

ADVERSE ACTION

What is adverse action?

Management intimidation and harassment towards CPSU members participating in protected industrial action such as threats or use of contractors or non union labour will be responded to by CPSU with 'adverse action' applications to Fair Work Australia.

CPSU members are advised of the following:

YOU DO NOT have to tell the employer if you are a union member

YOU DO NOT have to advise if you are taking industrial action

The employer can ask but **YOU DO NOT** have to answer definitively

YOU DO NOT have to put out-of-office messages on your e-mail.

If an employer/manager is being aggressive/standing over you etc:

That is adverse action. Adverse action is prohibited by law.

If you experience adverse action or action you feel is intimidatory you should advise the Employer representative such and make a written statement to send to the union for review. In the event that activity is found to be adverse the union will lodge against that Employer.

KAREN BATT

CPSU STATE SECRETARY

**YOUR EMPLOYER
CANNOT STOP
YOU TAKING
PROTECTED ACTION**

