

AHEIA Conference

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What's the Future for Registered Organisations?

- We don't know!
- The answer will be in the FWA Substantive Bill which is scheduled to be introduced in the '08 Spring Session

However we can “crystal ball” the Government’s policy

Underlying Principles

- Future system centered on collective bargaining
- Awards and National Employment Standards are intended to be a minimum safety-net only
- Legislation will be based on corporations powers – not disputes
- No return to a pre-*WorkChoices* world

ALP's Election Commitments

- Abolish WorkChoices
- Stop AWAs
- Reinstate Unfair Dismissal
- Create “Fair Work Australia”
- Good Faith Bargaining
- Safety Net (10 x 10)

Transitional Bill

- Proclaimed on 28 March
- Abolished AWAs - established ITEAs
- Award Modernisation
 - Reference to Commission
 - Ten conditions + incidental/build upon
 - No employee will be disadvantage or employer get added costs!!
 - No bargaining fees or new RoE
 - Scope, priority list, flexibility clause and NES finalised by June 08
 - Priority group done by Dec 08 - rest by Dec 09

National Employment Standards

- 38 hour week
- 2 years parental leave
- Flexible work for parents
- Annual leave
- Personal leave
- Emergency leave
- Long Service Leave
- Public holidays
- Notice and redundancy
- Information statement

Substantive Bill

What we reckon might be in it!

- Scope of the laws: industry, public/private, federal/state
- Freedom of association
- Right to representation (effective and collective)
- Right to information and consultation
- Protection against unfair treatment/dismissal
- Right to bargain collectively
- No discrimination
- Safety net
- Dispute Settling Procedure

What's yet to be decided

- Mechanics for establishment of FWA
- Transmission of business
- Enforcement and compliance, and
- *Nature and status of registered orgs*

Where to from here?

Consultation

- NWRCC
 - Tech committees
- BAG/WAG – SBAG/SWAG
- Possible early implementation
 - Unfair Dismissal & Prohib Content
- Substantive Bill
 - Spring 08
- Proclamation
 - 1/1/2010

So,

Are there any questions?