

[[Previous](#)] [[Major News - Federal Politics - Workplace Issues](#)] [[Next](#)]

Tuesday 15 November 2005

Herald Sun

Bosses can kill off existing conditions

Author: Ben Packham, industrial reporter

Publication: Herald Sun (024,Tue 15 Nov 2005)

Edition: 1 - FIRST

Keywords: **employment (1),Workplace (2),Kevin (1),Andrews (1),industrial (1)**

BOSSSES will be able to rewrite workers' contracts when they expire under new IR laws.

Workers won't have to give consent to any changes, including cuts to pay and conditions.

The detail is on page 198 of the Government's WorkChoices Bill, now before the Senate.

The only safety net for workers whose agreements have ended will be the Government's new five basic **employment** conditions.

Griffith University **workplace** expert David Peetz said the change meant workers could sign away award conditions, only to have them cut later.

Under current rules, the terms of contracts and agreements stay in place until a new deal is struck.

If agreements are terminated, workers go back on the award.

But under the Howard Government's new laws, employers will be able to terminate agreements when they expire.

Bosses will have to give 90 days' notice of the change, and can implement any new conditions as long they meet the Government's new Fair Pay and Conditions Standard.

``It means the employer can cut pay and conditions once an agreement terminates without any capacity for an employee to resist it," Prof Peetz said.

``And if you're in a firm with less than 100 employees and you refuse, you can be sacked."

A spokesman for **Workplace** Relations Minister **Kevin Andrews** said there was a shortage of workers, and companies that slashed employees' conditions would not have workers for long.

The spokesman said the new minimum conditions, governing minimum wages, working hours, sick leave, annual leave and parental leave, would form the basis of all bargaining.

``If there is no agreement reached on penalty rates, overtime and that sort of thing, by default, those (minimum) conditions automatically come into play," he said.

Headline: Bosses can kill off existing conditions

Author: Ben Packham, **industrial** reporter

Edition: 1 - FIRST

Section: NEWS

[[Previous](#)] [[Major News - Federal Politics - Workplace Issues](#)] [[Next](#)]

Copyright © News Ltd