

Employment, Workplace Relations and Education Legislation Committee

Budget Estimates 2003-2004 (supplementary hearings)  
5 – 6 November 2003

Tabled documents and correspondence received  
Employment and Workplace Relations portfolio

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# **PR0081 - FREEDOM OF ASSOCIATION**

*Final Main Study Questionnaire (Second Revision)*

## **INTRODUCTION AND RESPONDENT SELECTION**

Good (...) My name is (...) I'm calling on behalf of the Department of Employment and Workplace Relations from the Social Research Centre. We are conducting an important study about employees' rights.

L1 LOTE interview

1. Yes
2. No GO TO S1

L2 RECORD LANGUAGE AND CODE AS "LANGUAGE DIFFICULTY"

1. Vietnamese
2. Chinese
3. Italian
4. Croatian
5. Serbian
6. Turkish
7. Greek
8. Hindi
9. Arabic
10. Other (Specify \_\_\_\_\_ )
11. Don't Know

S1 To see if you or anyone else in your household can help us, could I just ask a couple of quick questions....

Firstly, does anyone in the household work....**READ OUT MULTIPLE RESPONSE**

1. As a self-employed person
2. As a company director, CEO or managing director, or
3. In some other type of **paid** employment (for example, working for wages or salary)
4. (None of the above - includes voluntary work, not in workforce, looking for work)
5. Refused

PRE S2a IF S1 = 3 CONTINUE. OTHERS GO TO TERMINATION SCRIPT 1

S2a For this study, I need to speak to someone in the household who works as a paid employee (not including self-employed persons and company directors, etc). To help me select that person, could I just ask how many people are there in the household who work as paid employees....

1. One GO TO S3 INTRO C
2. Two or more

S2b Of the people in the household working as paid employees do any work in any of the following industries? **MULTIPLE RESPONSE**

1. Electricity, gas and water supply (things like power generation/transmission, oil/gas refining, sewerage treatment or water purification)
2. Mining (that includes quarrying, mineral exploration and things like that)
3. Communications (like postal, courier or telecommunications services), or
4. Agriculture, forestry or fishing (like farming, market gardens, and services like crop dusting)
5. (No one in household works in target industry)
6. (Don't know)

PRE S3 IF S2b=1 TO 4 (WORKS IN LOW INCIDENCE INDUSTRY), CHECK QUOTAS, SELECT LOWEST INCIDENCE INDUSTRY (1 IS LOWEST, 4 IS HIGHEST) AND ASK S3 INTRO A. OTHERS ASK S3 INTRO B

- S3 (INTRO A) Can I please speak to the person who works as a paid employee in <INSERT INDUSTRY FROM S2>?  
 IF NOT AVAILABLE, MAKE APPOINTMENT TO SPEAK TO PERSON WORKING IN LOW INCIDENCE INDUSTRY  
 (INTRO B) Well can I please speak to a person who works as a paid employee in any other industry?  
 (INTRO C) Well, could I speak to that person please?

WHEN TALKING TO RESPONDENT, REINTRODUCE AS NECESSARY

We are conducting an important study about employees rights

This interview should take about 10 minutes – is now a convenient time?

1. Yes – CONTINUE
2. No – MAKE APPOINTMENT
3. Refused - selected respondent refused to continue

Before we get started, I just wanted to let you know that this phone number has been randomly selected from the White Pages telephone directory, and that any information you provide will be totally confidential and is used for research purposes only.

This study is being conducted in accordance with the requirements of the Commonwealth Privacy Act. If there are any questions you don't want to answer just tell me so I can skip over them.

And just to let you know - this call maybe monitored by my supervisor for quality control purposes – that is, to check that I am doing my job properly.

1. Continue
2. Continue - refused to be monitored DISPLAY "REFUSED TO BE MONITORED" ON MONITORING SCREEN
3. Make appointment
4. Refused

IF NECESSARY:

Information from the survey will be used to help the Department assess whether the Freedom of Association provisions are helping employees to exercise their choices in regard to union membership.

The Freedom of Association Provisions protect the right of employees to choose whether or not they are a member of a union

If you have any queries about the survey, please call the Department of Employment and Workplace Relations 1800 number during office hours, at the Office of the Employment Advocate – 1800 443 223.

- S4 Firstly, could I ask, do you currently have more than one job?

1. Yes GO TO S5 INTRO A
2. No GO TO S5 INTRO B

- S5 (INTRO A) Are you a member of a union or similar organization in your main job? (that is, the one in which you work the most hours?)  
 (INTRO B) Are you a member of a union or similar organization?

INTERVIEWER NOTE: "Similar organisation" includes employee or professional associations such as the Police Federation, the Australian Nursing Federation and the Flight Attendants Association

IF NECESSARY

Remember, any information you provide is totally confidential and is used for research purposes only.

1. Yes
2. No

## 3. Refused GO TO TERMINATION SCRIPT 2

CHECK QUOTAS, IF UNION MEMBERSHIP STATUS QUOTA FULL, GO TO TERMINATION SCRIPT 3

PRES6 IF S4=1 (MORE THAN ONE JOB) GO TO S6 INTRO A  
IF S4=2 (ONE JOB ONLY) GOTO S6 INTRO B

- S6 (INTRO A) Still thinking about your main job (that is, the one in which you work most hours), what is your occupation in that job? PROBE What are your main tasks or duties?  
(INTRO B) What is your occupation? PROBE What are your main tasks or duties?

INTERVIEWER RECORD POSITION TITLE VERBATIM, PROBE TO CLARIFY AND CODE:

1. Manager or administrator work
2. Professional work
3. Technician or associate professional work
4. Tradesperson or related work
5. Advanced clerical or service work
6. Intermediate clerical, sales or service work
7. Intermediate plant operator / transport work
8. Elementary clerical, sales or service work
9. Labourer or related work
10. Other NOT A VALID CODE – MUST CODE AN OCCUPATION OR REFUSED
11. Refused GO TO TERMINATION SCRIPT 2

PROGRAMMER NOTE: NO "OTHER" (QUOTA-BASED QUESTION)

CHECK QUOTAS: IF OCCUPATION QUOTA FULL, GO TO TERMINATION SCRIPT 4

- S7 (Just to confirm) what is the main business, industry or service of your employer?  
IF NECESSARY: That's the employer for your main job

INTERVIEWER RECORD KEY POINTS, PROBE TO CLARIFY AND CODE

1. Accommodation, cafes and restaurants
2. Agriculture, forestry and fishing
3. Communications services
4. Construction
5. Cultural and recreational services
6. Education
7. Electricity, gas and water supply
8. Finance and insurance
9. Government administration and defence
10. Health and community services
11. Manufacturing
12. Mining
13. Personal and other services
14. Property and business services
15. Retail trade
16. Transport and storage
17. Wholesale trade
18. Other NOT A VALID CODE – MUST CODE AN INDUSTRY OR REFUSED
19. Refused GO TO TERMINATION SCRIPT 2

PROGRAMMER NOTE: NO "OTHER" CODE (QUOTA-BASED QUESTION)

