

**The Cost of Living Crisis: Practical
Tips on How to Respond to Current
Workplace Challenges**

Today's Presenters



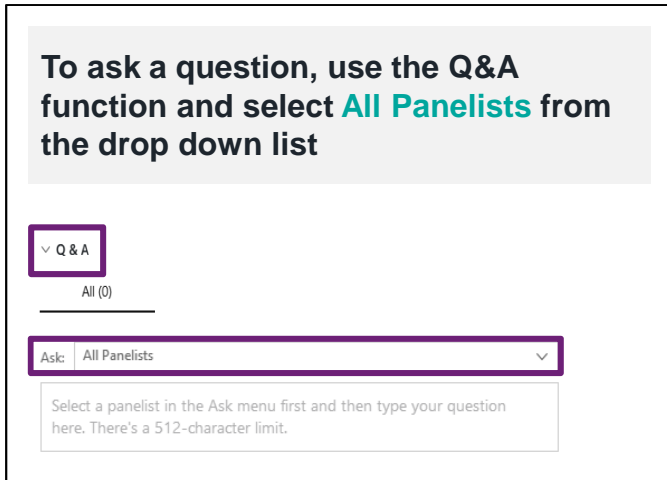
Gemma Finlayson
Director, Leeds



James Pike
Director, Manchester

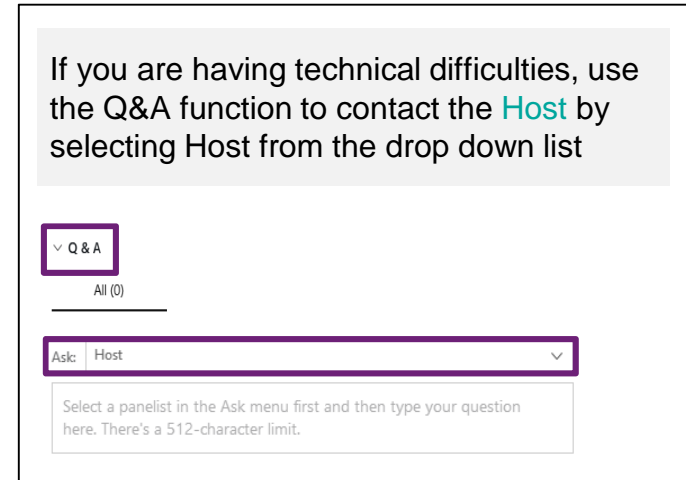
- WebEx functionality – asking a question

To ask a question, use the Q&A function and select **All Panelists from the drop down list**



The screenshot shows the WebEx Q&A interface. At the top, there is a button labeled 'Q & A' with a downward arrow. Below it, the text 'All (0)' is displayed. Underneath, there is a dropdown menu labeled 'Ask:' with 'All Panelists' selected. Below the dropdown is a text input field with the placeholder text: 'Select a panelist in the Ask menu first and then type your question here. There's a 512-character limit.'

If you are having technical difficulties, use the Q&A function to contact the **Host by selecting Host from the drop down list**



The screenshot shows the WebEx Q&A interface. At the top, there is a button labeled 'Q & A' with a downward arrow. Below it, the text 'All (0)' is displayed. Underneath, there is a dropdown menu labeled 'Ask:' with 'Host' selected. Below the dropdown is a text input field with the placeholder text: 'Select a panelist in the Ask menu first and then type your question here. There's a 512-character limit.'

The logo for Sky News, featuring the word "sky" in a lowercase, sans-serif font and "news" in a lowercase, sans-serif font inside a red rectangular box.

Cost of living crisis: 'People are desperate' - the dramatic rise in businesses going bust

The logo for BBC, consisting of three black squares with white letters "B", "B", and "C" inside them.

Warning winter energy bills to rise by more than expected

By Noor Nanji
Business reporter, BBC News

The logo for The Guardian, featuring the words "The Guardian" in a white, serif font on a dark blue rectangular background.

UK inflation could reach 15% by start of 2023, experts say

Resolution Foundation says Bank of England likely to forecast higher and later peak, on eve of interest rates decision

Key challenges for companies in a unionised environment

- Typical queries we have received recently:
 - How do we handle pay negotiations that have stalled?
 - How do we deal with trade unions who are seeking to reopen closed pay deals?
 - How do we respond to the threat of industrial action?
- Don't panic!





