

WHAT'S AT RISK UNDER ABBOTT?

FACTSHEET: INDIVIDUAL CONTRACTS THAT CUT TAKE-HOME PAY

FACT

Abbott will open up all conditions protected in collective agreements to individual contracts.

“...the Coalition will ensure that IFA's cannot be restricted in an enterprise agreement, (The Coalition's Policy to Improve the Fair Work Laws page 27)

“The ability of an IFA to be restricted by the terms of an enterprise agreement will be abolished”, (The Coalition's Policy to Improve the Fair Work Laws page 27)

Abbott will make it harder for workers to cancel or get out of individual agreements.

FACT

...we will ensure that the notice period for terminating an IFA is extended to 13 weeks, The Coalition's Policy to Improve the Fair Work Laws page 27”

...change the notification to terminate flexibility arrangements from 28 days to 90 days, The Coalition's Policy to Improve the Fair Work Laws page 36”

FACT

Abbott will allow individual contracts that can cut take-home pay.

Labor rejected a recommendation of a review of the Fair Work Act that would cut take home pay by trading off a monetary benefit for non-monetary benefit.

“The Coalition supports many of the remaining recommendations that Labor has ignored and we will seek to implement [recommendation 9] changes to improve the application of the “Better Off Overall Test” to appropriately account for non-monetary benefits” The Coalition's Policy to Improve the Fair Work Laws page 36

Eric Abetz the Coalition Workplace Relations spokesperson said in a speech in 17 June 2013.

FACT

You may remember ‘Danae’... who negotiates an IFA so she can pick up her school children three days per week and work late without attracting penalty rates for other days. In this example, it stands to reason that Danae would be trading up by sacrificing penalty rates two days a week for the nonmonetary benefit of spending time with her children.”