



**ASU MEMBER SURVEY ON  
HOWARD GOVERNMENT'S INDUSTRIAL RELATIONS LAWS**

**MARCH 2007**

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YOUR NAME:

YOUR WORKPLACE:

CONTACT DETAILS:

DATE:

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**OVERVIEW**

**Dear ASU Member**

**We're interested in hearing from all ASU members about the Howard Government's IR changes and other issues. We'd like your opinions and feedback about their likely impact on you and your family.**

**Industrial relations will be a key issue in the upcoming Federal Election and in order to provide the best possible information to members about this and other important issues during the year and to work with you to get the best possible outcomes in your workplaces, industries and communities, we need to hear from you.**

**Tell us your views by filling in this survey and faxing it back on 08 8363 2225 but please also feel free to contact us on 08 8363 1322.**

**Andy Dennard  
BRANCH SECRETARY**

**Katrine Hildyard  
BRANCH ASSISTANT SECRETARY**

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**I. With regard to IR, what concerns you most about the Howard government's changes?**




2. Please indicate whether you are very concerned (VC), concerned (C) or unconcerned (UC) about the following key features of the changes.

Feature	Detail	VC, C or UC
Unfair dismissal	<p><b>A. a). Employees that work in workplaces with less than 100 employees (98% of all workplaces!) can be sacked without rhyme or reason.</b></p> <p><b>b). Even those in workplaces with over 100 workers can be sacked for 'operational reasons' without any recourse.</b></p>	
AWA- take it or leave it	<p><b>B. If you start a new job or get a promotion, you could be forced to sign an individual contract or AWA as a condition of employment – if you don't sign you don't get the job.</b></p>	
AWA and award effectively abolished, replaced by just 5 conditions	<p><b>C. These AWAs only need to include five conditions. This allows employers to remove:</b></p> <ul style="list-style-type: none"> <li>- <b>Rostered days off (RDOs)</b></li> <li>- <b>Public holiday pay</b></li> <li>- <b>Overtime pay</b></li> <li>- <b>Penalty rates for shift and weekend work</b></li> <li>- <b>Redundancy pay</b></li> <li>- <b>Leave loading</b></li> <li>- <b>Paid maternity leave</b></li> <li>- <b>Meal, travel, clothing, tool, higher duties and other allowances.</b></li> </ul> <p><b>A 100 years protection of the award safety net has been effectively abolished</b></p>	



Collective bargaining	<p><b>D. At the moment wages and conditions are often protected under an enterprise agreement and these carry on when it expires. Under the new laws next time an Enterprise Agreement comes up for negotiation your employer can give 90 days notice and your pay and conditions fall backwards to basically just the 5 minimum conditions (above if needed)</b></p>	
Collective bargaining and Union rights	<p><b>E. Just for asking for things like protection from unfair dismissal or OHS training to be included in an agreement USING THE NEW LAWS, Unions can get fined \$33,000 and individual workers can get fined \$6,000</b></p> <p><b>b. The Minister can add to the list of matters that can not even be discussed at any time.</b></p>	
Collective bargaining	<p><b>F. An employer can reach a deal with workers on an Enterprise Agreement one day and then the next day the same employer can undercut the hard fought for conditions by offering inferior individual contracts (AWAs).</b></p>	
Collective bargaining	<p><b>G. Even if the majority of workers want a collective agreement, the employer has no obligation to negotiate</b></p>	
Minimum Wage	<p><b>H. The minimum wage setting that 1.6 million Australians rely on to keep their heads above water – no longer has to occur regularly and does not have to consider ‘fairness’</b></p>	

**3. How concerned would you say you are about the IR changes overall?**

*(Circle One)*

Very Concerned, Concerned or Unconcerned



**4. How concerned are you about the likely effect of the IR changes on your OWN wages and conditions?**

*(Circle One)*

Very Concerned, Concerned or Unconcerned

**5. How concerned are you about your friends, family and kids?**

*(Circle One)*

Very Concerned, Concerned or Unconcerned

**6. How concerned are you about the way of life in Australia generally?**

*(Circle One)*

Very Concerned, Concerned or Unconcerned

**7. Would you say it's your own wages and conditions, your family, friends and kids or the way of life in Australia generally that most concerns you?**

*(Circle One)*

1. Own wages & conditions, 2. Family, Friends and Kids, 3. Australian way of life

**8. Along with IR what are the other issues that will determine your vote at the next Federal election?**

- Health
- Education
- Transport
- Environment/ Global Warming
- Interest Rates
- Economy
- Iraq
- National Security
- Nuclear energy
- Child and Aged Care
- Other 1 \_\_\_\_\_
- Other 2 \_\_\_\_\_

**9. Including IR, please order what matters to you most (with first being the most important):**

First \_\_\_\_\_

Second \_\_\_\_\_

Third \_\_\_\_\_



**10. What do you think has lead the Liberals to introducing these IR changes?**


**Thank you very much for completing your ASU survey and providing your views; they are important to us. We look forward to working with you during 2007.**

**Andy and Katrine**