Your Name
Your Address

Your Contact Details

TO: MEMBER NAME, **via email only**

**DATE**

Dear MEMBER NAME

I am writing to you today to raise your awareness to the rise of acts of employer retaliation faced by workers, and seeking your recognition as a legislator for the need to have stronger statutory protections for workers facing retaliation from their (former) employer.

**Background**

From June 2021 to present, current and former workers of a celebrated company, founded and headquartered in Scotland and with locations across the globe, have been subjected to acts of harassment and retaliation. The company has used vast resources and existing media relationships to victimise, discredit and identify individuals who were speaking out about a toxic work culture. This includes the use of private investigators, alleged hacking and fraud, among other means of intimidation. Several in the U.S., Europe and the U.K. have reported their experiences with police. The Police Scotland response has been that there is no recourse through which the police can act. None of these victims have had the ability or access to compel relief from this continuous course of retaliatory conduct. These victims fall into a legal grey area, unable to enforce their rights through the police, regulatory bodies or courts of law. [You can read a full analysis of the current legal standing of workers, and where stronger protections could be applied, in a report from workplace consultancy and investigators Hand & Heart GmbH.](https://static1.squarespace.com/static/5d664ddd7e0ce00001fe2f46/t/63e34ac9de2b0e5ae649bf37/1675840234844/BAWPR_S5_Retaliation%2BLegislation%2BReform%2B_.pdf) [You can also read about the case and company that was the catalyst for the analysis](http://www.handandheart.eu/brewdog). This type of retaliation could happen to any worker in your constituency.

**What I am asking you to do**
As a legislator, I am asking you to consider the urgent need to increase worker protections from retaliatory acts carried out by their (ex)employers. Considering retaliation legislation reform, I ask that you consider matters such as expanding whistleblower provisions in favour of workers, defining corporate harassment, providing explicit statutory protection and legal aid to former workers who are victimized by former employers, and create sanctions for offending companies

**Why I am asking you to do it**
The struggles of those affected in the case study and analysis is exemplary of the challenges faced by all workers. Retaliation against former employees is rising, but protections and remedies are woeful. Legitimate criticism of poor employment practices cannot continue to be allowed to be stifled by the inequality of arms between employers and (former) employees; consequently legislation and policy require review in order to ascertain how (former) employees can safely contribute to holding companies accountable for their transgressions without fear of retribution.

I believe the matter of retaliation against workers, and especially former workers, is one of great importance to any constituent who is working, may want to work, or has suffered through retaliation as an employee or former employee. That is why today, I am asking for your attention and support of this critical and defining workplace issue, and to respond with a proposal of how to take this forward to the legislative process.

Sincerely,

YOUR NAME

Preferred follow up email