

Factsheet Twenty-Two

Unions

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?

NT Working Women's Centre Ph: 1800 817 055 www.ntwwc.com.au	Your Union Unions NT Ph: 8941 0001 www.unionsnt.com.au	NT Anti-Discrimination Commission Ph: 1800 813 846 adc.nt.gov.au
Australian Human Rights Commission Ph: 1300 656 419 www.humanrights.gov.au	Fair Work Ombudsman Ph: 13 13 94 www.fairwork.gov.au	Fair Work Commission Ph: 1300 799 675 fwc.gov.au
NT Police Ph: (emergency) 000 If calling from a mobile: 112	Office of the Commissioner of Public Employment (OCPE) Ph: 8999 4129 www.ocpe.nt.gov.au	NT WorkSafe Ph: 1800 019 115 www.worksafe.nt.gov.au
Your HR Department	Aboriginal Interpreter Service Ph: 1800 334 944 www.ais.nt.gov.au	To access an interpreter Interpreting and Translating Service NT Ph: 1800 676 254 www.itsnt.nt.gov.au/

The NT Working Women's Centre (NTWWC) provides free and confidential information, advice and assistance to women about work. The information, opinions and advice contained have been prepared with due care and are believed to be correct at the time of publication. NTWWC expressly disclaim any liability whatsoever to any person who suffers any loss arising from the contents of, errors in, or omissions from this publication. This Factsheet is not intended as a substitute for legal advice. Please seek advice for further information about your situation. August 2024.