- **Communication**

- Keep lines of communication open
- Be careful about what you put in writing – may end up in an Employment Tribunal



- **Procedure**

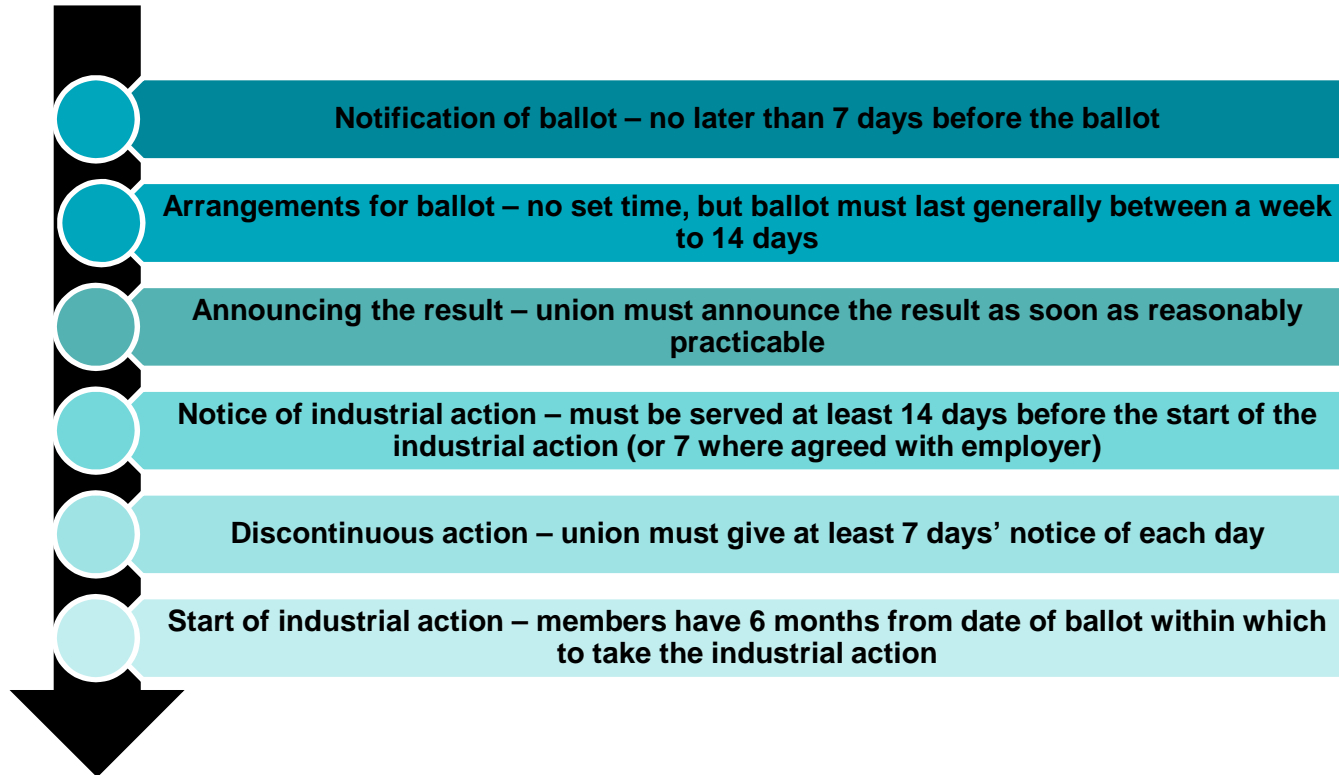
- What does your collective agreement say?
- Be careful about stepping outside the process



