

# New changes due to the Employment Rights Act 2025

6.4.2026 - | Her Majesty's Revenue and Customs

**As of 6 April 2026, the statutory recognition scheme is being reshaped under the new Employment Rights Act, introducing several key changes. Unions will no longer need to demonstrate that most workers in a proposed bargaining unit are likely to support recognition, removing the requirement for petitions or similar evidence. When recognition is decided by ballot, unions will only need a simple majority of votes cast, with the former 40% support requirement removed.**

As part of those changes, the CAC Application under Part 1 of Schedule A1 to the Trade Union and Labour Relations (Consolidation) Act 1992 and Response have been updated and should be used for all new applications submitted on or after 00:00 on 6 April 2026. Any applications submitted without the required request letter and employer response (if any) will be rejected.

Application to the CAC under Part I of Schedule A1 to the Trade Union and Labour Relations (Consolidation) Act 1992

Response to an application to the CAC under Part I of Schedule A1 to the Trade Union and Labour Relations (Consolidation) Act 1992

<https://www.gov.uk/government/news/new-changes-due-to-the-employment-rights-act-2025>