

**EMPLOYMENT RELATIONS
(NORTHERN IRELAND) ORDER 2004**

S.I. 2004 3078

EXPLANATORY MEMORANDUM

COMMENTARY ON ARTICLES

[Schedule 1](#)

Amendment of Schedule 1a to the 1995 Order

Application where agreement does not cover pay, hours and holidays

[Paragraph 11](#) clarifies that a union may apply to the IC for recognition when any one or more of the “core bargaining” topics (pay, hours and holidays) are not included in a pre-existing agreement between the employer and workers.