



## **\*\* FACING INDUSTRIAL RELATIONS CHANGES \*\***

The Federal Government's proposed industrial relations changes will affect our members' enterprise bargaining and therefore possibly future wages and conditions outcomes.

Employers will only be required by law to have 5 minimum conditions of employment in future Agreements and what employees get to keep will depend on how we bargain and our organised/unionised strength in each workplace.

Workers will ONLY be entitled to, "a minimum hourly rate of pay (currently \$12:75), 8 days sick leave, 4 weeks annual leave, unpaid parental leave and weekly working hours".

Everything else is up for grabs - overtime, shift rates, casual loadings, holiday loadings, roster arrangements, public holidays, redundancy pay, and general allowances.

The AIRC will lose its powers relating to Awards, with a taskforce to rationalise existing Awards and Career [classification] Structures within 12 months of being created.

This will impact on our ability to enforce entitlements in current Certified Agreements and our newly created Career Structures will be threatened.

The AIRC will also lose its role in overseeing Agreements.

Even with a State Labor Government issues about the enforcement of current conditions of employment will arise, as conditions are stripped from our underpinning Awards.

It's important therefore that you and your colleagues get informed and active.

By sticking together - we do better.

**KAREN BATT**  
*Victorian Branch Secretary*

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worth fighting for

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