

Put yourself in their shoes

Family man sacked and company
attempts to avoid worker's right to unfair
dismissal claim under new IR law
opportunities.



Under the federal government's new industrial laws it is no longer unfair to sack a worker if the company employs less than 100 staff.

Worse than this a company that employs more than 100 staff might even try to argue that the 100 threshold applies to each site it operates.

That is what has happened to building worker Leigh Scott who was told that he was being dismissed due to lack of work in the company, despite the fact that the job he was on has six months of work.

Interestingly, Mr Scott was replaced in his position as health and safety rep by the foreman's son!

And all of this took place on a building worksite at Caulfield Grammar in March.

Adco's website proudly proclaims that: "We have offices in Sydney, Brisbane, Melbourne and the Gold Coast which are involved in an extensive cross-section of projects cumulatively valued at more than \$400 million each year."

Apparently though there is no work for Mr Scott and they are arguing that with under 100 staff at the Caulfield Grammar site that they are exempt from unfair dismissal.

What messages do these laws and this type of behaviour by an employer send to young people entering the workforce?

That unfairness is not only legal but not able to be challenged?

Our children and our students deserve fairer rights in the workplace.

The Howard Government must be held accountable for these laws.

Get involved. Visit the IEU website or the Your Rights at Work website and make a difference.

www.ieu.org.au
www.rightsatwork.com.au