PROGRAMMER NOTE: RESPONSE AT S7 (FROM RESPONDENT) OVERRIDES RESPONSE AT S2 (FROM HOUSEHOLD INFORMANT) FOR QUOTA CONTROL PURPOSES

CHECK QUOTAS IF INDUSTRY QUOTA FULL, GO TO TERMINATION SCRIPT 4

**WORKPLACE CHARACTERISTICS**

PREA1 IF S4=1 (HAS MORE THAN ONE JOB) GO TO A1 INTRO A. OTHERS GO TO A1 INTRO B

A1 (INTRO A) Throughout this study we'd like you to continue to answer about your **main job only** (that's the one you've just told me about - the one in which you work most hours). Is your employer  
READ OUT

(INTRO B) Is your employer READ OUT

1. A commonwealth, state or local government department or agency
2. A not-for profit, religious, or community organization,
3. A private sector company, or
4. Something else (Specify \_\_\_\_\_)
5. (Not sure / can't say)

A2 How long have you been working for this employer?  
INTERVIEWER NOTE: IF MORE THAN ONE YEAR'S BREAK IN EMPLOYMENT WITH SAME EMPLOYER, ASK ABOUT TIME SINCE MOST RECENTLY JOINED

1. 3 months or less
2. More than 3 months to 6 months
3. More than 6 months to 1 year
4. More than 1 year to 2 years
5. More than 2 years to 3 years
6. More than 3 years to 5 years
7. More than 5 years to 10 years
8. More than 10 years to 15 years
9. More than 15 years to 20 years
10. More than 20 years
11. Don't know

A5 Are you a casual employee?  
(IF NECESSARY: casual employment is where you are not entitled to paid sick leave or holiday pay)

1. Yes
2. No
3. Not sure

A6 How many hours a week do you usually work in this job?  
IF VARIES: Well, on an **average** week, how many hours do you usually work?  
IF NECESSARY: This includes overtime

1. Hours specified (RECORD NUMBER OF HOURS - 1 TO 130 HOURS ALLOWABLE RANGE)
2. Can't say
3. Refused

A7a Does your employer operate from ....?

1. One location only, or
2. More than one location?
3. (Don't know)

A7b Thinking of **your own** workplace location, how many people in total are employed there? Would it be... READ OUT

IF UNSURE ... your best guess is fine

1. 5 or less
2. 6 to 19
3. 20 to 99
4. 100 to 499
5. 500 to 999
6. 1000 +
7. Don't know

PREA8 IF A7a=2 (EMPLOYER OPERATES MORE THAN ONE WORKPLACE) CONTINUE. OTHERS GO TO PREA9

A8 And thinking of **all** your employer's workplaces across Australia, how many people in total are employed by your employer? Would it be.... READ OUT

IF UNSURE ... your best guess is fine

1. 5 or less
2. 6 to 19
3. 20 to 99
4. 100 to 499
5. 500 to 999
6. 1000+
7. Don't know

**CURRENT WORKPLACE: UNION PRESENCE AND ATTITUDES TO UNIONISM**

PREA9 IF S5=1 (UNION MEMBER) GO TO A10. OTHERS CONTINUE

A9 To the best of your knowledge, is anyone at your workplace in a union?

INTERVIEWER NOTE: "WORKPLACE" COVERS ALL DEPARTMENTS / FUNCTIONS AT THE LOCATION

1. Yes
2. No GO TO A13
3. Not sure GO TO A13
4. Refused GO TO A13

A10 Is there a union rep at your workplace?  
IF NECESSARY: by union rep we mean someone who works for your employer, who is your workplace contact for the union. Union reps are sometimes called shop stewards or union delegates.

1. Yes (includes workplaces that usually have a union rep, but temporarily do not have one)
2. No GO TO A12
3. Don't know GO TO A12
4. Refused GO TO A12

PREA11 IF S5=2 (NON UNION MEMBER IN WORKPLACE WITH UNION REP) GO TO PREA12. OTHERS CONTINUE

A11 Are you a union rep at your workplace?

1. Yes
2. No
3. Refused

PREA12a IF A9=1 (SOMEONE IN THE UNION AT THE WORKPLACE) OR S5=1 (RESPONDENT IS UNION MEMBER) CONTINUE. OTHERS GO TO A13

A12a To the best of your knowledge, what proportion of workers at your workplace would you say are union members?

INTERVIEWER NOTE: ENCOURAGE BEST ESTIMATE

IF NECESSARY: By workplace we mean people who work from the same location as you, regardless of their department, or the kind of work they do

1. None
2. About 10%
3. About a quarter (25%)
4. About a third
5. About half (50%)
6. About two thirds
7. About three quarters (75%)
8. About 90%
9. All
10. Other percentage given (Specify\_\_\_\_\_)
11. Other response or proportion given (Specify\_\_\_\_\_)
12. Don't Know
13. Refused

PREA12b IF A12a=12 CONTINUE. OTHERS GO TO A13

A12b Well, what proportion of your **immediate co-workers** would you say are union members?

1. None
2. About 10%
3. About a quarter (25%)
4. About a third
5. About half (50%)
6. About two thirds
7. About three quarters (75%)
8. About 90%
9. All
10. Other percentage given (Specify\_\_\_\_\_)
11. Other response or proportion given (Specify\_\_\_\_\_)
12. Don't Know
13. Refused

A13 I am going to read out some statements about your current workplace. Please tell me whether you agree or disagree with each statement ... (ROTATE Q13a AND Q13b)

Response frame

1. Strongly agree
2. Agree
3. Neither agree nor disagree
4. Disagree
5. Strongly disagree
6. (Refused)
7. (Can't say / not applicable)

Do you agree or disagree that...

PROBE FOR DEGREE OF AGREEMENT: Is that just (agree/disagree) or strongly (agree/disagree)

- a). the choice to be in a union or not is respected by your employer
- b). the choice to be in a union or not is respected by your work colleagues

PREA13c IF A9=2, 3, OR 4 (NO UNION PRESENCE IN WORKPLACE) GO TO A15. OTHERS CONTINUE ROTATE Q13c TO Q13g

- c). the choice to be in a union or not is respected by the union at your workplace

PREA13d IF S5=1 (UNION MEMBER) DISPLAY "Your"  
IF S5=2 (NON-UNION MEMBER) AND A9=1 (UNION PRESENCE IN WORKPLACE) DISPLAY "the"

- d). (your/the) union provides a good level of service at your workplace
- e). union membership is left to the individual to determine at your workplace

PREA13f IF S5=1 (UNION MEMBER) DISPLAY "Your"  
IF S5=2 (NON-UNION MEMBER) AND A9=1 (UNION PRESENCE IN WORKPLACE) DISPLAY "the"

- f). you value the presence of (your/the) union at your workplace
- g). union and non-union members have the same overtime and promotion opportunities at your workplace

A14 Would you like the union in your workplace to be READ OUT

1. more active
2. less active, or
3. stay about as active as they are now
4. (more active, but in a different way)
5. (other (specify\_\_\_\_\_))
6. (don't know)
7. (refused)

A15 (SEQUENCING QUESTION)  
IF S5=1 (UNION MEMBER), GO TO B1  
IF S5=2 OR 3 (NON-UNION MEMBER) GO TO C1



**STARTING WORK WITH THE CURRENT EMPLOYER - UNION MEMBERS**

B1 The next few questions are about when you started work with your current employer. So that I can ask you the right questions, could you just tell me which one of the following best describes your situation at that time....

