



A•S•U

your rights @ work

Freedom of Association

Your right to join ASU, your Union, is protected.

Workplace rights regarding Freedom of Association are protected under the Fair Work Act 2009 (the Act). Under the Act, it is unlawful for anyone to take or threaten to take adverse action against a person for:

- being a member of a Union;
- choosing to be represented by a Union;
- the right to engage in industrial activities

All employees and contractors have the right to join a Union. This is called Freedom of Association. Workers cannot be pressured by anyone to make a decision about joining, not joining or leaving a Union.



asuwa.org/joinonline

What is 'adverse action'?

The Act sets out when a person takes adverse action against another person. This includes action taken by:

- employers against workers;
- employers against prospective workers;
- workers against employers;
- industrial associations against persons;
- independent contractors against persons.



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Adverse action is defined in Section 342 of the Act. It may include dismissal of an employee and a range of other actions including prejudicing a worker or independent contractor, or organising industrial action against another person. For example:

- terminating the employment of a worker;
- refusing to employ someone;
- negatively altering a worker's position;
- treating a worker differently for discriminatory reasons.

If you are an ASU member and experiencing any adverse action, you should contact our Union office immediately.

Need Further Advice?

If you would like further information on Freedom of Association, please talk to your workplace Delegate or call the ASU Member Services Centre on (08) 9427 7777 or 1800 064 657.

To join our union go to www.asuwa.org/joinonline
or call our Member Services Centre on 9427 7777 or 1800 064 657
or use the QR code above.



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