RIGHTS OF RECOGNISED UNIONS UNDER THE CODE OF DISCIPLINE

Unions granted recognition under the Code of Discipline should enjoy the following rights:

(i) To raise issues and enter into collective agreements with employers on general questions concerning the terms of employment and conditions of service of workers in an establishment or in the case of a representative union, in an industry in a local area;

(ii) To collect membership fees/subscriptions payable by members to the union within the premises of the undertaking;

(iii) To put up or cause to be put up, a notice board on the premises of the undertaking in which its members are employed and affix or cause to be affixed thereon notice relating to meetings, statements of accounts of its income and expenditure, and other announcements which are not abusive, indecent, inflammatory or subversive of discipline or otherwise contrary of the Code;

(iv) For the purpose of prevention or settlement of an industrial dispute:
(a) To hold discussions with the employees who are members of the union at a suitable place or places within the premises of office/factory/establishment as mutually agreed upon; (b) to meet and discuss with an employer or any person appointed by him for the purpose, the grievances of its members employed in the undertaking; (c) to inspect, by prior arrangement in an undertaking, any place where any member of the union is employed;

(v) To nominate its representatives on the grievance committee constituted under the grievance procedure in an establishment;

(vi) To nominate its representatives on joint management councils; and

(vii) To nominate its representatives on non-statutory bipartite committees, e.g. production committees, welfare committees, canteen committees, house allotment committees, etc., set up by the management.

The rights referred to above would be without prejudice to the privileges enjoyed by recognised unions at present either by agreement or by usage.