1. I was **already in the union** when I started work with my current employer
2. I joined the union **within three months of starting work** with my current employer, or GO TO B3
3. I joined the union **some time after that**

B2 How long ago did you join the union?  
IF NECESSARY: That's the union relevant to your job in <INSERT INDUSTRY FROM S7>?

1. 3 months ago or less
2. More than 3 months to 6 months ago
3. More than 6 months to 1 year ago
4. More than 1 year to 2 years ago
5. More than 2 years to 3 years ago
6. More than 3 years to 5 years ago
7. More than 5 years to 10 years ago
8. More than 10 years to 15 years ago
9. More than 15 years to 20 years ago
10. 20 years ago
11. Don't know

B3 Thinking back, can you tell me why you joined the union? MULTIPLES ACCEPTED  
PROBE FOR COMPLETE RESPONSE  
What other reasons did you have for joining the union?

*No choice*

1. Union said I had to join
2. Employer said I had to join
3. Had to join, to **get** the job / union shop
4. Had to join, to **keep** the job
5. It was expected of me / was compulsory / had no/little choice (nfi)

*Encouragement & peer pressure*

6. Union encouraged me to join
7. Employer encouraged me to join
8. Work mates / colleagues encouraged me to join
9. Friends / family encouraged me to join
10. Most other workers / everyone else was in the union / wanted to be part of group

*Other reasons*

11. Belief in unionism
12. Union members got better work conditions
13. Union provided useful services / benefits
14. To have a voice / be heard
15. To have some one to negotiate for me / act on my behalf
16. To protect workers interests / entitlements
17. Workers are stronger if together / got more bargaining power
18. Other (Specify\_\_\_\_\_)
19. Can't say / can't remember
20. Refused

PREB4 IF B1=1 (ALREADY IN UNION WHEN STARTED WITH CURRENT EMPLOYER) CONTINUE.  
OTHERS GO TO PREB8

B4a Thinking about when you started work with your current employer, did you feel any kind of pressure at all to resign from the union?

1. Yes
2. No GO TO B5
3. Refused GO TO B5

- B4b What kind of pressure did you feel?  
 PROBE FOR COMPLETE RESPONSE  
 PROBE FOR KIND OF PRESSURE AND WHERE PRESSURE WAS COMING FROM
- B5 When you started work with your current employer, did anyone representing management (– that's a supervisor, manager, the person who interviewed you, etc –) say to you that if you didn't resign from the union....

ROTATE STATEMENTS

- a. **Your working conditions would suffer**, for example, you'd get the worst shifts, you'd be overlooked for promotion or training or you'd be given the worst jobs
- b. **Your job or position would be changed**, for example, you'd be made part-time or casual
- c. **You'd lose pay**, or your pay would be reduced, for example, you'd be paid lower wages, get less or no overtime, or have your hours reduced
- d. **The job offer would be withdrawn**

Response frame

1. Yes
2. No
3. Don't know / can't remember
4. Not applicable
5. Refused

PREB7 IF ANY B5a TO B5d=1 (WAS TOLD OF SOME CONSEQUENCE OF NOT RESIGNING FROM THE UNION) CONTINUE. OTHERS GO TO PREB8a

- B7 Which, if any, of the things that were said by your employer **actually happened** to you (because you didn't resign from the union)? MULTIPLE RESPONSE

DISPLAY ONLY THOSE WHERE B5a TO B5d=1

1. Your working conditions suffered
2. Your job or position changed
3. You lost pay / lost overtime
4. (The job offer was withdrawn)
5. (Something else happened: Specify \_\_\_\_\_)
6. None / nothing actually happened to me

PREB8a IF B1=2 OR 3 (JOINED UNION WHEN STARTED WORK WITH CURRENT EMPLOYER, OR SINCE STARTING WORK WITH CURRENT EMPLOYER) ASK B8a INTRO A  
 IF B1=1 (ALREADY IN UNION WHEN STARTED WORK WITH CURRENT EMPLOYER) AND ANY B5a TO B5d=1 (EMPLOYER SAID THERE WOULD BE A CONSEQUENCE IF DIDN'T RESIGN FROM UNION) GO TO B11a (IE EMPLOYER CANNOT PRESSURE UNION MEMBER TO RESIGN AND STAY IN THE UNION AT THE SAME TIME)  
 OTHERS (B1=1 AND NO B5a TO B5d=1) (ALREADY IN UNION WHEN STARTED WORK WITH CURRENT EMPLOYER AND EMPLOYER DID NOT SAY THERE WOULD BE ANY CONSEQUENCES OF REMAINING A UNION MEMBER) ASK B8a INTRO B

- B8a (INTRO A) Still thinking about when you **started** work with your current employer, did you feel any kind of pressure at all to **join** the union?

(INTRO B) Still thinking about when you **started** work with your current employer, did you feel any kind of pressure at all to **remain in** the union?

1. Yes
2. No GO TO B8c
3. Refused GO TO B8c

- B8b What kind of pressure did you feel?  
 PROBE FOR COMPLETE RESPONSE  
 PROBE FOR KIND OF PRESSURE AND WHERE PRESSURE WAS COMING FROM

PREB8c IF B1=2 OR 3 (JOINED UNION WHEN STARTED WORK WITH CURRENT EMPLOYER, OR SINCE STARTING WORK WITH CURRENT EMPLOYER) ASK B8c INTRO A  
IF B1=1 (ALREADY IN UNION WHEN STARTED WORK WITH CURRENT EMPLOYER)  
ASK B8c INTRO B

B8c (INTRO A) When you started work with your current employer, did anyone representing management (- that's a supervisor, manager, the person who interviewed you, etc -) say to you that if you didn't join the union....  
(INTRO B) When you started work with your current employer, did anyone representing management say to you that if you didn't remain a union member....

#### ROTATE STATEMENTS

- a. **Your working conditions would suffer**, for example, you'd get the worst shifts, you'd be overlooked for promotion or training or you'd be given the worst jobs
- b. **Your job or position would be changed**, for example, you'd be made part-time or casual
- c. **You'd lose pay**, or your pay would be reduced, for example, you'd be paid lower wages, get less or no overtime, or have your hours reduced
- d. **The job offer would be withdrawn**

#### Response frame

1. Yes
2. No
3. Don't know / can't remember
4. Not applicable
5. Refused

PREB10 IF ANY B8cA TO B8cD =1 (WAS TOLD OF SOME CONSEQUENCE OF NOT JOINING/ NOT BEING IN THE UNION) CONTINUE. OTHERS GO TO B11

B10 Which, if any, of the things that were said by your employer **actually happened** to you (because you (joined the union / remained a union member))? MULTIPLE RESPONSE

DISPLAY ONLY THOSE WHERE B8cA TO B8cD=1

1. Your working conditions suffered
2. Your job or position changed
3. You lost pay / lost overtime
4. The job offer was withdrawn
5. (Something else happened: Specify \_\_\_\_\_)
6. None / nothing actually happened to me

**EXPERIENCES SINCE STARTING WORK WITH THE CURRENT EMPLOYER – UNION MEMBERS**

B11a I've just asked you about when you **started** work with your current employer..... **since** that time, have you felt any kind of pressure at all to **resign from the union**?

