



M. K. Colley

THE ECONOMIC LEAGUE

Limited by Guarantee

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23 December, 1987.

PRIVATE & CONFIDENTIAL

TO: Members of the Policy & Finance Committee

cc: Regional Directors
Liaison Director
National Co-ordinator, Services Group

Dear Sir,

ADDITIONAL MEETING OF POLICY & FINANCE COMMITTEE
Tuesday, 26th JANUARY, 1988.
Engineering Employers' Federation, Tothill Street, SW1
2pm.

I give notice that an additional meeting of the Policy & Finance Committee will be held at the Engineering Employers' Federation, Tothill Street, SW1 at 2pm. on Tuesday, 26th January 1988. The Agenda will be as set out below.

Yours faithfully,

THOM ROBINSON
Company Secretary

A G E N D A

1) NORTH WESTERN REGION

To discuss certain differences which have occurred in connection with the North West Region of the League, including the motion which has been proposed for consideration by Central Council, by three Members of the North West Council, and previously circulated to Members of Central Council (a copy of which motion is enclosed) and to discuss the position in relation to the North Western Region generally, and to make such resolutions as may be thought fit. Other papers may be circulated prior to the meeting.

2) OBJECTIVES

To discuss a Memorandum (to follow) on the future objectives of the League.

Founded in 1919

THE ECONOMIC LEAGUE

Industrial Dispute between the Economic League Ltd and Mr. Richard Brett, Regional Director, North Western Region

(Paragraph references refer to synopsis and
addendum to synopsis already circulated)

Resolution dated 14 December 1987

"The Central Council of the Economic League an organisation which provides an industrial relations advisory service to industry and commerce is concerned at the mismanagement of the industrial dispute between the Economic League and its North Western Regional Director Mr. Richard Brett which has arisen over his terms and conditions of service. The President and Vice Presidents in the light of their long experience and extensive knowledge of the League and its internal operating procedures and in the interests of the League as a whole, should therefore be invited to investigate this dispute and to make such recommendations as they consider fit to avoid a similar incident arising."

1. The evidence of mismanagement of this dispute runs throughout the synopsis, addendum to synopsis and its accompanying documentation which have been previously circulated.
2. The incidents detailed below refer to particular examples which even in isolation from each other are of significance and collectively demonstrate such a degree of mismanagement that Central Council should be concerned with the maintenance of the reputation of the League as a good employer.
 - (a) D.G's letter of 19 June 1987 to R.T.B. threatening instant dismissal if R.T.B did not sign undertaking which gave R.T.B. grounds for constructive dismissal and defamation of character and which on 21 October D.G. had to withdraw. (Paras 2,3,4)
 - (b) D.G's refusal on four occasions during July/August 1987 to grant R.T.B's request for a meeting in order to defuse a rapidly worsening situation. (Para 4 & 23b)
 - (c) D.G's failure to inform Regional Chairman of his intention to suspend R.T.B. (Para 8)
 - (d) D.G's failure to observe League's disciplinary procedure in suspending R.T.B., which gave R.T.B. grounds for an action for breach of contract. (Para 7)
 - (e) D.G's failure to supply R.T.B. with detailed reasons for his suspension. (Para 8)
 - (f) D.G's failure to maintain agreements reached between himself and N.W.Regional Council. (Para 9,11,14)

- (g) D.G's threat to R.T.B. to withhold R.T.B's salary if he returned to work, despite having been reinstated by Regional Chairman. If implemented R.T.B. would have had grounds for an action for breach of contract.(Para 14)
- (h) D.G's letter to Regional Chairman of 2 December with copies to P & F Committee Members which was composed in such a defamatory manner as could have given rise to an action by R.T.B. for defamation of character.
(Para 14)
- (i) D.G's failure to recognise R.T.B's reinstatement and his subsequent instructions to Head Office and Regional Staff not to have any official dealings with R.T.B. gave R.T.B. grounds for constructive dismissal. (Para 24,25,26)
- (j) D.G's refusal to meet or even speak to R.T.B. following his reinstatement. (Para 25,27)
- (k) D.G's involvement of Regional Coordinator Mr.Baker in the dispute which led to G.S.B. having to take legal advice as to his position. (Para 25,31,33)

Matters for consideration

- 3. (a) Does Central Council agree that this dispute has been mismanaged.
- (b) If so does Central Council agree to an investigation by the President and Vice Presidents in the terms of the Resolution.