

Are you getting a fair deal at work?



1. Have you ever been fired for a reason you thought was unfair or given no reason at all?
2. Have you ever been subjected to verbal threats or violence by a co-worker or employer?
3. Have you ever been subjected to physical or verbal behaviour of a sexual nature by someone at work that has made you feel uncomfortable?
4. Have you ever been given a warning or disciplined for something you have been accused of doing that wasn't true?
5. Have you ever had an amount of money deducted from your pay by your employer without your consent or agreement?
6. Have you ever been injured at work and discouraged by a manager or your employer in reporting it or seeking medical treatment?
7. Do you suspect that your employer is underpaying you or not giving you entitlements like paid sick leave or holiday leave?
8. Have you ever been sacked from an apprenticeship or traineeship?
9. Have you ever been prevented from joining a union by your employer or discriminated against for being a union member?
10. Do you believe you are entitled to Superannuation but your employer is not paying it?

If you answered YES to at least one of these questions, the chances are you are not getting a fair deal or your rights are being compromised.

Your Basic Rights as a Young Worker

- Recent changes by the Federal Government to unfair dismissal laws now make it legal for an employer to sack you for any reason, or no reason at all. It is important you seek advice from your union if you have been sacked.
- is unlawful for your employer to sack you because you are pregnant or on maternity/parental leave.
- Young workers have the right to work in workplaces that are healthy and safe and free from discrimination and harassment.
- You have the right to be represented by a union or employee advocate if you are involved in a dispute at work or you are requested by your employer to attend a disciplinary meeting.

- Your employer must get your consent or permission before deducting any amount from your pay other than tax and union fees.
- If you are injured at work or become sick as a result of your work you may be entitled to claim Workers' Compensation for medical expenses or lost wages.
- If you earn over \$450 per month or are aged under 18 and working more than 30 hours per week, your employer is required by law to pay an additional 9% in superannuation into an eligible super fund.
- Young workers covered by awards and/or workplace agreements have the right to receive the minimum entitlements and conditions set out in these legal documents.
- Your employer is required by law to provide a copy of your award and/or workplace agreement at the workplace.
- It is illegal for your employer to prevent you from joining a union.

Check the U-Who website for more information about casual work : www.u-who.org.au

What can you do if you have a problem at work?

Get advice!

Are you a member of your union? If so, give them a call and tell them about your situation. Not a member? Contact the Young Workers Legal Service on (08) 8279 2233.

Talk to co-workers you trust

There may be other people at your work experiencing the same problems or issues you are. There is a greater chance of a problem being resolved satisfactorily if there is a group of you than if you try to approach your employer by yourself. By contacting the relevant union that covers your profession or industry, you and your co-workers will receive valuable advice and support on how to approach your employer about the problem.