



*The General Assembly of The Grand Republic
of Cycoldia*

Business Regulations Act of 2024

An Act to protect the right of workers to Unionise
and protect the rights of said Unions

WHEREAS ; Unionisation in Cycoldia is currently legal but there is nothing stopping employers from using unfair tactics to weaken, undermine Unions or even prevent the Unionization of employees

WHEREAS ; therefore this bill will give the necessary and vital protections to workers and Labour Unions to negotiate for better working conditions and privileges

BE IT ENACTED BY THE GENERAL ASSEMBLY OF THE GRAND REPUBLIC OF CYCOLDIA:—

Part I: Major Regulations

Article 1: Unionisation

- (1) All employed in Cycoldia whether public, private or non profit have the right to organise and collectively bargain in the form of Labour Unions.
- (2) No employer may dismiss workers who have the intention to unionise for the reason of their present unionisation plans.
- (3) Employees who were dismissed based on the intent to unionise are entitled to launch a civil lawsuit and receive a settlement from their former employer, granted they must have preponderance of evidence of such.
- (4) Employees who wish to unionise after notifying their employer may do so by registering the union under a new workers union option on the Business Licensing Application Form, created by the [Business Licensing Act of 2023](#).

Article 2: Employer - Union negotiations

- (1) All Employers in Cycoldia must conduct negotiations with unionised employees in good faith.
- (2) During negotiations employers and unions may agree to select a person as a moderator to establish rules during these negotiations to help achieve the most desired outcomes for all parties involved.
- (3) Negotiations may be concluded when both parties have made an amicable and fair legally binding agreement and or contract.

- (4) After agreements are made after negotiations, both parties are obligated to enforce the conditions of agreements and or contracts.
- (5) If the conditions of an agreement or contract are not met by the employer, unionised workers are entitled with the right to go on strike without the fear of being dismissed from their place of employment while on strike.
- (6) In case Employer - Union agreements are not enforced, the Ministry of Justice and the Office of Licensing may enforce the agreement and fine either party found not enforcing said agreement.

Part II: Legality of this Act

- (1) This Act shall take effect immediately upon the granting of Imperial Assent by the Summi Imperatoria of the Grand Republic of Cycoldia.
- (2) This Act may be cited as *Business Regulations Act of 2024* and *BRA 2024*.
- (3) This Act was passed as a Bill in the General Assembly of the Grand Republic of Cycoldia this 22nd of May of the Year Two Thousand and Twenty-Four.