

## **Chapter 11: Protection against Anti-union Discrimination**

### **Right of an Employee in Participating in Trade Unions**

Every employee shall have the following rights:

1. to be a member or an officer of a trade union
2. to take part in the activities of the trade union at any appropriate time, if the employee is a member or an officer of a trade union  
(Appropriate time means:-
  - outside working hours; or
  - during working hours by arrangement and with the consent of the employer.)
3. to associate with other persons for the purpose of forming or applying for the registration of a trade union.

### **Statutory Requirements of the Employer**

An employer shall not:-

1. prevent or deter an employee from exercising any of the above rights;
2. dismiss, penalize or discriminate against an employee for exercising the above rights;
3. make it a condition of employment that an employee must not exercise the above rights.

### ***Offences and Penalties***

Any employer who contravenes the above shall be liable to prosecution and upon conviction, to a fine of \$100,000.