1. Yes
2. No GO TO B16a
3. Refused GO TO B16a
4. Only just started work with current employer (ie in last week or so) GO TO PREB20b

B11b What kind of pressure did you feel?  
**PROBE FOR COMPLETE RESPONSE**  
**PROBE FOR KIND OF PRESSURE AND WHERE PRESSURE WAS COMING FROM**

B12 How long ago did you last feel that kind of pressure to resign from the union?

1. 3 months ago or less
2. More than 3 months to 6 months ago
3. More than 6 months to 1 year ago
4. More than 1 year to 2 years ago
5. More than 2 years to 3 years ago
6. More than 3 years to 5 years ago
7. More than 5 years to 10 years ago
8. More than 10 years to 15 years ago
9. More than 15 years to 20 years ago
10. More than 20 years ago
11. Don't know

B13 When you last felt pressure to resign from the union, did anyone representing management say to you that if you didn't resign from the union.....?

IF NECESSARY: Management includes supervisors, managers, or any of the bosses.

**ROTATE STATEMENTS**

- a. **You would be dismissed** or lose your job
- b. **Your working conditions would suffer**, for example, you'd get the worst shifts, you'd be overlooked for promotion or training or you'd be given the worst jobs
- c. **Your job or position would be changed**, for example, you'd be made part-time or casual
- d. **You'd lose pay**, or your pay would be reduced, for example, you'd be paid lower wages, get less or no overtime, or have your hours reduced

**Response frame**

1. Yes
2. No
3. Don't know / can't remember
4. Not applicable
5. Refused

PREB15 IF ANY B13a TO B13d =1 (WAS TOLD OF SOME CONSEQUENCE OF NOT RESIGNING FROM THE UNION AFTER STARTING AT CURRENT WORKPLACE) CONTINUE. OTHERS GO TO B16a

B15 Which, if any, of the things that were said by your employer **actually happened to you** (because you didn't resign from the union)? **MULTIPLE RESPONSE**

DISPLAY ONLY THOSE WHERE B13a TO B13d=1

1. Your working conditions suffered
2. Your job or position changed
3. You lost pay / lost overtime
4. (You were dismissed or lost your job)
5. (Something else happened: Specify \_\_\_\_\_)
6. None / nothing actually happened to me

B16a Apart from when you started work with your current employer, have you felt any kind of pressure at all to **remain in the union**?

1. Yes
2. No GO TO PREB20b
3. Refused GO TO PREB20b

B16b What kind of pressure did you feel?  
**PROBE FOR COMPLETE RESPONSE**  
**PROBE FOR KIND OF PRESSURE AND WHERE PRESSURE WAS COMING FROM**

B17 How long ago did you last feel that kind of pressure to remain in the union?

1. 3 months ago or less
2. More than 3 months to 6 months ago
3. More than 6 months to 1 year ago
4. More than 1 year to 2 years ago
5. More than 2 years to 3 years ago
6. More than 3 years to 5 years ago
7. More than 5 years to 10 years ago
8. More than 10 years to 15 years ago
9. More than 15 years to 20 years ago
10. More than 20 years ago
11. Don't know

PREB18 IF ANY B13a TO B13d=1 (TOLD OF CONSEQUENCE OF RESIGNING FROM UNION BY EMPLOYER) GO TO PREB20b. (IE EMPLOYER CANNOT TELL OF CONSEQUENCE OF RESIGNING AND CONSEQUENCE OF REMAINING IN THE UNION) OTHERS CONTINUE

B18 When you last felt pressure to remain in the union, did anyone representing management say to you that if you didn't remain in the union....?

IF NECESSARY: Management includes supervisors, managers, or any of the bosses.

ROTATE STATEMENTS

- a. **You would be dismissed** or lose your job
- b. **Your working conditions would suffer**, for example, you'd get the worst shifts, you'd be overlooked for promotion or training or you'd be given the worst jobs
- c. **Your job or position would be changed**, for example, you'd be made part-time or casual
- d. **You'd lose pay**, or your pay would be reduced, for example, you'd be paid lower wages, get less or no overtime, or have your hours reduced

Response frame

1. Yes
2. No
3. Don't know / can't remember
4. Not applicable
5. Refused

PREB20a IF ANY B18a TO B18e =1 (WAS TOLD OF SOME CONSEQUENCE OF NOT BEING IN THE UNION) CONTINUE. OTHERS GO TO PREB20b

B20a Which, if any, of the things that were said by your employer **actually happened** to you (because you remained a union member)? MULTIPLE RESPONSE

DISPLAY ONLY THOSE WHERE B18a TO B18d=1

1. Your working conditions suffered
2. Your job or position changed
3. You lost pay / lost overtime
4. (You were dismissed / lost job)
5. (Something else happened: Specify \_\_\_\_\_)
6. None / nothing actually happened to me

PRE B20b IF ANY B5, B8c, B13 OR B18 = 1 (EMPLOYER MENTIONED NEGATIVE CONSEQUENCES OF BEING IN THE UNION) GO TO B21. OTHERS CONTINUE:

B20b READ SLOWLY

Even though your employer has not mentioned that being a union member would have negative consequences (PAUSE), at any time during your current employment, do you feel as though any of the following have happened to you **because you are a union member?**

- a. **Your working conditions have suffered**, for example, you got the worst shifts, you were overlooked for promotion or training or you were given the worst jobs
- b. **Your job or position has changed**, for example, you were made part-time or casual
- c. **You lost pay or had your pay reduced**, for example, you were paid lower wages, you got less or no overtime, or had your hours reduced
- d. **You were dismissed or lost your job**

Response frame

1. Yes
2. No
3. Don't know / can't remember
4. Not applicable
5. Refused

PREB20c If ANY B20b a TO d =1 (FEELS AS THOUGH SOMETHING HAS HAPPENED BECAUSE IS A UNION MEMBER), CONTINUE. OTHERS GO TO B21.

B20c When was the last time this happened to you?

1. 3 months ago or less
2. More than 3 months to 6 months ago
3. More than 6 months to 1 year ago
4. More than 1 year to 2 years ago
5. More than 2 years to 3 years ago
6. More than 3 years to 5 years ago
7. More than 5 years to 10 years ago
8. More than 10 years to 15 years ago
9. More than 15 years to 20 years ago
10. More than 20 years ago
11. Don't know

B21 Thinking about your workplace **today**.....

Do you feel free to exercise your choice to **remain in** the union?

1. Yes GO TO B23
2. No

3. Can't say GO TO B23
4. Refused GO TO B23

B22 Why do you say that?  
PROBE FOR FULL RESPONSE

B23 (And still thinking about your workplace today) do you feel free to exercise your choice to resign from the union?