- **Contingency Planning**

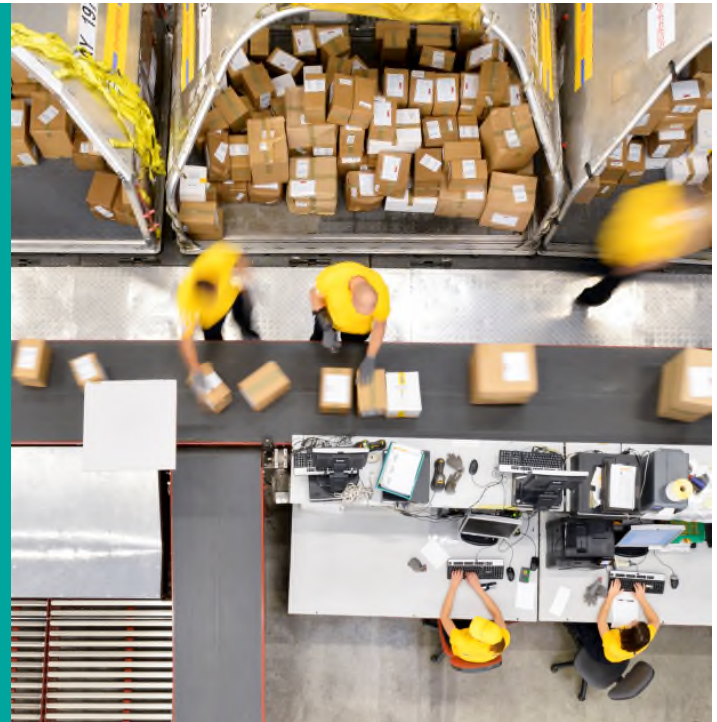
- What will you do next?
- How will you respond to industrial action?

Industrial action timeline – Key steps that must be followed by trade unions



Regulation 7 Conduct of Employment Agencies and Employment Businesses Regulations 2003 has been revoked – agencies can now supply temporary workers to cover for striking workers

Increased amount of damages that can be awarded against trade unions for unlawful industrial action – up to £1 million for biggest trade unions





S.145B TULR(C)A 1992: Makes it unlawful to induce workers to opt-out of collective bargaining

Kostal UK Ltd v Dunkley – Supreme Court held that employer had unlawfully induced workers to opt out of collective bargaining when it made a one-off pay offer to employees while collective bargaining process was notionally ongoing

Significant financial consequences - £4,554 per unlawful inducement per employee

FINANCIAL TIMES

Rolls-Royce offers workers £2,000 to help ease cost of living crisis



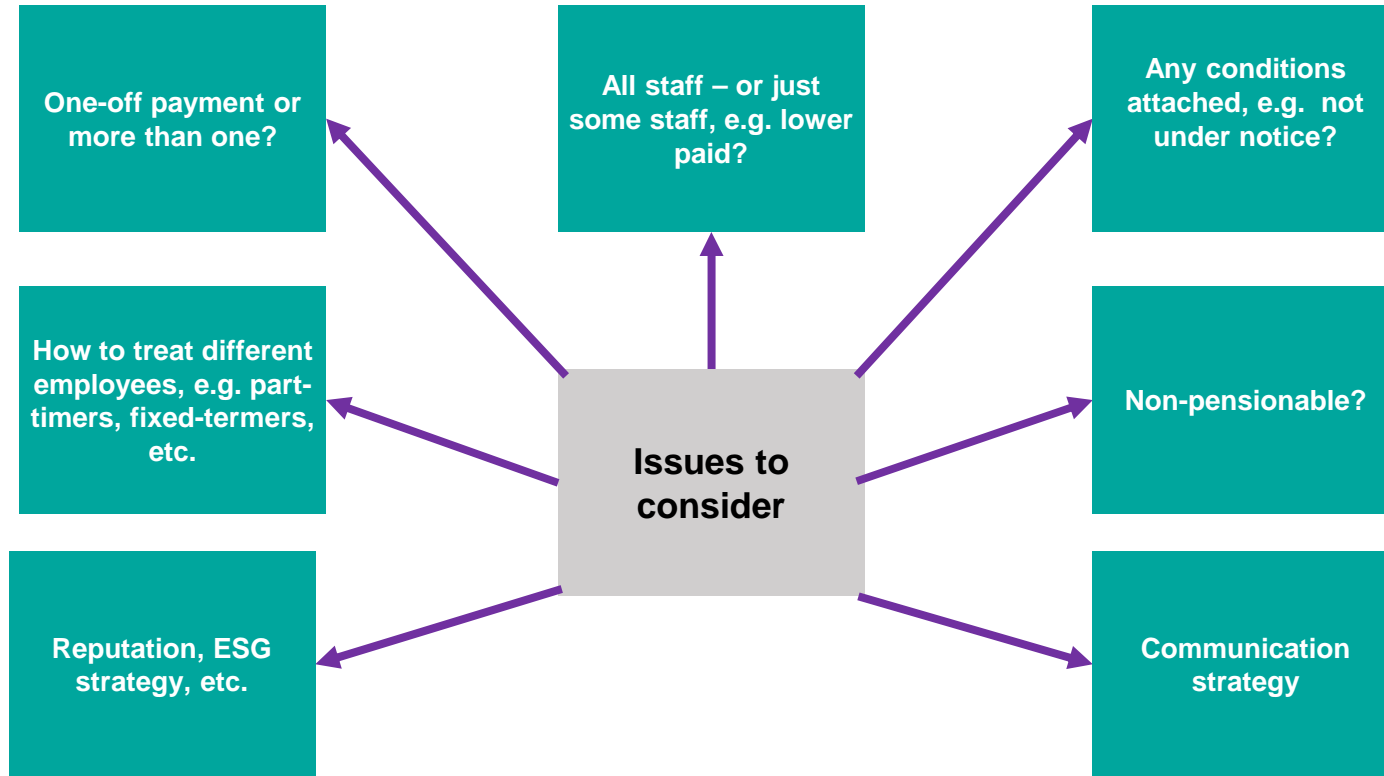
Unite secures extra cost of living payment for three out of four Virgin Money UK staff

