

# Defeat the Howard Government

The defeat of the Howard Government and its reactionary agenda is the main thing at present. The Your Rights at Work movement is vital in performing this task. The broadest trade union movement/community alliances can beat Howard. We must maintain the momentum.

The Your Rights at Work movement is also vital to ensure that an ALP Government will honour its commitments to “rip WorkChoices up”.

Working people will need more progressive change than an ALP Government is prepared to implement. Implementation of our industrial relations plans outlined here will see society move even further away from the total dominance of the big corporations that we have witnessed under Howard.

Our Industrial relations policy will give workers more power over their lives.

If you support our industrial relations plans you might also support our broader political/economic/social/environmental views. The Communist Party is a working class party - Don't believe the boss's lies about what we stand for, have a look for yourself.

We can be contacted at the addresses below.

A contribution by the Communist Party of Australia  
to the debate on industrial relations

- I want to join the struggle against WorkChoices
- Please send me 5 free copies of the CPA weekly newspaper The Guardian
- Please send more information about the CPA
- I want to join the CPA

Name: \_\_\_\_\_

Address: \_\_\_\_\_

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# *The right to:*



# Strike Belong Organise Job Security

# Principles for a new industrial relations system

A new system of industrial relations is badly needed. WorkChoices must be defeated, ripped up and replaced. But with what? These are the basic principles that the CPA puts forward as being fundamental components of an industrial relations system that enables workers and their families to live and work with some dignity.

## The Right to Belong

- No restrictions on workers joining a union.
- No restrictions on unions in terms of recruiting new members. [ACTU to determine coverage]
- Workers to have the right to access the union and its officials at any time including working hours.
- Legally binding guarantees against discrimination because of union membership or affiliation.

## The Right to Organise

- The right of unions to exist and be recognised as representatives of their membership
- Unions to have the right to unlimited access to jobsites for organising purposes.
- Guaranteed levels of trade union training.
- Paid union meetings.
- Legislated rights for union and worker involvement in all industrial and OH&S issues in the workplace.
- No limits on conditions included in awards, EBA's, industry or pattern bargained agreements.
- When a condition is attained by 50% of the workforce it to become a minimum legislated standard. [see protections]

## The Right to Protections

- The right to a liveable income and high standard minimum conditions of employment.
- Protection against the sack - An appropriate union controlled forum to be set up to determine validity of any sacking.
- Guaranteed wage indexation to keep up with the cost of living plus increased wages for productivity increases.
- A 35 hour week.
- 5 weeks annual leave, 15 days sick leave, carers leave to cater for family and childcare issues.

- Leave loadings and penalty rates to be restored and increased to the highest current levels for all workers.

## The Right to Strike

- No legal barriers to strike action.
- Removal of secondary boycott and trade practices act restrictions.
- Removal of secondary boycott and anti-trade union laws in the Trade Practices Act. The Construction Building Improvement Act to be repealed and the Australian Building and Construction Commission (ABCC) abolished.
- Strike action to be determined by union determined democratic processes.

At present it is likely that implementing these policies will be difficult, if not impossible. However the basic principles are sound and they are essential if society is to be turned around and the interests of workers and their families are to be placed ahead of the profit motive of the major corporations.

The Communist Party believes that the above measures once implemented would remove the need for an industrial commission. Any other third party involvement in the relationship between workers and their organisations and employers and their organisations would be unnecessary.

However, the removal of the Industrial Relations Commissions would be a negative step until such a time as appropriate protections and rights as outlined are established. The CPA does not see the Industrial Relations Commissions as independent umpires but recognises that under certain conditions, particularly under pressure from the mass movement, they have provided benefits to the working class.

To achieve a real improvement in the lives of working people, a systematic campaign towards industry-wide collective agreements and awards is needed. Enterprise and individual employment relations must be phased out as being divisive, socially unproductive and harmful.

The CPA will fight for these industrial relations principles.