1. Yes GO TO H1
2. No
3. Would never consider resigning from the union
4. Can't say GO TO H1
5. Refused GO TO H1

B24 Why do you say that  
PROBE FOR FULL RESPONSE

NOW GO TO H1

**STARTING WORK WITH THE CURRENT EMPLOYER – NON- UNION MEMBERS**

C1 The next few questions are about when you started work with your current employer. So that I can ask you the right questions, could you just tell me which one of the following best describes your situation...

1. I have **never** been a member of a union or similar organization GO TO C3
2. I left the union some time **before** starting work with my current employer
3. I left the union **within three months of starting work** with my current employer GO TO C6
4. I left the union **some time after that**
5. (Refused) GO TO C3
6. (Can't say) GO TO C3

C2 How long ago did you (last) leave the union?

1. 3 months ago or less
2. More than 3 months to 6 months ago
3. More than 6 months to 1 year ago
4. More than 1 year to 2 years ago
5. More than 2 years to 3 years ago
6. More than 3 years to 5 years ago
7. More than 5 years to 10 years ago
8. More than 10 years to 15 years ago
9. More than 15 years to 20 years ago
10. More than 20 years ago
11. Don't know

PREC3 IF C1=1 (NEVER BEEN A UNION MEMBER) CONTINUE. OTHERS GO TO PREC6

C3 Have you ever wanted to join a union?

1. Yes
2. No (GO TO PREC11a)
3. Don't Know (GO TO PREC11a)
4. Refused (GO TO PREC11a)

C4 When was the last time you wanted to join a union?

1. 3 months ago or less
2. More than 3 months to 6 months ago
3. More than 6 months to 1 year ago
4. More than 1 year to 2 years ago
5. More than 2 years to 3 years ago
6. More than 3 years to 5 years ago
7. More than 5 years to 10 years ago
8. More than 10 years to 15 years ago
9. More than 15 years to 20 years ago
10. More than 20 years ago
11. Don't know / can't remember

PREC5 IF C4=1 TO 6 (WANTED TO JOIN THE UNION IN THE LAST FIVE YEARS), CONTINUE.  
OTHERS GO TO PREC11a

C5 Why didn't you join the union at that time? MULTIPLES ACCEPTED

*No choice*

1. Employer said I must not join
2. Could not join, if wanted to **get** the job
3. Could not join, if wanted to **keep** the job

*Encouragement & peer pressure*

4. Employer encouraged me not to join
5. Work mates / colleagues encouraged me not to join
6. Friends / family encouraged me not to join
7. Few other workers / no-one else is in the union / don't want to be odd one out



*Union accessibility*

8. No union in my workplace
9. Don't know who to contact
10. Don't know which union to join
11. Union hasn't approached me

*Other reasons*

12. Don't agree with union approach / policies
13. Not important enough to me
14. Too expensive / don't want to pay / can't afford dues
15. Too much paperwork
16. Other (Specify\_\_\_\_\_)
17. Can't say / can't remember
18. Refused

PREC6 IF C1=2, 3, OR 4 (LAPSED UNION MEMBER) CONTINUE. OTHERS GO TO PREC8a

C6 Thinking back, why did you originally join the union? MULTIPLES ACCEPTED  
PROBE FOR COMPLETE RESPONSE: What other reasons? What others?

*No choice*

1. Union said I had to join
2. Employer said I had to join
3. Had to join, to **get** the job / union shop
4. Had to join, to **keep** the job
5. It was expected of me / was compulsory / had no/little choice (nfi)

*Encouragement & peer pressure*

6. Union encouraged me to join
7. Employer encouraged me to join
8. Work mates / colleagues encouraged me to join
9. Friends / family encouraged me to join
10. Most other workers / everyone else was in the union / wanted to be part of group

*Other reasons*

11. Belief in unionism
12. Union members got better work conditions
13. Union provided useful services / benefits
14. To have a voice / be heard
15. To have some one to negotiate for me / act on my behalf
16. To protect workers interests / entitlements
17. Workers are stronger if together / got more bargaining power
18. Other (Specify\_\_\_\_\_)
19. Can't say / can't remember
20. Refused

C7 Thinking back, what were your reasons for leaving the union?  
PROBE FOR COMPLETE RESPONSE: What other reasons? What others?

*No choice*

1. Employer said I had to leave
2. Had to leave, if wanted to **get** the job
3. Had to leave, if wanted to **keep** the job

*Encouragement & peer pressure*

4. Employer encouraged me to leave
5. Work mates / colleagues encouraged me to leave
6. Friends / family encouraged me to leave
7. Few other workers / no-one else is in the union / didn't want to be odd one out

*Changing circumstances*

8. Changed jobs
9. Changed industry
10. Got promoted
11. Workplace has changed / unions don't have as much power these days

*Other reasons*

12. No longer agree with union approach / policies
13. Prefer to negotiate own pay / conditions
14. Dissatisfied with services / benefit

15. Too expensive
16. Other (Specify\_\_\_\_\_)
17. Can't say / can't remember
18. Refused

PREC8a IF C1=3 OR 4 (LEFT UNION WITHIN THREE MONTHS OF STARTING WORK WITH CURRENT EMPLOYER OR LEFT UNION WHILE WORKING WITH CURRENT EMPLOYER) GO TO C8a INTRO A. OTHERS GO TO C8a INTRO B

C8a (INTRO A) Thinking about when you started work with your current employer, did you feel any kind of pressure at all to resign from the union?  
(INTRO B) Thinking about when you started work with your current employer, did you feel any kind of pressure at all **not to join** a union?

1. Yes
2. No GO TO C8c
3. Refused GO TO C8c

C8b What kind of pressure did you feel?  
PROBE FOR COMPLETE RESPONSE  
PROBE FOR KIND OF PRESSURE AND WHERE PRESSURE WAS COMING FROM

PREC8c IF C1=3 OR 4 (LEFT UNION WITHIN THREE MONTHS OF STARTING WORK WITH CURRENT EMPLOYER OR LEFT UNION WHILE WORKING WITH CURRENT EMPLOYER) GO TO C8c INTRO A. OTHERS GO TO C8c INTRO B

C8c (INTRO A) When you started work with your current employer, did anyone representing management – that's a supervisor, a manager, the person who interviewed you, etc - say to you that if you didn't resign from the union...  
(INTRO B) When you started work with your current employer, did anyone representing management – that's a supervisor, a manager, the person who interviewed you, etc - say to you that if you joined a union...

#### ROTATE STATEMENTS

- a. Your working conditions would suffer, for example, you'd get the worst shifts, you'd be overlooked for promotion or training or you'd be given the worst jobs etc
- b. Your job or position would be changed, for example, you'd be made part-time or casual
- c. You'd lose pay, or your pay would be reduced, for example, you'd be paid lower wages, get less or no overtime, or have your hours reduced
- d. The job offer would be withdrawn

#### Response frame

1. Yes
2. No
3. Don't know / can't remember
4. Not applicable
5. Refused

PRE C10 IF C1=3 OR 4 (LEFT UNION WITHIN THREE MONTHS OF STARTING WORK WITH CURRENT EMPLOYER OR LEFT UNION WHILE WORKING WITH CURRENT EMPLOYER) AND ANY C8cA TO C8cD =1 (TOLD OF SOME CONSEQUENCE IF DIDN'T RESIGN FROM UNION WHEN STARTED IN CURRENT JOB) CONTINUE. OTHERS GO TO PREC11a

C10 Which, if any, of the things that were said by your employer **actually happened to you** (because you didn't resign from the union)? MULTIPLE RESPONSE

DISPLAY ONLY THOSE WHERE C8cA TO C8cD=1

1. Your working conditions suffered
2. Your job or position changed
3. You lost pay / lost overtime

4. (The job offer was withdrawn)
5. (Something else happened: Specify\_\_\_\_\_)
6. None / nothing actually happened to me

PREC11a IF A9=1 AND C1=1 OR 2 (UNION PRESENCE IN WORKPLACE AND NOT MEMBER OF UNION WHEN STARTED CURRENT JOB) SAY C11a INTRO A.

