What is a Log of Claims?

This is a document developed in consultation with union members and approved by the via ballot. The union will also develop items they feel will protect and grow worker wages, rights and conditions. The Log of Claims is provided to the employer at a list of items to be negotiated.

Does only the Union provide a Log of Claims?

Sometimes. It’s not unusual for a company to come to negotiations with their own claims such as lengthening shifts, reducing overtime costs etc.

What is Protected Industrial Action?

Once approved by the Fair Work Commission, Union members are entitled to take industrial action that is ‘Protected’. This means it is not illegal and is the only time workers are able to take legal industrial action.

Who can take Protected Industrial Action?

Workers who ae represented by a bargaining agent can take action once an application for a ballot has been approved by the FWC and the ballot results confirmed. In this case that means the RTBU. If you are not a member of the RTBU YOU WILL NOT BE ABLE TO TAKE PROTECTED ACTION.

Can the Employer take Industrial Action?

The Employer has the right to take reciprocal actions. For example, if workers took action that meant work was not being done in the way it usually was, the employer can refuse that work. This means workers would be told that they are either doing work per usual or not coming to work. This is a serious step and a point of escalation in most industrial relations scenarios.

Can I be pressured to not take action?

Equality and fairness in how both people taking action and those not taking action is enshrined in the Fair Work Act. It is just as important that people who are not taking action are respected as it is for those who are, and there are laws against bullying and victimisation.