

# Abolish redundancy pay and protection from unfair dismissals for people who work in small businesses



“ **The Howard Government thinks workers are disposable** ”

## Important changes coming from 1 July 2005

*The Howard Government has said it will use its new Senate powers to take away many of your basic rights at work.*

*The Government wants to get rid of your right to redundancy pay and protection from unfair dismissals if you work in small business.*

The Government is determined to take away all unfair dismissal protection for people working in small businesses - 3 million Australians.

If you work in a small business and are sacked unfairly, or not even given a reason for being sacked, you will have no protection under federal law.

The Government is already trying to pass laws that would

take away the right of everyone working in small businesses to get redundancy pay - leaving them with nothing if they get sacked or are made redundant.

The Government thinks anyone who works for a small business isn't entitled to even the most basic rights.

People who work for small businesses shouldn't be treated as second class citizens.

Unions are committed to protecting job security for all working people, including those who work for small businesses.

**Unions are worried that once the Government takes away these rights from small business workers, who will be next?**

Your job security is a right worth fighting for.

### HOW THE HOWARD GOVERNMENT IS TAKING AWAY YOUR JOB SECURITY

Before the Howard Govt was elected in 1996	JOB SECURITY UNDER THE HOWARD GOVERNMENT		Business wishlist...
	Current situation - since 1996	Expected govt changes - 2005	
Dismissals had to be procedurally fair.  Unions and workers had to be consulted once an employer decided to retrench 15 or more employees.	Can be unfairly dismissed within first 3 months of new job, or at least 12 months for casuals.  Application fee introduced to make it harder for sacked people to apply for unfair dismissal.  No requirement for employers to consult unions or workers about retrenchments.	Abolish unfair dismissal law for employees working in businesses with less than 20 permanent employees.  Abolish award entitlement to redundancy pay for employees working in businesses with less than 15 permanent employees.	Can be unfairly dismissed within first 6 months of new job. Increase fees for a worker to file an unfair dismissal claim. Employers let off the hook if they have poor human resources skills.  Workers' applications thrown out if there are any small paperwork mistakes.  No award entitlement to redundancy pay for any worker - not just small business workers.