

1. **Employee layoffs**

   Employers must consult trade unions before disciplinary action or terminating permanent employment contracts and negotiate planned collective redundancies.

2. **Workplace policies and pay**

   Employers must consult unions on changes to workplace regulations. Changes to pay and bonus schemes require union agreement.

3. **Employee Social Benefits Fund (ZFSS)**

   Union representatives must participate in overseeing the fund. Employers must consider their position on fund allocation, and the fund cannot be abolished without union consent.

4. **Access to company information**

   Trade unions can access information on salaries, staffing levels and the company's financial position.

5. **Individual employee matters**

   Unions can raise individual employment concerns, including discrimination, disciplinary action and pay disputes, and represent members in proceedings.

6. **Workplace improvements**

   Unions can propose changes to wages, working conditions and work organization, and initiate collective disputes, including strikes.

7. **Health and safety (BHP)**

   Employers must consult unions on health and safety matters. Unions can also establish a Social Labor Inspectorate to monitor compliance.

8. **National Labor Inspectorate cooperation (PIP)**

   Unions are entitled to information on workplace inspections and may participate in the inspection process.

9. **Bullying and harassment prevention**

   Unions can appoint representatives to anti-bullying committees and propose preventive policies and procedures.

10. **Employee communication**

    Unions are entitled to office space and an information board to communicate with employees about their activities and workplace matters.

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