions of this Act, and, without prejudice to the generality of the foregoing, regulations may –

- (a) provide for the conduct of surveys and polls; and
- (b) prescribe anything which is to be

prescribed under this Act.

(2) A person who contravenes any of the regulations made under this Act, shall on summary conviction be liable to a fine of twenty-eight thousand dollars, and in the case of a

continuing offence, to a further fine of two thousand dollars for each day during which the offence continues.

SUBSIDIARY LEGISLATION

Reg. 8/1999

**TRADE UNION (CERTIFICATION OF
RECOGNITION) REGULATIONS***made under section 37*

Citation.

1. These Regulations may be cited as the Trade Union (Certification of Recognition) Regulations.

Interpretation.

2. In these Regulations –

"poll" means a poll conducted under Part II or III;

"Board" means the Trade Union Recognition and Certification Board established under section 4.

Application
for certification
to be made to
Board.
Form 1
Schedule.

3. Every Trade union desiring to obtain certification of recognition in respect of a bargaining unit shall make application to the Board in Form I in the Schedule.

Requirements
for poll.

4. (1) An employer of workers in respect of whom certification of recognition is being applied for by a trade union shall in every case where a poll in connection therewith is to be conducted, provide adequate accommodation on premises under his control for the conduct of such poll.

(2) On the day or days on which the poll is conducted, the employer shall permit every worker eligible to take part in the poll to be absent from work during the conduct of the poll for one hour or such longer period as the Board may specify and his permitted absence during the conduct of the poll shall be in addition to the normal period

LAWS OF GUYANA

28

Cap. 98:07

Trade Union Recognition

[Subsidiary]

Trade Union (Certification of Recognition) Regulations

allowed for any meal or off time.

(3) An employer shall make no deduction from the pay of any worker or impose any other penalty on him in respect of any period for which the worker is permitted to be absent from work during the conduct of the poll.

(4) Any person who -

- (a) is comprised in or is responsible for the management of any undertaking or business or department thereof; or
- (b) holds office in a trade union, shall not unless he is nominated by the employer or the trade union to be an official agent as approved by the Board under its rules, be within the immediate vicinity of the place where any polling is being conducted.

Certain acts prohibited in or near premises where poll conducted.

5. (1) During the hours that a poll is being conducted -

- (a) no person shall, on any premises on which such poll is being conducted, or upon any, road or in any place, within one hundred yards of such premises, seek by any means whatever to influence a worker to vote or to refrain from voting for a trade union;
- (b) no person other than those waiting to vote, or persons authorised or permitted by the rules of the Board or these Regulations to be present at the conduct of the poll shall assemble

or congregate on any premises in which a poll is being conducted or within one hundred yards of such premises.

(2) No person shall seek to ascertain how any individual worker intends to vote or has voted.

(3) Any person who contravenes or fails to comply with sub-regulation (1) or (2) is guilty of an offence.

Bribery.

6. (1) A person is guilty of an offence who directly or indirectly, by himself or by any other person on his behalf

- (a) gives any money or procures any office to or for any worker or to or for any other person on behalf of any worker or to or for any other person in order to induce any worker to vote or refrain from voting or to reward any worker for having voted or for having refrained from voting;
- (b) makes gift or procurement within the meaning of paragraph (a) to or for any person in order to induce that person to procure, or endeavour to procure, the selection of any union, or the vote of any worker in respect of any matter for which the poll is being conducted or if upon or in consequence of any such gift or procurement, he procures or engages, promises or endeavours the selection of any union making the claim as aforesaid or the vote of any worker.

(2) A worker is guilty of an offence who before or during the conduct of a poll directly or indirectly by himself or by any other person on his behalf, receives, agrees to receive or contracts for any money, gift, loan or valuable consideration, office, place of employment for himself or for any other person for voting or agreeing to vote or for refraining or agreeing to refrain from voting.

(3) A person is guilty of an offence, who, after the conduct of a poll directly or indirectly by himself or by any other person on his behalf, receives any money or valuable consideration on account of any person having voted or refrained from voting or having induced any other person to vote or refrain from voting.

(4) A person guilty of an offence against this regulation is liable on summary conviction, to a fine of twenty thousand dollars.

Treating.

7. A person is guilty of an offence who corruptly by himself or any other person on his behalf; either before, during or after the conduct of a poll, directly or indirectly gives or provides or pays wholly or in par the expenses of giving or providing any food, drink, entertainment or provision to or for any person –

- (a) for the purpose of corruptly influencing that person or any other person to vote or refrain from voting at such conduct of the poll; or
- (b) on account of that person or any other person having voted or refrained from voting.

Board to issue certificate to recognised majority Union.

8. Where the Board determines an application for certification of recognition and is satisfied that the applicant trade union should be certified as the recognised majority

[Subsidiary]

Trade Union (Certification of Recognition) Regulations

Form 2
Schedule.

union, it shall issue to that trade union a certificate in Form 2 in the Schedule.

Board to issue
certificate of
recognition to
trade unions
recognised as
bargaining
agents at
commencement
of the act.
Form 3
Schedule.

9. Every trade union that at the commencement of the Act is entitled in accordance with section 32 to be treated as the recognized majority union in respect of a bargaining unit shall be issued by the Board a certificate in Form 3 in the Schedule.

