

BETTER WORKPLACE CONDITIONS AND JOB SECURITY

Position:

- FAMILY FIRST believes Australians work to live, they do not live to work. Parents in the paid workforce are parents first and workers second. Achieving a work/family balance is a real challenge and too often family time is sacrificed for work demands;
- FAMILY FIRST wants more jobs and higher wages for more Australians. A job provides much more than a pay packet. It gives workers self-esteem and peace of mind to plan for their future;
- FAMILY FIRST recognises that the best opportunity for good workplaces and healthy work-life balance is to have a thriving, profitable business community, especially small and medium-sized businesses, which can offer jobs and a great work environment;
- FAMILY FIRST voted against *Work Choices* (the Government's workplace changes) because it removed guarantees for basic workplace conditions and made families worse off. It is important that workers are treated fairly and feel secure in their jobs and that they are guaranteed conditions such as overtime and meal breaks;
- FAMILY FIRST believes we need to strike the right balance between the needs of employers and employees. Most employers and employees do the right thing but we need strong protections for those who seek to abuse the system.

Actions:

- FAMILY FIRST introduced legislation to ensure all workers who have to work on public holidays would be guaranteed a minimum of another day off paid at time and a half; that all workers would get an unpaid meal break of at least 30 minutes after five hours; that all workers would receive overtime at a minimum rate of time and a half and that all workers would be guaranteed penalty rates at a minimum of time and a half for working anti-family hours as well as their full redundancy entitlements;

- FAMILY FIRST successfully amended *Work Choices* to double the protection period for workers' redundancy pay to two years. This followed the Tristar fiasco where workers allege they are being kept on the payroll with nothing to do as Tristar tries to slash its redundancy bill from \$4.5 million to \$1 million.