

## What is Industrial Action?

Industrial action is activity undertaken by employees to encourage an employer to settle a workplace dispute, usually about working conditions. It can involve bans on certain work, working to conditions, stoppage of work and more.

## What is “protected” industrial action?

“Protected” industrial action refers to industrial action that is protected under Australian law. An employer cannot discipline or discriminate against an employee who undertakes protected industrial action.

## What is a Protected Action Ballot?

A Protected Action Ballot is a ballot conducted of the Union members at a particular workplace. Voting is anonymous, as is union membership. The employer is not advised who voted or how they voted. The purpose is to determine how many members support taking industrial action if needed as a last resort.

By voting “yes” in a Protected Action Ballot, you are not committing to taking industrial action. Rather, you are agreeing that employees should have the right to do so. The union will consult with members at every stage before directing any industrial action. If action is eventually undertaken, individual members will not be forced to participate, although we strongly encourage all members to act collectively if required.

## I wasn't a member at the time of the Protected Action Ballot Vote?

To reserve the right to take protected industrial action if directed by your union, all you need to do is become a member of the ASU today. JOIN: <https://www.asu.asn.au/asujoin>