Defacement of
noticed
prohibited.

10. Any person who alters, defaces or removes any notice posted by the Board in accordance with its rules is guilty of an offence.

Offences and
penalties.

11. A person who contravenes or fails to comply with any of these Regulations is guilty of an offence and, save in the case of an offence against regulation 6 is liable on summary conviction to a fine of twenty thousand dollars and in the case of a continuing offence to a further fine of one thousand dollars for each day the offence continues.

Reg. 3

SCHEDULE
FORM 1

TRADE UNION (CERTIFICATION OF RECOGNITION)
REGULATIONS

Application for Certification of Recognition

1. Name of Claimant Union.....
2. Registered or Business Address
3. Name of Employer
-

LAWS OF GUYANA

Address

(a) Description of the bargaining unit for which certification is sought.....
.....
.....

(b) The location (s) at which the workers in the above-mentioned bargaining unit normally work:.....
.....
.....

Approximate number of workers comprised in the bargaining unit for which the claimant union seeks certification:
.....

4. Approximate number of workers comprised in the bargaining unit for which the claimant union seeks certification.....

5. Approximate total number of workers employed in the undertaking of which the proposed bargaining unit forms a part.....

6. Give the name of any other Trade Union representing or claiming to represent for collective bargaining purposes any or all of the workers covered by this application.....
.....

7. (a) Is there any existing or recently expired Collective Agreement pertaining to any or all of the workers covered by this application?.....

(b) If known, give date of termination of Agreement.....
.....

[Subsidiary]

Trade Union (Certification of Recognition) Regulations

8. Other relevant statements (attach pages if necessary).....
.....

The CLAIMANT UNION, hereby makes application pursuant to section 18 of the Act, to be certified by the Trade Union Recognition and Certification Board as the recognized majority union in respect of the workers in the bargaining unit hereinbefore described.

Made and signed on behalf of the Claimant Unit this day of 20 .

Signature.....
Office Held.....

FORM 2

Reg. 8

TRADE UNION (CERTIFICATION OF RECOGNITION) REGULATION.

Certificate issued to Recognised Majority Union

Issued this..... day of20.....
By virtue of and pursuant to the authority vested in it by section 22 of the Trade Union Recognition Act, Cap. 98:07 the Trade Union Recognition and Certification Board hereby certifies.....

(Name of Union)

as the recognised majority union in respect of the workers employed by:

(Name of Employer)

and comprised in a bargaining unit as hereunder described:
.....
.....
.....

LAWS OF GUYANA

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Cap. 98:07

Trade Union Recognition

[Subsidiary]

Trade Union (Certification of Recognition) Regulations

The number of workers in the bargaining unit aforesaid as at the relevant date, that is to say theday of20.....was

This Certificate is effective from theday of20....

(Seal of Board) Chairman Secretary

FORM 3

Reg. 9

TRADE UNION (CERTIFICATION OF RECOGNITION) REGULATIONS

Certificate issued to Recognised Majority Union Issued this.....day of.....20 ...

Pursuant to the provisions of section 32 of the Trade Union Recognition Act, Cap. 98:07, the Trade Union Recognition and Certification Board hereby certifies:

..... (Name of Union)

as the recognised majority Union in respect of the workers employed by:

..... comprised in a bargaining unit as hereunder described

The Union and the Employer herein mentioned are parties

[Subsidiary]

Trade Union (Certification of Recognition) Regulations

to a Collective Agreement dated

.....

.....

Chairman

.....

(Seal of Board)

Secretary

Reg. 1/2001

TRADE UNION (CERTIFICATION OF RECOGNITION) REGULATIONS

made under section 37

Citation.

1. These Regulations may be cited as the Trade Union (Certification of Recognition) Regulations.

Interpretation.

2. In these Regulations –
“Board” has the same meaning as in Section 2 of the Act.

Employers to submit records.

3. (1) An employer in respect of whose employees certification of recognition is applied for by a trade union shall, in every case where a membership survey or poll in connection therewith is to be conducted, submit to the Board, on request, a list showing the names and designations of the employees in the appropriate bargaining unit in employment on the date specified in the request and such other information as may be requested.

(2) Where the membership survey is in pursuance

LAWS OF GUYANA

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Cap. 98:07

Trade Union Recognition

[Subsidiary]

Trade Union (Certification of Recognition) Regulations

of a challenge to a certified union that has a check off agreement with the employer, the employer shall, in addition to other documents, submit to the Board a true and accurate copy of the relevant records showing clearly those workers who paid union dues under the check off system, and where imposed by agreement, those workers from whom agency fees were deducted for the pay period indicated.

(3) An employer who fails to submit on request any information or records by the specified date is guilty of an offence.

Authenticity of documents.

4. (1) It is an offence to supply incomplete, inaccurate, false or forged documents to the Board.

(2) Where, in examining the authenticity of any document submitted to it, the Board upon investigation has reasons to believe that it is forged, the Board shall inform the concerned parties and shall refer such document to the Law Officers for advice.

Determination of support of unions in a challenge.

5. Where a certified union has a check off agreement with an employer, and the number of workers who paid dues to it on the last payday prior to the receipt of the application of any challenging union is over sixty percent of the bargaining unit, the status of the challenged union shall remain unchanged.