Bloomberg UK

Business | City of London

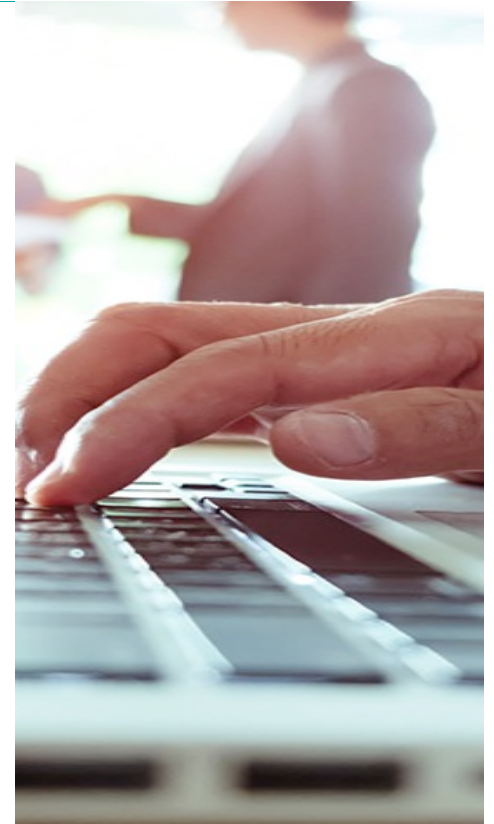
HSBC UK Gives Staff £1,500 Boost to Help With Cost of Living

- Lower-paid employees will get extra in their August paycheck
- All five big banks have now pledged financial help for staff



Non-financial support

- Financial education sessions, access to financial management tools, e.g. apps, etc.
- Discounted shopping sites, cycle to work schemes, employee assistance programmes, etc.
- Subsidised meals, etc.



Living Wage rate announcement

- The Living Wage Foundation has announced it will be bringing its new 2022/23 rate announcement forward to 22 September 2022 in response to the cost of living crisis
- Note – this is the Living Wage not the National Living Wage
- Relevant for 10,000 Living Wage employers



- Performance issues
- Increased sickness absence
- Consider what steps you can take now to mitigate potential impact
- Cost-cutting measures, e.g. changes to terms and conditions, restructuring, etc.





James Pike
Director, Manchester

T: +44 161 830 5084
E: james.pike@squirepb.com



Gemma Finlayson
Director, Leeds

T: +44 113 284 7017
E: gemma.finlayson@squirepb.com

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