



Keep unions out of workplaces and reduce workers' negotiating and bargaining rights

“ **Attacking unions' ability to represent workers will remove basic protections for everybody** ”



Important changes coming July 1, 2005

The Howard Government has said it will use its new Senate powers to take away many of your basic rights at work.

The Government wants to make it harder for unions to protect and represent working people.

The Government is already trying to pass laws that make it harder for unions to visit workplaces. It also wants to make it harder for unions to represent workers in negotiations with their employer.

Having a union negotiated agreement helps workers maintain their living standards. **On average union members earn \$125 more a week than workers who are not in unions.**

Union membership is the best way to make sure that your workplace is safe, that you receive your full entitlements and that you have advice and support when you need it.

As well as representing their members, unions also strive for better wages and conditions for all working people through awards and collective agreements.

The Howard Government's plans are not just an attack on unions - they will affect everybody.

The Government wants to:

- Make unions give written notice of their reasons for workplace visits, and let managers restrict where your union meets with you.
- Encourage employers to monitor your discussions with your union, and have the right to know whether you are in a union or not.
- Stop unions from visiting a workplace more than once every 6 months (if they talk about recruiting while they are there).
- Make it harder for working people to legally take industrial action, like strikes, while in negotiation with their employer. These new laws will make it harder to stand up for your rights when you really need to.
- Increase penalties for unions and workers.

HOW THE HOWARD GOVERNMENT WANTS TO KEEP UNIONS OUT OF WORKPLACES AND STOP UNIONS FROM REPRESENTING YOU

UNION ACCESS TO
WORKPLACES

BARGAINING
RIGHTS

	UNION AND STRIKE LAWS UNDER THE HOWARD GOVERNMENT		Business wishlist...	
	Before the Howard Govt was elected in 1996	Current situation - since 1996		Expected govt changes - 2005
UNION ACCESS TO WORKPLACES	Awards gave unions access to workplaces. Unions had a legal right go to workplaces to check people were being properly paid.	Minimum 24 hours notice of unions coming to workplaces required, unless other arrangements agreed in collective agreements. Unions can only access workplaces covered by awards or collective agreements.	Unions have to give 24 hours written notice, including reason for visit. Visits only once every 6 months. No access to non-member records to check that employers are paying correctly. Unions' access provisions not allowed in collective agreements.	Unions not allowed to visit workplaces unless they have: - members at the workplace, and - an invitation from a specific employee.
BARGAINING RIGHTS	Industrial Relations Commission focused on fixing disputes instead of fining unions for strikes and other industrial action.	Commission has almost no ability to make parties settle disputes. Emphasis on banning most strikes.	Complicated secret ballots before all strikes, limits on how long you can be on strike and what you can take strikes for, and much easier for others to apply to end strikes.	Stop working people from taking industrial action in almost all cases.