

The Rights of Workplace Delegates & Representatives

A basic standard for the Australian Government



Workplace delegates and representatives shall have:

- i. the right to be treated fairly and to perform their role as workplace delegate without any discrimination in their employment;
- ii. the right to formal recognition by the employer that endorsed workplace delegates speak on behalf of their colleagues in the workplace;
- iii. the right to bargain collectively on behalf of those they represent;
- iv. the right to consultation, and access to reasonable information about the workplace and the agency;
- v. the right to paid time to represent the interests of members to the employer and industrial tribunals;
- vi. the right to reasonable paid time to receive advice and assistance from their union in the workplace;
- vii. the right to reasonable paid time during normal working hours to consult with colleagues in the workplace;
- viii. the right to reasonable paid time off to participate in the operation of the union;
- ix. the right to reasonable paid time off to attend accredited union education;
- x. the right to address new employees about the benefits of union membership at the time that they enter employment;
- xi. the right to reasonable access to telephone, facsimile, photocopying, internet and e-mail facilities for the purpose of carrying out work as a delegate and consulting with workplace colleagues and the union; the right to place union information on a notice board in a prominent location in the workplace;
- xii. the right to take reasonable leave to work with the union.

These rights are basic and fair.

The Government recognises the legitimate role played by unions in the workplace. Agencies and employee representatives should work together collaboratively and professionally.

It is a Government policy that Agencies should facilitate employee access to their representatives, including unions, in the workplace in a fair and reasonable way.

Union delegates are entitled to know their role will be respected and facilitated.

The Charter of Workplace Union Delegate Rights is a guide for fair standards for all union delegates and will be pursued by unions for inclusion in collective bargaining agreements, award entitlements, and in Australian law as rights for endorsed workplace union delegates.

Based on the ACTU Charter of Workplace Union Delegates Rights adopted by ACTU Congress in 2000 and the Australian Government Employment Bargaining Framework, Supporting Guidance, Dept Education, Employment and Workplace Relations, 2008.