

STATEMENT OF PRINCIPLE

AMCA believes all parties in the industrial relation system must have freedom of choice. This applies equally to employers, employees, unions and employer associations.

AMCA recognises that both the Federal and State Governments have legislative powers to regulate workplace relations. AMCA members are committed to abiding by all laws, regulations, codes of practice and agreements.

AMCA recognises that industrial relations practices can vary significantly from State to State and member to member, and this policy must allow for these differences. The AMCA approach is flexible to allow each of the states and territories to be able to manage their own industrial relations.

STRATEGIES

The AMCA supports an industrial relations framework that allows:

- Flexibility for employers and employees with opportunities to obtain productive gains without overpowering the process.
- Freedom of choice – employers/employees must have the freedom to choose between union and non-union participation in agreements.
- Fair wages and conditions for all AMCA members. This equally applies to all AMCA members employees whether working in the office, factory or on-site. The wages and conditions must be fair and not be below the minimum standards set by the legislation.
- Unions and employer associations must be able to represent their members if the members so choose.
- Agreements when registered with the appropriate body are binding on the employer, employee, union and employers for a period of time as nominated in the agreement. All parties to the agreement are required to comply with the terms and conditions at all times.
- All parties must comply with codes of practices that are established by governments.
- Employee safety and health must not be compromised. AMCA members will work constructively with their employees and the relevant authorities to develop and maintain a safe working environment.
- Effective dispute settlement procedures are important and make a valuable contribution towards resolving issues that might arise on site from time to time on site. All parties should abide by these procedures which must be transparent and appropriate to the business operation.

AMCA opposes:

- The abuse of safety issues to prosecute industrial demands.
- Non compliance with the terms and conditions that have been negotiated.

Disclaimer:

The material contained in this Policy Statement is provided solely for the limited purpose of providing overall general guidance to AMCA members and their employees in respect of the topics contained in the Policy Statements. AMCA does not accept responsibility for the consequences of any action or omitted to be taken by any person, whether an AMCA member or otherwise, as a result of any matter contained within these Policy Statements. In the circumstances of particular situations, specific advice should be sought on the facts of the situation.