



## Factsheet Fifteen

### UNIONS AND EMPLOYEE ASSOCIATIONS

Everyone has the right to join a union or employee association. You don't need your employer's permission to join and you don't have to tell your employer that you belong to a union if you don't wish to. It is illegal for your employer to prevent you from joining a union or to discriminate against you because you are a member. Equally, nobody can force you to join a union or employee association and it is unlawful to discriminate against you because you are not a member. This means you cannot be sacked, refused employment, be passed over for promotion or training opportunities, or be given less access to overtime and favourable shifts, simply because you are or are not a union member.

Unions or employee associations may be able to help you:

- understand exactly what you are entitled to in your job;
- get 'back pay' if you have been underpaid;
- support you if you have been treated unfairly;
- achieve pay increases and other improvements by assisting in negotiations with your employer;
- negotiate an Enterprise Agreement with your employer;
- get access to training and a career path by talking to your employer for you;
- assist with legal action against your employer; and
- get training on matters such as workers' compensation, health and safety and being a union representative.

#### Where can I get more help?

##### Your Union

Unions NT

Ph: 8941 0001

Web: [www.unionsnt.com.au](http://www.unionsnt.com.au)

### **The Fair Work Commission**

Ph: 08 8936 2800

Local call: 1300 799 675

Web: [www.fwc.gov.au](http://www.fwc.gov.au)

### **The Fair Work Ombudsman**

Fair Work Info line: 13 13 94

Web: [www.fairwork.gov.au](http://www.fairwork.gov.au)

### **To access an interpreter**

Interpreting and Translating Service NT

Ph: 1800 676 254

Web: [www.itsnt.nt.gov.au/](http://www.itsnt.nt.gov.au/)

Aboriginal Interpreter Service

Ph: 8999 8353

Web: [www.ais.nt.gov.au/](http://www.ais.nt.gov.au/)

### **For people with a hearing and/or speech impairment**

National Relay Service

Ph: 133 677

Freecall: 1800 555 677

The NT Working Women's Centre provides free and confidential information, advice and assistance to women about work related matters.

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