

*These notes refer to the Employment Relations Act 1999
(c.26) which received Royal Assent on 27 July 1999*

EMPLOYMENT RELATIONS ACT 1999

EXPLANATORY NOTES

COMMENTARY ON SECTIONS

Leave for family reasons

Section 7 and Part I of Schedule 4: Maternity and parental leave

New section 80: Complaint to employment tribunal

180. This new section provides for employees to complain to an employment tribunal that their employer has unreasonably postponed their leave or obstructed their taking it (for example, by disputing that they qualify for the right). The remedies - a declaration and compensation - are in line with existing remedies in the 1996 Act (for example, under section 51, in relation to time off for public duties), and the new right to time off for dependants (new section 57B, see below).