

# Put yourself in their shoes

Company makes an 'Agreement' with  
itself and then cuts workers pay by up to  
\$190 a week under new IR laws.



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](http://www.ieu.org.au)  
[www.rightsatwork.com.au](http://www.rightsatwork.com.au)

Up to 65 Tasmanian workers faced pay cuts of as much as \$190 a week and the loss of important award conditions under new contracts made legal by the Federal Govt's IR laws that allow owners of new businesses to impose pay cuts and change work conditions without any consultation or agreement.

United Petroleum confirmed its take-over 13 of Mobil's former service station outlets in Tasmania to the ACTU.

The company refused to honour the existing wages and conditions of the workers, instead gaining Federal Government approval for a new 'Greenfields' employment contract that overrides the workers' previous award protections.

Under the new employment contract, the workers have lost their penalty rates, allowances, public holidays, annual leave loading, overtime payments, skills payments and rest breaks.

The workers' pay has been reduced to a flat rate of just \$14.33 an hour - down from a casual rate under the State award of as much as \$36 an hour on weekends and more for public holidays .

The workers are basically doing the same job they were doing when they sold petrol for Mobil. Now they are selling petrol for United.

Under the new IR laws, workers that strike or take any industrial action during the first twelve months of a 'Greenfields' contract can legally be sacked, fined up to \$6600, sued for unspecified damages, and potentially jailed for up to 12 months.

The Howard Government promised to protect the award conditions of workers when a business transferred from one employer to another, but it has given the green light to this nasty example of exploitation.

The new contracts over-ride every one of the award conditions, the Howard Government promised would be "protected by law".

Young people often work as casuals in this industry, especially as console operators. How fair is it to them to be put in such a situation, with little or no bargaining capacity?

Put yourself in their shoes. If the federal government sanctions this unfair behaviour in this industry, what chance do young people have in other workplaces?