

Put yourself in their shoes

WorkChoices makes it legal to
exploit young workers.



The Howard Government must be held accountable for these laws.

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

In evidence at the recent NSW Industrial Relations Commission hearing about the impact of WorkChoices on children, Amber Oswald gave evidence that she had been employed as a casual by Pulp Juice Bars Operations Pty Ltd, as a 16 year old.

She was told on commencement by her supervisor that her rate would be \$9.52 on weekdays, with a 25 per cent penalty for Saturday work and 50 per cent on Sundays.

She was given an induction booklet and a letter of offer, which confirmed this advice. These rates were consistent with the Pulp Juice Bars Operations Pty Ltd Enterprise Agreement 2004 - 2005, which also provided for meal and rest breaks, minimum 3-hour shifts and a rate of \$19.83 for work on public holidays.

Pulp Juice Bars Operations Pty Ltd ceased operating at this store in March 2006, when a new owner, Pow Juice Pty Ltd trading as Pulp Juice Bar, commenced operating. Amber was not given any notice of these developments, but discovered what had occurred when she went to work.

Amber's new rate was \$8.57 per hour. Amber was given a blank employment letter, which made no reference to an hourly rate and an AWA to sign. It provided that \$8.57 was the flat rate for all hours worked, with no additional payment for overtime and a minimum shift of one hour, rather than three.

No wage increases were guaranteed, unlike under her previous conditions.

How is it fair to young people entering the workforce for the first time?

How is it fair to school students who have casual or part-time jobs when they are faced with a 'take it or leave it' AWA?

Put yourself in their shoes.