

What we use your personal information for	Our reason (s) for processing	Lawfulness for Processing	Article
e.g. to manage our trade union relationship with you e.g. to communicate with you about core union activities	Legitimate Interests	The GDPR provides explicit protection for trade unions to operate their membership's data in respect of trade union activity Article 9(d) provides that consent is not required when 'processing is carried out in the course of its legitimate activities with appropriate safeguards by a foundation, association or any other not-for-profit body with a political, philosophical, religious or trade union aim and on condition that the processing relates solely to the members or to former members of the body or to persons who have regular contact with it in connection with its purposes and that the personal data are not disclosed outside that body without the consent of the data subjects;' This provision will cover most of the normal activities of the trade union.	Article 9(d)
	Our Legal Duty	Protection is also available for trade unions for certain activities, for example, certain processing of the trade unions' members data may be required because the trade union is subject to a legal requirement e.g. to hold a ballot in advance of taking collective action. There are many differences in the rules relating to ballots throughout the EU, sometimes the obligation to hold a ballot is set out in legislation in which case the union can rely on Article 6(c) 'processing is necessary for compliance with a legal obligation to which the controller is subject' or, as in Denmark, the requirement is in the collective agreement in which case Article 9(b) can be relied upon 'processing is necessary for the purpose of carrying out obligations and exercising specific rights of the controller or the data subject in the field of employmentof a collective agreement ...' Alternatively, as in Germany and the Netherlands, it may be laid down in the trade union statutes in which case Article 9(d) set out above or a combination of provisions can apply;	Article 6 (c), 9(b), 9 (d)
	Our Legal Duty	There are circumstances when the trade union may be involved in various activities associated with preparing and taking legal cases sometimes this involves both members and non-members, Article 9(f) 'processing is necessary for the establishment, exercise or defence of legal claims ...' may provide helpful additional grounds for that processing;	Article 9 (f)
	Public Interest	In some Member States trade unions carry out labour inspections in which case they can rely on Article 6(e) 'processing is necessary for the purpose of a task carried out in the public interest or in the exercise of an official	Article 6 (e)

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		authority' , that same provision can also be relied upon for example by the International Trade Union Federations' Port Inspectors for their work;	
	Preventative or Occupational Medicine	In the workplace, the trade union may rely on Article 9(h) to protect the work of trade union safety representatives. That provision protects 'processing is necessary for the purposes of preventive or occupational medicine...' it is worth recalling that without the meticulous collection of information by trade unions many of the causes of occupational illnesses and diseases would never have come to light;	Article 9 (h)
	Our Legitimate Interests	Trade unions can also rely on Article 6(f) for some other aspects of trade union activity where 'processing is necessary for the legitimate interests pursued by the data controller' . In addition Article 6(d) processing is necessary to protect the vital interests of the data subject or another natural person (emphasis added) provides important protection for collective rights, for example, trade unions are sometimes called upon to prove representativeness for their sectoral agreements	Article 6 (f)
	Fulfilling contracts Vital interests	Trade unions often provide training and certification to both members, past members and non-members and in this case, they may also include Article 6(b) 'processing is necessary for the performance of a contract to which the data subject is a party' ... along with Article 6(d) 'protecting the vital interests of the data subject' . to retain the register of qualifications and for accounting for grant purposes for example.	Article 6 (b), 6 (d)
To communicate with you about member services and benefits	Non-core union activities	<i>In some cases, we may seek consent</i> "The data subject has given explicit consent to the processing of those personal data for one or more specified purposes"	Article 9 (a)