



POTENTIAL NEW IR LAWS

Tim Capelin – Partner

14 November 2022



Agenda – Secure Employment & EAs

- Secure Employment
 - ◆ Pay Secrecy
 - ◆ Fixed Term Contracts
 - ◆ Topics not covered
- Relevant Enterprise Bargaining Changes
 - ◆ Supported Bargaining
 - ◆ Bargaining Initiation
 - ◆ Other relevant bargaining changes
- Protected Action & Related Changes



Secure Employment



Pay Secrecy clauses in
Employment Contracts



Limits on Fixed Term
Contracts



What's missing:

- Casuals
- Same Job/Same Pay
- Gig workers
- Wage theft

Relevant Enterprise Bargaining Changes



- Supported Bargaining EAs
- Could apply to Bus Industry
- Process to be involved
- Risks from Supported Bargaining

Further Bargaining Changes



Boot



Simplified Pre-voting Process



Extra way to Initiate Bargaining



Correcting Errors

Changes affecting Industrial Action

- Use it or lose your industrial action modified
- Notice of Protected Action extended to 5 days
- Compulsory FWC Conferences
- Arbitration of Intractable Bargaining Disputes
- New Rules for terminating old EAs

Questions?



Tim Capelin

Partner

tcapelin@piperalderman.com.au

+61 9253 9936



piperalderman.com.au

Adelaide | Brisbane | Melbourne | Perth | Sydney