

KNOW YOUR RIGHTS AT WORK

Working in Australia in the recycling industry, means you have rights and protections under the law. No matter your visa status, employment type, or background, these laws apply to you. Here's what you need to know.

Migrant Worker?

If you're on a visa, you still have the same rights as any other worker in Australia. It doesn't matter where you come from, the law protects you from being underpaid or mistreated.

Your visa might have some work conditions (like hours or job type), but employers cannot use your visa to exploit you.

Casual Worker?

Casual workers don't get paid leave, but they do get extra pay (called casual loading) to make up for it.

You have the same rights as full time workers when it comes to safety, discrimination, and fair treatment.

IMPORTANT

You have the right to refuse to do work that's unsafe. Your employer cannot fire or punish you for saying no to dangerous tasks.

DID YOU KNOW

You cannot be fired for no reason. If you've been working for a certain amount of time (usually 6 months or 12 months for small businesses), you are protected from unfair dismissal.

National Employment Standards (NES)

There are a number of minimum rights all workers have. Consider the following rights:

Get paid what you deserve

Minimum Wage

Your employer must pay at least the national minimum wage or the correct amount as outlined in your industry award. Don't accept less than what's legally owed to you.

Public holidays

If a public holiday falls on a day you normally work, you have the right to take the day off with pay. If you are a casual worker, you are entitled to refuse work on a public holiday or must be paid at a higher rate.

Right to payslips and record keeping

Your employer is required to provide you with a payslip every time you are paid. This should include details of your earnings, tax, superannuation contributions, and any deductions. They must also keep records of your employment, including hours worked and payments made, for at least 7 years.

Superannuation contributions

Your employer must contribute to your superannuation. The current minimum superannuation contribution rate is 11.5%,

If you believe you have been unfairly dismissed, contact Fair Work.

13 13 94 | www.fairwork.gov.au

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but this can vary depending on your award or contract. Super is an important part of your future financial security.

Right to refuse overtime

Workers cannot be forced to work unreasonable overtime. Factors like the needs of the business, the employee's health, safety, and family responsibilities must be considered when determining whether overtime is reasonable.

No discrimination or bullying!

It's against the law for your employer to treat you unfairly because of your:

- Race
- Gender
- Age
- Disability
- Sexual orientation
- Religion

If you're being bullied or harassed at work, speak up. Your employer must have a process for handling complaints.

Stay safe at work

Your employer must provide a safe workplace. In the recycling industry, this means:

- Proper Personal Protective Equipment (PPE)
- Training on how to safely handle equipment or hazardous materials.
- Safe systems of work to prevent accidents.

Your Employment Contract

Make sure your employer gives you a written contract. It should include:

- Your pay
- Your work hours
- Your job conditions

Note: Your contract can't offer less than the National Employment Standards on your award.

Join a Union if you want

In Australia, it's your right to join a union. Unions can help you negotiate better pay, conditions, and support you if things go wrong at work.

The union for the waste industry is the [Australian Workers' Union \(AWU\)](#).

What to do if you have a problem

If you think something's wrong, like you're not being paid enough or your workplace is unsafe, there are people who can help:

Fair Work Ombudsman

They offer free help to workers. They can give you advice, check if you're being paid correctly, and help solve disputes with your employer.

Call 13 13 94 | **Visit** www.fairwork.gov.au

Need legal help?

If you need legal support, Legal Aid can give you free advice and representation in employment disputes.

Visit: www.legalaid.gov.au

If someone is at immediate risk or requires urgent assistance call 000.