

Tasmanians need a **pay rise**

Stand United Against Hodgman's Tactics

Last Friday Premier Will Hodgman required the Heads of all Tasmanian public sector Agencies to send their staff a message designed to intimidate them out of taking industrial action next Wednesday.

The Premier is clearly under pressure, describing the stop work meetings as 'unauthorised meetings, unauthorised withdrawal of labour and unauthorised absences'.

This is not true. The right to withdraw your labour is an internationally recognised fundamental human right particularly during bargaining.

Tasmanian public sector workers have not taken action like this for more than a decade and have only reached this point now because Premier Hodgman has refused to scrap his 2% wage cap and bargain with them in good faith.

Don't be intimidated by these tactics

Each of the six public sector unions whose members are taking action next week have authorised the action according to their rules and notified the Premier as the employer.

While the Premier seems to think it's your responsibility to 'maintain government services' during this action, he's wrong. Stop work action is designed to disrupt services – it's your way to show him the value of the work you do.

Block out the time in your diary from 2pm to 5pm on Wednesday and cancel any meetings. We're told some managers intend to organise 'team meetings' at this time to block staff from taking action. If you get a meeting request, politely decline it.

If Agencies want to make arrangements for non-union staff and senior managers to keep some basic services running then that's their business but they better ensure workplaces are safe for those who continue to work and the community.

The Premier's message indicates managers will be required to make contact with you to ascertain if you will be stopping work. Your only obligation is to say you are a union member and that the employer has already been formally advised by your union of the nature of the action.

He's also requiring managers to make a list of the names of those attending – a tactic designed to intimidate.

For members who work flexitime

Your employer has no right to tell you what you can and can't do when you have flexed off. If, under your normal working arrangements, you could flex off next Wednesday at 2:30 to have a hair cut then you have a right to flex off next Wednesday at 2:30 to attend a union rally. Anyone who tries to deny that right is in breach of the Anti-Discrimination Act.

The threat to dock pay

If you stop work and the period of your absence is not covered by a flexible arrangement i.e. flex time, late lunch break etc then your pay could be docked. Pay has never been docked in past strikes because the employers systems are poor, many staff work very flexible arrangements which suit the employer and if they make a mistake in docking someone's pay then expensive penalty payments must be paid to the employee until they get all their normal salary.

Let's make this the biggest stop work ever

Clearly the Premier is very concerned there will be a huge turnout on Wednesday and he's feeling the pressure, that's why he's trying to intimidate you into not coming. Ignore his words, join your colleagues and have a great stop work action next Wednesday.

If you have a question or concerns contact your union.