IF A9=1 AND C1=3 OR 4 AND ANY C8cA TO C8cD=1 (UNION PRESENCE IN WORKPLACE AND MEMBER OF UNION WHEN STARTED CURRENT JOB AND EMPLOYER SAID THERE WOULD BE A CONSEQUENCE OF REMAINING IN UNION) GO TO C15a (IE EMPLOYER CANNOT PRESSURE UNION MEMBER TO RESIGN AND REMAIN IN THE UNION AT THE SAME TIME)

IF A9=1 AND C1=3 OR 4 AND NO C8cA TO C8cD=1 (UNION PRESENCE IN WORKPLACE AND MEMBER OF UNION WHEN STARTED CURRENT JOB AND EMPLOYER SAID NO CONSEQUENCES OF REMAINING IN UNION) SAY C11a INTRO B.  
OTHERS GO TO C15a

C11a (INTRO A) When you started work with your current employer, did you feel any kind of pressure at all to **join** the union?  
(INTRO B) When you started work with your current employer, did you feel any kind of pressure at all to **remain in** the union?

1. Yes
2. No GO TO C12
3. Refused GO TO C12

C11b What kind of pressure did you feel?  
PROBE FOR COMPLETE RESPONSE  
PROBE FOR KIND OF PRESSURE AND WHERE PRESSURE WAS COMING FROM

C12 When you started work with your current employer, did anyone representing management - that's a supervisor, a manager, the person who interviewed you, etc - say to you that if you weren't in the union.....

#### ROTATE STATEMENTS

- a. The job offer would be withdrawn
- b. **Your working conditions would suffer**, for example, you'd get the worst shifts, you'd be overlooked for promotion or training or you'd be given the worst jobs
- c. **Your job or position would be changed**, for example, you'd be made part-time or casual
- d. **You'd lose pay**, or your pay would be reduced, for example, you'd be paid lower wages, get less or no overtime, or have your hours reduced

#### Response frame

1. Yes
2. No
3. Don't know / can't remember
4. Not applicable
5. Refused

PREC14 IF ANY C12a TO C12d =1 (WAS TOLD OF SOME CONSEQUENCE OF NOT JOINING THE UNION) CONTINUE. OTHERS GO TO C15a

C14 Which, if any, of the things that were said by your employer **actually happened to you** (because you weren't in the union)? MULTIPLE RESPONSE

DISPLAY ONLY THOSE WHERE C8cA TO C8cD=1

1. Your working conditions suffered
2. Your job or position changed
3. You lost pay / lost overtime
4. (The job offer was withdrawn)
5. (Something else happened: Specify\_\_\_\_\_)
6. None / nothing actually happened to me

**EXPERIENCES SINCE STARTING WORK WITH THE CURRENT EMPLOYER – NON-UNION MEMBERS**

C15a I've just asked you about when you **started** work with your current employer..... since that time, have you felt any kind of pressure at all to join the union?

1. Yes
2. No GO TO PREC20a
3. Refused GO TO PREC20a
4. Only just started work with current employer (ie in last week or so) GO TO C24a

C15b What kind of pressure did you feel?  
**PROBE FOR COMPLETE RESPONSE**  
**PROBE FOR KIND OF PRESSURE AND WHERE PRESSURE WAS COMING FROM**

C16 How long ago did you last feel that kind of pressure to join the union?

1. 3 months ago or less
2. More than 3 months to 6 months ago
3. More than 6 months to 1 year ago
4. More than 1 year to 2 years ago
5. More than 2 years to 3 years ago
6. More than 3 years to 5 years ago
7. More than 5 years to 10 years ago
8. More than 10 years to 15 years ago
9. More than 15 years to 20 years ago
10. More than 20 years ago
11. Don't know

C17 The last time you felt any kind of pressure to join the union, did anyone **representing management** say to you that if you didn't join the union..

IF NECESSARY: Management includes supervisors, managers, or any of the bosses.

**ROTATE STATEMENTS**

- a. **You would be dismissed** or lose your job
- b. **Your working conditions would suffer**, for example, you'd be get the worst shifts, you'd be overlooked for promotion or training or you'd be given the worst jobs
- c. **Your job or position would be changed**, for example, you'd be made part-time or casual
- d. **You'd lose pay**, or your pay would be reduced, for example, you'd be paid lower wages, get less or no overtime, or have your hours reduced

Response frame

1. Yes
2. No
3. Don't know / can't remember
4. Not applicable
5. Refused

PREC19 IF ANY C17a TO C17d=1 (WAS TOLD OF SOME CONSEQUENCE OF NOT JOINING THE UNION) CONTINUE. OTHERS GO TO PREC20a

C19 Which, if any, of the things that were said by your employer **actually happened to you** (because you didn't join the union)? **MULTIPLE RESPONSE**

DISPLAY ONLY THOSE WHERE C17a TO C17d=1

1. Your working conditions suffered
2. Your job or position changed
3. You lost pay / lost overtime
4. (You were dismissed or lost your job)
5. (Something else happened: Specify \_\_\_\_\_)
6. None / nothing actually happened to me

PREC20a IF C1=4 (LEFT UNION AFTER STARTING WITH CURRENT EMPLOYER) CONTINUE.  
OTHERS GO TO C24a

C20a You told us before that you left the union some time after starting work with your current employer... (just to confirm) did you feel any kind of pressure at all to resign from the union at that time?

1. Yes
2. No GO TO C24a
3. Refused GO TO C24a

C20b What kind of pressure did you feel?  
PROBE FOR COMPLETE RESPONSE  
PROBE FOR KIND OF PRESSURE AND WHERE PRESSURE WAS COMING FROM

C21 When you left the union, did anyone representing management say to you that if you didn't resign from the union....

IF NECESSARY: Management includes supervisors, managers, or any of the bosses.

