



PREPARE FOR ACTION

12th January 2018

Congratulations on winning the ballot for protected action at Sydney and NSW Trains.

By standing together and returning a YES vote, we have shown management that we are strong and united in our demand for a good Agreement.

Messages of support and solidarity are pouring in as people hear about our fight for good jobs and services.

Your delegates will be meeting in the coming days. Watch your phone and email for details of our next steps after that to prepare for action.

Any questions, speak with your delegate.

PROTECTED INDUSTRIAL ACTION FAQ'S

Q: What action are we going to take?

A: We will be holding delegate and members meetings in workplaces over the coming days and weeks to decide on what action to take.

Q: Can we take action straight away?

A: No. The order from the Fair Work Commission requires us to give either 3 or 7 working days' notice, depending on what the action is. Your union representatives will make sure that notice goes in so that you can take protected action.

Once that notice goes in, you will be told immediately and we will work together to plan for a successful action.

Q: Can we be fired for taking action?

A: We cannot be fired for taking protected action. We are protected if we choose to take any of the actions listed in our ballot and provide the employer with the required notice.

Q: Why don't we just strike?

A: We are forced to take industrial action because the employer does not take our claim seriously. Sometimes a strike is necessary to get a fair Agreement but as we have seen in other parts of the industry, sometimes escalating actions are more effective to get the resolution we want.

Q: We want to put a ban on paperwork or using technology or completing a particular task. Why aren't we doing that?

A: These actions could be seen as a partial work-ban. The Fair Work Act allows an employer to withhold partial payment for partial work-bans. We can go to the Commission if we believe that the amount withheld is not equal to the task that is banned; however there is no guarantee of the outcome.

The Fair Work Act also allows an employer to stand us down without pay for the period that we participate in a partial work-ban.

This means that we will not plan to take these actions until we have been able to explain the potential consequences to as many members as possible.

Q: What is the difference between a strike and a 4 hour stoppage?

A: Strikes and stoppages all mean the same thing. Stopping work entirely does mean that you will not be paid for the time you are on a stoppage.