

Ratification procedures for Collective Employment Agreements and variations thereof

Following a proposed settlement of an Employment Agreement, the following processes shall be followed before that settlement shall become binding:

1. In the case of negotiations relating to the employment agreement of only one employee that employee shall verbally notify the union of their consent to the settlement.

In the case of negotiations relating to two or more employees:

2. The union shall notify the employees, either by mail, through its offices, or workplace representatives or through a union publication of the date, time and venue for a meeting to ratify the settlement.
3. A majority vote for each occupational group of those voting at the meeting who have authorised the union to represent them in those negotiations shall be sufficient to ratify the settlement in respect of all the employees to whom it relates.
4. No occupational group for whom an agreement is being negotiated shall finally settle until all groups within that agreement have settled.
5. The meeting may consist of a number of meetings at the same time or different date, time or venue.
6. Proxy votes are acceptable where members are unable to attend a meeting and such proxy votes shall be in writing, signed and such proxy votes shall be in writing, signed and clearly identify whether the member accepts or refuses the settlement offer.

The member agrees to be bound by the ratification process

- Once signed, the Authorisation shall remain in force until such time as either it lapses or is revoked as hereinafter provided.
- The Authorisation shall lapse upon the member ceasing to be employed by the employer named in the Authorisation.
- The Authorisation may be revoked by the Union at any time should the member fail to fulfil and discharge their obligation under the terms of these conditions, or under the Rules of the Union.