

Put yourself in their shoes

Employer advertises workers jobs in the middle of negotiations.



The Howard Government must be held accountable for these laws.

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A Sydney electrical company took out advertisements in the employment pages of newspapers to threaten workers before they vote on industrial action.

In a new and ingenious form of intimidation, Wilken Electrical Services placed ads to employ workers on AWAs, while its current employees were bargaining for a collective agreement.

Wilken Electrical demanded the workers accept a halving in the number of Rostered Days Off, loss of travel and fare allowances, an \$80 per week salary cut and a five year pay freeze.

When the 12 electricians attempted to negotiate a collective agreement on their terms, the employer began bringing in workers on AWAs.

As the negotiations dragged on and the industrial position of the workers hardened, the employer became more aggressive in recruiting new workers on AWAs. This happened as current workers considered a vote in a secret ballot to take protected industrial action.

These electricians were being told they must accept lower conditions and less RDOs or they will not get any work.

These workers who have families and mortgages were sent the message by their employer their work will go if they were to stand up for their rights.

Most Australians support the right to bargain collectively. The current Howard government IR laws allow employers to behave badly and undermine workers rights.

How would young workers fare under such pressure from an employer? What bargaining capacity would they have?