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**INDUSTRIAL RELATIONS (SECTORAL EMPLOYMENT ORDERS  
CONFIRMATION) BILL 2020**

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**INDUSTRIAL RELATIONS (SECTORAL EMPLOYMENT ORDERS  
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# **Bill**

*entitled*

An Act to give statutory effect to recommendations of the Labour Court in relation to pay and conditions in certain sectors of the economy; and to provide for connected matters.

**Be it enacted by the Oireachtas as follows:**

**Confirmation of sectoral employment orders**

- 1.** (1) This section applies to the recommendations made or purported to have been made by the Labour Court and set out in Schedules to the following orders made or purported to have been made by the Minister of State at the Department of Business, Enterprise and Innovation, that is to say –
- (a) the Sectoral Employment Order (Mechanical Engineering Building Services Contracting Sector) 2018 (S.I. No. 59 of 2018),
  - (b) the Sectoral Employment Order (Construction Sector) 2019 (S.I. No. 234 of 2019), and
  - (c) the Sectoral Employment Order (Electrical Contracting Sector) 2019 (S.I. No. 251 of 2019).
- (2) The terms of the recommendations to which this section applies are hereby confirmed and, accordingly, from the passing of this Act –
- (a) each recommendation applies to every worker of the class, type or group in the economic sector to which it is expressed to apply, and his or her employer,
  - (b) if a contract between a worker of a class, type or group to which a recommendation applies and his or her employer provides for the payment of remuneration at a rate (the “contract rate”) less than the rate (the “recommended rate”) provided by the recommendation and applicable to the worker, the contract has effect as if the recommended rate were substituted for the contract rate,
  - (c) if a contract between a worker of a class, type or group to which a recommendation applies and his or her employer provides for conditions in relation to a pension scheme or a sick pay scheme (the “contract conditions”) less favourable than the conditions (the “recommended conditions”) fixed by

the order and applicable to the worker, the contract has effect as if the recommended conditions were substituted for the contract conditions.

- (3) This section is without prejudice to the power of a court to determine whether a recommendation to which this section applies has been confirmed and has effect otherwise than under this Act.

**Short title and collective citation and construction**

**2.** (1) This Act may be cited as the Industrial Relations (Sectoral Employment Orders Confirmation) Act 2020.

- (2) The Industrial Relations Acts 1946 to 2019 and this Act may be cited together as the Industrial Relations Acts 1946 to 2020 and shall be construed together as one Act.