

Template Script – Freedom of Association

This script can be used by an organisation to inform its workers of its rights to Freedom of Association and protections provided under the Fair Work Act 2009 (Cth).

<<INSERT IF CODE CERTIFIED ENTITY UNDER ACT SECURE LOCAL JOBS CODE>>

As a Code Certified Entity under the ACT Secure Local Jobs Code (SLJC), <INSERT BUSINESS NAME> has the obligation to ensure that its workers are aware of their rights to Freedom of Association and the right to representation by an eligible union.

You may recall that this information was also provided to you in the induction process when you first commenced work with our organisation, however, it is our position that workers are aware of these rights at all times during the course of their employment.

FOR THE READER: (NOT TO BE READ)

TIP: Ensure that your induction information (e.g. presentation, video, etc) also contains an overview of freedom of association and the right to representation to ensure compliance with your obligations under the SLJC.

Firstly, what does Freedom of Association mean?

Freedom of Association is simply the right to:

- Choose whether to join or not join a union or for employers, employer association; and
- Protection from discrimination or victimisation as a result of your choice to, or not to be a member of a union or employer association.

These rights of association are extended to workers as well as employers under the *Fair Work Act 2009* (Cth). These rights also extend to independent contractors.

You **as the individual** have the right to become a member of a union (or other employee association), at any time during your employment with <ORGANISATION>.

As an example and to provide a bit of context to you, <ORGANISATION> is a member of Master Builders Association of the ACT (MBA ACT) and it is our choice to be a member.

If you require further information about who may be eligible to represent your interests, such as who the eligible union may be, please speak to <INSERT PERSON> or your manager.

What are your rights to be represented?

You are entitled to be represented by an eligible union or other eligible employee association at any time during your employment with <ORGANISATION>.

You may wish to be represented during the bargaining for an enterprise agreement, during discussions concerning matters relating to industrial relations and/or work, health and safety matters, either as an individual or as part of a work group. You may elect to be represented regardless of whether you are a member of an eligible union. The decision to be represented is up to you.

<ORGANISATION> also informs you that you will be protected from discrimination and/or victimisation regarding your choice in accordance with the relevant provisions under the *Fair Work Act 2009* (Cth).

Should you choose to be represented, you will be required to inform your manager or another nominated person so that your representative can be invited to participate in any relevant discussions.

If you require further information about your rights to representation, please speak to <INSERT PERSON> or your manager.