

FREEDOM OF ASSOCIATION POLICY

General prohibition	A party must not enter into, participate in, or facilitate arrangements or practices designed to avoid its own legal obligations, or the legal obligations of others. This includes arrangements or practices that undermine freedom of association.	Callen Constructions shall comply with all obligations of general prohibition
Personal information	Contractors may not provide the names of new staff, job applicants, contractors or subcontractors to unions other than that as required by law (or relevant agreement).	Callen Constructions shall comply with all obligations of personal information
Policies	Contractors must adopt policies that promote freedom of association.	Callen Constructions shall comply with all obligations of policies
Union membership	Contractors shall not permit "no ticket, no start" signage, show card days, or any other practice which implies that union membership is anything other than a matter of individual choice, including employers unlawfully encouraging or discouraging employees to join a union.	Callen Constructions shall comply with all obligations of union membership
Inductions	Contractors must not allow employee representatives, shop stewards or other union officers to undertake or administer site inductions process. Site management must oversee or be present.	Callen Constructions shall comply with all obligations of inductions
Discrimination	Contractors must not discriminate against or disadvantage elected representatives.	Callen Constructions shall comply with all obligations of anti-discrimination.
Forms	Contractors must not use any form which requires any employee to identify their union status nor should they require that sub-contractors identify the union status of their employees or sub-contractors.	Callen Constructions shall comply with all obligations of forms
Refusal to employ or terminate	Contractors must not refuse to employ or terminate and employee, based on their union status.	Callen Constructions shall comply with all obligations of refusal/employ/terminate
Non-working shop stewards	Contractors must not permit the imposition. Or attempted imposition of a requirement for any employer Stewards on site to engage a non-working shop steward or delegate or to hire an individual nominated by a union.	Callen Constructions shall comply with all obligations of non-working shop stewards
Logos & Indica	Contractors must not require the display of union or related logos, mottos or other indicia on company property or equipment, including clothing (unless there is a requirement to the contrary in relevant agreements).	Callen Constructions shall comply with all obligations of logos and indicia