

Motion to end “Fire and Rehire”

To be proposed by: Cllr Collier To be seconded by: Cllr Denis

Preamble:

Thousands of workers across the country are affected in all industries, large and small, by the practice of “Fire and Rehire”.

Unreasonable employers use this tactic to force staff to accept lower wages, different hours or changes in working life. In many other countries this is against the law.

On 16 June 2021 Barry Gardiner's Private Member's Bill (Employment and Trade Union Rights (Dismissal and Re-engagement) Bill) was introduced in Parliament to outlaw this practice in the UK.

The Bill seeks to amend the law relating to workplace information and consultation, employment protection and trade union rights to provide safeguards for workers against dismissal and re-engagement on inferior terms and conditions, and for connected purposes.

Motion:

Lewes District Council condemns the use of ‘Fire and Rehire’ by any employers in the Lewes District, and

- Calls upon the Members of Parliament representing Lewes District residents (Maria Caulfield MP (Lewes) and Lloyd Russell-Moyle MP (Brighton Kemptown), by way of a letter from the Cabinet Member for People and Performance, to support Barry Gardiner’s Private Member’s Bill and do all in their power to make this practice unlawful; and
- Reserves the right, in the event that the Employment and Trade Union Rights (Dismissal and Re-engagement) Bill is enacted, to exclude an organisation from participating in a Lewes District Council procurement procedure where (a) that organisation had committed an offence under that legislation, and (b) the exclusion was proportionate and justified in relation to the particular works, goods or services being procured.