



Steven Renshaw  
Mark Smith  
Prime



15 July 2006

Dear Prime,

As an organization interested in aspects of working life, you are no doubt aware of the role of unions in the history of work. Unions, at their best, have contributed to creating better work practices and have provided a means for building solidarity among workers. In the 'Trade Union and Labour Relations (Consolidation) Act 1992 (c. 52)' the meaning of a "trade union" is defined as:

...an organisation (whether temporary or permanent)—

(a) which consists wholly or mainly of workers of one or more descriptions and whose principal purposes include the regulation of relations between workers of that description or those descriptions and employers or employers' associations;

I am writing on behalf of the employees of Prime, to inform you that they have unionized, and are now members of the Union of Undercover Artists. The objectives of the UUA are:

- To organize all those employed as artists by Prime.
- To promote, safeguard and improve the interests and status of members and the Union as a whole.
- To provide a vehicle by which members can communicate and discuss ideas and experiences in all matters relating to projects undertaken with Prime.
- To improve communication between Prime and its employees and to encourage and maintain good employment practices.
- To work with all other interested parties, individuals and organisations to maintain and improve the quality of artistic services delivered to the public.

From now on, the UUA will be the primary means of communication between Prime and its employees. In 'Statutory Instrument 2000 No. 1300, The Trade Union Recognition (Method of Collective Bargaining) Order 2000', "voluntary procedural agreements between employers and unions' are encouraged. We therefore ask that you voluntarily recognize the UUA. The UUA does not wish to be adversarial, but rather foster good working relationships. Please direct all written and oral communication with your employees to the UUA, at [tina@undercoverartists.org](mailto:tina@undercoverartists.org), and a representative will contact you in a timely manner.

We look forward to working with you in order to develop the best possible project.

Sincerely,

Tina Gurley Flynn

On behalf of

Ellie Harrison  
Elizabeth Kearney  
Joanna Spitzner