ROTATE STATEMENTS

- a. **You would be dismissed** or lose your job
- b. **Your working conditions would suffer**, for example, you'd be get the worst shifts, you'd be overlooked for promotion or training or you'd be given the worst jobs
- c. **Your job or position would be changed**, for example, you'd be made part-time or casual
- d. **You'd lose pay**, or your pay would be reduced, for example, you'd be paid lower wages, get less or no overtime, or have your hours reduced

Response frame

1. Yes
2. No
3. Don't know / can't remember
4. Not applicable
5. Refused

PRE C23 IF ANY C21a TO C21d=1 (TOLD OF SOME CONSEQUENCE IF DIDN'T RESIGN FROM UNION AFTER STARTING AT CURRENT WORKPLACE) CONTINUE. OTHERS GO TO C24a

C23 Which, if any, of the things that were said by your employer **actually happened to you** (because you resigned from union)? MULTIPLE RESPONSE

DISPLAY ONLY THOSE WHERE C21a TO C21d=1

1. Your working conditions suffered
2. Your job or position changed
3. You lost pay / lost overtime
4. (You were dismissed)
5. (Something else happened: Specify\_\_\_\_\_)
6. None / nothing actually happened to me

PREC24a IF C1=4 (LEFT UNION AFTER STARTING WITH CURRENT EMPLOYER) ASK C24a INTRO A.  
OTHERS ASK C24a INTRO B

C24a (INTRO A) At any time since you left the union, have you wished to re-join the union, but felt pressure not to?  
(INTRO B) (Just to confirm...) At **any** time since starting work with your current employer, have you **wished** to (join / re-join) a union, but felt pressure not to?

1. Yes
2. No GO TO PREC25b

## 3. Refused GO TO PREC25b

C24b What kind of pressure did you feel?  
 PROBE FOR COMPLETE RESPONSE  
 PROBE FOR KIND OF PRESSURE AND WHERE PRESSURE WAS COMING FROM

C25a How long ago did you last feel any kind of pressure not to (join / re-join) a union, even though you wanted to?

1. 3 months ago or less
2. More than 3 months to 6 months ago
3. More than 6 months to 1 year ago
4. More than 1 year to 2 years ago
5. More than 2 years to 3 years ago
6. More than 3 years to 5 years ago
7. More than 5 years to 10 years ago
8. More than 10 years to 15 years ago
9. More than 15 years to 20 years ago
10. More than 20 years ago
11. Don't know

C25a2 The last time you felt any kind of pressure not to (join / re-join) a union, did anyone representing management say to you that if you (joined / re-joined) a union...

IF NECESSARY: Management includes supervisors, managers, or any of the bosses.

## ROTATE STATEMENTS

- a. **You would be dismissed** or lose your job
- b. **Your working conditions would suffer**, for example, you'd be get the worst shifts, you'd be overlooked for promotion or training or you'd be given the worst jobs
- c. **Your job or position would be changed**, for example, you'd be made part-time or casual
- d. **You'd lose pay**, or your pay would be reduced, for example, you'd be paid lower wages, get less or no overtime, or have your hours reduced

## Response frame

1. Yes
2. No
3. Don't know / can't remember
4. Not applicable
5. Refused

PRE C25b IF ANY C12, C17, = 1 (EMPLOYER MENTIONED NEGATIVE CONSEQUENCES OF NOT BEING IN THE UNION) GO TO C26 OTHERS CONTINUE

C25b READ SLOWLY

Even though your employer hasn't mentioned any negative consequences of you not being in the union (PAUSE), at any time during your current employment, do you feel as though any of the following have happened to you **because** you aren't a union member?

- a. **Your working conditions have suffered**, for example, you got the worst shifts, you were overlooked for promotion or training or you were given the worst jobs
- b. **Your job or position has changed**, for example, you were made part-time or casual
- c. **You lost pay or had your pay reduced**, for example, you were paid lower wages, you got less or no overtime, or had your hours reduced
- d. **You were dismissed or lost your job**

## Response frame

1. Yes
2. No

3. Don't know / can't remember
4. Not applicable
5. Refused

PREC25c IF C25b a TO d =1 (FEELS AS THOUGH SOMETHING HAS HAPPENED BECAUSE IS NOT A UNION MEMBER), CONTINUE. OTHERS GO TO C26

C25c When was the last time this happened to you?

1. 3 months ago or less
2. More than 3 months to 6 months ago
3. More than 6 months to 1 year ago
4. More than 1 year to 2 years ago
5. More than 2 years to 3 years ago
6. More than 3 years to 5 years ago
7. More than 5 years to 10 years ago
8. More than 10 years to 15 years ago
9. More than 15 years to 20 years ago
10. More than 20 years ago
11. Don't know

C26 Thinking about your workplace **today**.....

Do you feel free to exercise your choice to join a union?

1. Yes GO TO C28
2. No
3. Would never consider joining a union
4. Can't say GO TO C28
5. Refused GO TO C28

C27 Why do you say that?  
PROBE FOR FULL RESPONSE

C28 (And thinking about your workplace today) do you feel free to exercise your choice not to join a union?

1. Yes GO TO H1
2. No
3. Can't say GO TO H1
4. Refused GO TO H1

C29 Why do you say that  
PROBE FOR FULL RESPONSE

**WORK HISTORY**

H1 Now I have a few very quick questions about your work history.... Apart from your current job, have you ever had any other jobs?

1. Yes
2. No GO TO D1

H2 **READ SLOWLY**

So at any other time in your working life (apart from your current job), have you ever felt any kind of pressure at all **to be in a union?**

1. Yes
2. No GO TO H5
3. Refused GO TO H5

H3 (Still excluding your current job), how long ago did you last feel any kind of pressure to be in a union?

1. 3 months ago or less
2. More than 3 months to 6 months ago
3. More than 6 months to 1 year ago
4. More than 1 year to 2 years ago
5. More than 2 years to 3 years ago
6. More than 3 years to 5 years ago
7. More than 5 years to 10 years ago
8. More than 10 years to 15 years ago
9. More than 15 years to 20 years ago
10. More than 20 years ago
11. Don't know

H4 What kind of pressure did you feel?

**PROBE FOR KIND OF PRESSURE AND WHERE PRESSURE WAS COMING FROM**

H5 And at any other time in your working life, (apart from your current job), have you ever felt any kind of pressure at all **not** to be in a union?

1. Yes
2. No GO TO D1
3. Refused GO TO D1

H6 (Still excluding your current job), how long ago did you last feel any kind of pressure not to be in a union?

1. 3 months ago or less
2. More than 3 months to 6 months ago
3. More than 6 months to 1 year ago
4. More than 1 year to 2 years ago
5. More than 2 years to 3 years ago
6. More than 3 years to 5 years ago
7. More than 5 years to 10 years ago
8. More than 10 years to 15 years ago
9. More than 15 years to 20 years ago
10. More than 20 years ago
11. Don't know

H7 What kind of pressure did you feel?

**PROBE FOR KIND OF PRESSURE AND WHERE PRESSURE WAS COMING FROM**



**DEMOGRAPHICS**

Thanks for that, now for a final few questions to help us classify the information .....

Remember, any information you provide is totally confidential and is used for research purposes only...

D1 What is the postcode of your workplace location?

1. Post code given (Specify \_\_\_\_\_)
2. Don't know post code – record suburb (Specify \_\_\_\_\_)
3. Changing workplace location  
(Specify region eg Melbourne CBD, NSW Central Coast \_\_\_\_\_)
4. Refused

D2 What is the highest level of formal education or training that you have completed?

