

**MINUTES OF MEETING HELD AT WHITE & CASE**

**5 OLD BROAD STREET**

**LONDON EC2N 1DW**

**On 10<sup>th</sup> June 2009 at 12:45 p.m.**

In attendance:

|                            |                     |
|----------------------------|---------------------|
| Raymond Jeffers (Chairman) | Linklaters          |
| Gary Freer (Secretary)     | McGrigors LLP       |
| Catherine Brearley         | Stephenson Harwood  |
| Helga Breen                | Lawrence Graham     |
| Oliver Brettle             | White & Case        |
| William Dawson             | Farrer & Co         |
| Anthony Fincham            | CMS Cameron McKenna |
| Paul Griffin               | Norton Rose         |
| David Harper               | Lovells             |
| Alan Julyan                | Speechly Bircham    |
| Laurence Rees              | Reed Smith          |
| Geoffrey Tyler             | Pinsents            |
| Charles Wynne-Evans        | Dechert             |

Absent with apologies:

|                               |               |
|-------------------------------|---------------|
| Elaine Aarons (Vice Chairman) | Withers       |
| Elizabeth Adams               | Beachcrofts   |
| Ian Hunter                    | Bird & Bird   |
| Jane Mann                     | Fox Williams  |
| Mark Mansell                  | Allen & Overy |

**1 Apologies**

Apologies were received as noted above.

**2 Minutes of Previous Meeting and Matters Arising**

These were approved. There were no matters arising.

**3 Officers**

Raymond Jeffers informed the Committee that he wished to step down as Chairman.

Gary Freer had indicated his willingness to serve as Chairman in succession to Raymond and after a discussion (for which Gary Freer was absent) his appointment as the next Chairman was agreed.

Volunteers were sought for the post of Secretary which Gary Freer will be vacating after the next meeting.

4 **New Members**

Raymond Jeffers reported that there had been a limited response to the invitation to apply for membership of the Committee, issued in the previous CLLS newsletter. It was agreed that it was important that the process should be as open and transparent as possible and that applications should be encouraged. A copy of the invitation would be sent by Raymond to the Senior Partners of firms in the City and the position reviewed at the next meeting

5 **Agency Workers**

The Government was consulting in two stages about the implementation of this Directive. The current first stage concerned policy issues and the government proposals for dealing with them. If the Committee is to influence them, now is the time to make a submission.

It was agreed that this is a topic which is of importance to the City and a working party was set up to draft a submission. It would be chaired by Raymond Jeffers, with Helga Breen, Paul Griffin, Gary Freer and Charles Wynne-Evans serving as members.

6 **Recent Cases**

*Rolls-Royce v Unite* [2009] EWCA Civ 387. This Court of Appeal decision on the acceptability of length of service as an acceptable criterion under the Employment Equality (Age) Regulations 2006 was noted – it is curious that in this case it was the Trade Union and not the employer who was seeking to justify its use in the context of collective redundancies.

7 **Any other business**

It was agreed the earliest appropriate meeting to which observers could be invited would be in March 2010.

8 **Date of next meeting**

Wednesday 9<sup>th</sup> September at Lovells.