

## rights at work resolution and charter

### EMPLOYEE RESOLUTION

The workers at \_\_\_\_\_:  
Employer/workplace

No. of employees \_\_\_\_\_ Union/s \_\_\_\_\_ Industry \_\_\_\_\_ Date \_\_\_\_\_

**COMMIT** to support each other and the campaign to protect basic rights at work. We will stand together by bargaining collectively with our employer and rejecting individual contracts.

**Oppose** the Howard Government's plans to:

1. Remove employment conditions from awards.
2. Change the way minimum wages are set to make them lower.
3. Use individual contracts to undercut existing rights and conditions.
4. Keep unions out of workplaces and reduce workers' negotiating and bargaining rights.
5. Abolish redundancy pay and unfair dismissals protection for people who work in small businesses.
6. Reduce the powers of the independent Industrial Relations Commission to settle disputes and set fair minimum standards at work.

**Believe** that Australians should have the following basic rights at work:

- ✓ A strong safety net of decent minimum wages and conditions.
- ✓ Proper rights for workers to reject individual contracts and bargain collectively for decent pay and conditions in collective agreements.
- ✓ The right to join a union and to be represented by a union.
- ✓ A strong, independent Industrial Relations Commission to settle disputes and ensure fair minimum wages and conditions.

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### EMPLOYER CHARTER

**We call on our employer to commit to:**

- Not support the Government's plans to take away our basic rights at work.
- Not use the Government's laws to reduce our wages or work conditions.
- Negotiate collectively with us and our unions, and not force us on to individual contracts.
- Give our union access to us at our workplace.

**Employer commitment:**

\_\_\_\_\_ commits to the employer charter above.  
Employer/workplace

\_\_\_\_\_  
Signature of employer's representative

\_\_\_\_\_  
Name of employer's representative

\_\_\_\_\_  
Date