

STC PROTECTED ACTION

WHO IS ALLOWED TO PARTICIPATE IN PROTECTED INDUSTRIAL ACTION?

Only members of the union are allowed to participate in Protected Industrial Action. It is illegal for an employer to punish an employee who is a union member for taking Protected Industrial Action. However, any worker who is not a part of the union could face legal consequences from their employer if they participate in industrial action.

WHY DO WORKERS TAKE PROTECTED INDUSTRIAL ACTION?

Protected Industrial Action is taken as a last resort when workplace negotiations have stalled. The action demonstrates to the employer how strongly they feel about any outstanding matters and signals an agreement will not be reached unless the employer recognises the outstanding claims.

UNION MEMBER	NON UNION
Cannot be treated badly by their employer for being a union member.	Cannot be treated badly by their employer for not being a union member.
Receive industrial support from MEAA.	Cannot receive formal support from MEAA.
Are protected when taking Protected Industrial Action	Are not protected when taking Industrial Action
Cannot be treated badly by their employer for taking Protected Industrial Action.	Not entitled to training from MEAA
Receive delegate training from MEAA	



STC PUBLIC ACTION BALLOT

WHAT ARE THE ACTIONS I CAN PARTAKE IN?

If you voted in the public action ballot and you're a member, you voted to be able to undertake a variety of actions. Your union has provided the company notice so that you can post on social media, display insignia on banners during work and while interacting with the public, and wear union shirts for every day of the protected action period starting from March 8. That means you can do any of these actions up until the March 27. Before March 15, your union will also provide notice so that you can partake in the handing out of leaflets or flyers at each performance. For more details, contact one of your delegates.

CAN SALARIED EMPLOYEES BE PUNISHED BECAUSE WORKERS TOOK ACTION?

No, if you are a union member and covered by the enterprise agreement, it is unlawful for your employer to prohibit you from engaging in, or proposing to engage in protected industrial action. Any employee who is eligible to take part in protected action must not be subject to repercussions by their employer for taking part in protected action or because they oversee a team that took part in protected industrial action.

CAN THEY DOCK MY PAY IF I WEAR A SHIRT, DISPLAY A BANNER OR POST ON SOCIAL MEDIA?

No, they cannot dock your pay unless the action you are partaking in is in relation to a stop work action.

WHAT IF I STILL HAVE EXISTING CONCERNS?

You can speak to one of your delegates or union organiser if you have any existing concerns or questions. We have also made a form for submitting any additional questions or concerns so that you have the option to do so anonymously. Please speak to your delegates or union organiser if you cannot access it. You can contact your union organiser Jemma Nott on 0498 018 086.