1. Primary School
2. Year 10 or below
3. Year 11 or equivalent
4. Year 12 or equivalent
5. Trade / apprenticeship qualification
6. Other TAFE/Technical Certificate or Diploma
7. Degree or Diploma
8. Post Graduate
9. Other (Specify)
10. (Don't know)

D3 Into which of the following age ranges do you fall?

1. 15-19
  2. 20-24
  3. 25-29
  4. 30-34
  5. 35-39
  6. 40-44
  7. 45-49
  8. 50-54
  9. 55+
- IF NECESSARY
10. 15-39
  11. 40 +
  12. Refused

D4 I am going to read out some broad income ranges.... could you please tell me which one best describes your total annual income before tax (including overtime and bonuses) from your (main) job?

IF NECESSARY: Remember, this information is confidential

1. Less than \$10,000
2. \$10,000 to \$24,999
3. \$25,000 to \$49,999
4. \$50,000 to \$74,999
5. \$75,000 to \$99,999
6. \$100,000 or more
7. Refused

D5 RECORD RESPONDENT GENDER

1. Male
2. Female

**CLOSE**

That's the end of the survey. Thank you for answering our questions.

**IF NECESSARY**

Information from the survey will be used to help the Department of Employment and Workplace Relations assess whether the Freedom of Association provisions are helping employees to exercise their choices in regard to union membership.

If you have any queries about this study, I have some numbers you can call if you want to....

**ONLY OFFER IF RESPONDENT WANTS NUMBERS**

You can call us at the Social Research Centre toll free on 1800 023 040, or call the Office of the Employment Advocate at the Department of Employment and Workplace Relations, on their toll free number (1800 443 223), during business hours.

And just to remind you, my name is (...) from The Social Research Centre.

**TERMINATION SCRIPT 1**

Thanks anyway, but for this survey we need to speak to wage and salary earners.

**TERMINATION SCRIPT 2 (REFUSED UNION MEMBERSHIP, OCCUPATION OR INDUSTRY)**

Thanks anyway, but to be able to classify the results for this survey we need to collect information about (union membership / occupation / industry). Your right to withhold this information is respected. Thanks again.

**TERMINATION SCRIPT 3 (QUOTA FAILURE AT S5)**

Thanks anyway, but for this survey we are interviewing both union members and non-union members, and our quota for (union members / non union members) is full.

**TERMINATION SCRIPT 4 (QUOTA FAILURE AT S6 OR S7)**

Thanks anyway, but for this survey we need to speak to employed persons in certain types of occupations and industries.

---

**INTERVIEWER DECLARATION**

I certify that this is a true, accurate and complete interview, conducted in accordance with the briefing instructions, the IQCA standards and the MRSA Code of Professional Behaviour (ICC/Esomar). I will not disclose to any other person the content of this questionnaire or any other information relating to the project.

Interviewer name:

Interviewer I.D:

Signed:

Date

---

Tabbed  
DEWR  
by  
6/11/03  
3:25pm.

**Interventions since 1 July 2003 – Costs to date**

Belandra v Australasian Meat Industry Employees' Union & Others re Part XA-AGS  
– no invoices so far

Endeavour Operations (Formerly Elura mines) and AWU and the NSW IRC re power  
of NSW IRC to restrain federal agreement making **AGS** - \$14,267

Skilled Engineering v AMWU re implication of terms into certified agreements -  
**Minter Ellison** \$4,298

MBA (VIC, NSW & ACT) v CFMEU and others – s.127 application **Freehills**- no  
invoices yet

Work and Family Test Case – **in house**

CPSU v Sensis Pty Ltd – s. 45 appeal to Full Bench against orders of Smith C in  
relation to agreement making - **Minter Ellison** \$32,891

CEPU v Telstra Corporation Ltd – s.45 appeal against decision of Lawler VP re  
settlement of a dispute arising from an agreement - **AGS** \$16,704

Applications under section 501 of the Act by Australian Nursing Federation and  
Others for adjustment of minimum wage orders in various Victorian industry sectors –  
**in house**

CEPU v Siganto & Stacey Pty Ltd – application to terminate agreements (by Siganto  
and Stacey), application to seek to revoke certification of an agreement (by CEPU) –  
**Minter Ellison** \$2,291

Boral Masonry Ltd v Construction, Forestry, Mining and Energy Union – s. 128  
application seeking to restrain NSW IRC from dealing with certain applications re  
right of entry - **AGS** \$1,029 - **Henry Davis York** \$16,161



Mr John Carter  
Secretary  
Senate Committee for Employment,  
Workplace Relations and Education,  
Parliament House  
Canberra ACT 2600

Dear Mr Carter

### **Supplementary estimates hearing**

I refer to my appearance before the Employment, Workplace Relations and Education Committee on 6 November 2003. I take this opportunity to provide some further information that may be of interest to the members of the Committee.

During my evidence, Senator Kirk asked whether the National Occupational Health and Safety Commission determined its own priorities. I answered affirmatively. The Senator then asked whether there was 'any direction or advice from the Minister'. I answered, 'No'. This is because the *National Occupational Health and Safety Commission Act 1985* does not give a Ministerial power of direction in respect of the Commission, other than a power conferred on the Minister for Finance to the Minister under s.56 to the Minister for Finance to direct the amounts in which, and the times at which, money appropriated to the Commission is to be paid.

For completeness, I also wish to draw the Committee's attention to the fact that the Commission is a Commonwealth authority subject to the *Commonwealth Authorities and Companies Act 1997* and that the Commission's members are its directors for the purposes of that Act. Under s.28, the responsible Minister (in this case, the Minister for Employment and Workplace Relations) may notify the directors of a Commonwealth authority in writing of general policies of the Commonwealth Government that are to apply to the authority. The directors must ensure that the policies are carried out in relation to the authority.

It might be noted that this power concerns the 'general policies' of the Commonwealth Government, not particular priorities that the Government might wish to have pursued.

As to advice, I also described how the Commission reports to the Workplace Relations Ministerial Council on a regular basis and seeks its guidance. I confirmed that this amounts to the Council's having an advisory role. It is customary for the Minister to advise the Commission of the outcome of the Council's deliberations on OHS matters. The Minister does so in the capacity of Chair of the Council.

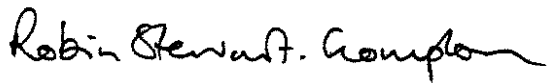
Usually, this advice relates to the matters raised by the Commission with the Ministers. Occasionally, it may be a new matter that the Ministers would like the Commission to address. Where this occurs, it is typically within the scope of, or related to, matters that have been, or

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are being, addressed by the Commission. For example, in 2001, Ministers asked the Commission to undertake certain work on various matters that would assist in the implementation of the Commission's 1996 standard on the *Control of Major Hazard Facilities*. The Commission agreed and has regularly reported to the Ministers on its work in those areas.

It is also the case that, from time to time, the responsible Minister may draw the Commission's attention to particular OHS issues with which the Government is dealing that may have implications for the Commission. Examples are information provided by the Minister about the Government's response to recommendations on OHS issues in Parliamentary reports and in other official reports. The Commission carefully considers such information, and the views of the Minister, when determining how to proceed in relation to such matters.

Yours sincerely



Robin Stewart-Crompton  
Chief Executive Officer

10 November 2003.