



# EMAP BREAK-UP!

It does not matter what part of Emap you work for. The sale of the final piece of the Emap empire means that every single employee now works for a new employers.

When companies are sold there are usually implications for the workforce. If terms and conditions are to be safeguarded you must get organised. The law requires employers to consult where the Transfer of Undertakings Protection of Employees (TUPE) laws cover transfers of ownership. Changes may not happen today or tomorrow but they could be just round the corner and forewarned is forearmed.



# So how does TUPE work?

The effect of TUPE regulations is to make sure that when a business such as Emap, changes hands all its employees transfer with it and terms and conditions stay the same. However, there are some exceptions – occupational pensions do not transfer, and some changes may be allowed for an economic, technical and organisational reason. There is no time limit to the protection under TUPE and it is for us to remain vigilant in protecting our contractual terms in the long term.

As an employee you are eligible to join Unite – the UK's largest union. Transfer issues can all too easily become legal and contractual matters and who will you turn to for workplace representation and legal advice?

- You need to keep an eye on whether such changes can affect your job security - will I have a job?
- Your terms and conditions - can these be altered against my will?
- Can it affect my place of work - do I have to relocate?
- What plans does the new owner have for staffing levels - is there someone in the new owner's company already doing my role?

That is on top of concerns about redundancy pay if appropriate, job duties, new managers to report to, specific arrangements for you such as flexible working, childcare, dependents issues, reasonable adjustments etc. A change of owner can result in a lot of changes or very few. But it should not be left to a lottery. Talk to us whatever your role.

If you have any questions about the sale of Emap and your employment rights contact your local Unite Organiser in total confidence.

**TUPE is not an easily understood piece of legislation. Make sure you know exactly what your rights are now. It could be too late to late if you leave it too long.**

**FOR MORE INFORMATION CONTACT:**

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