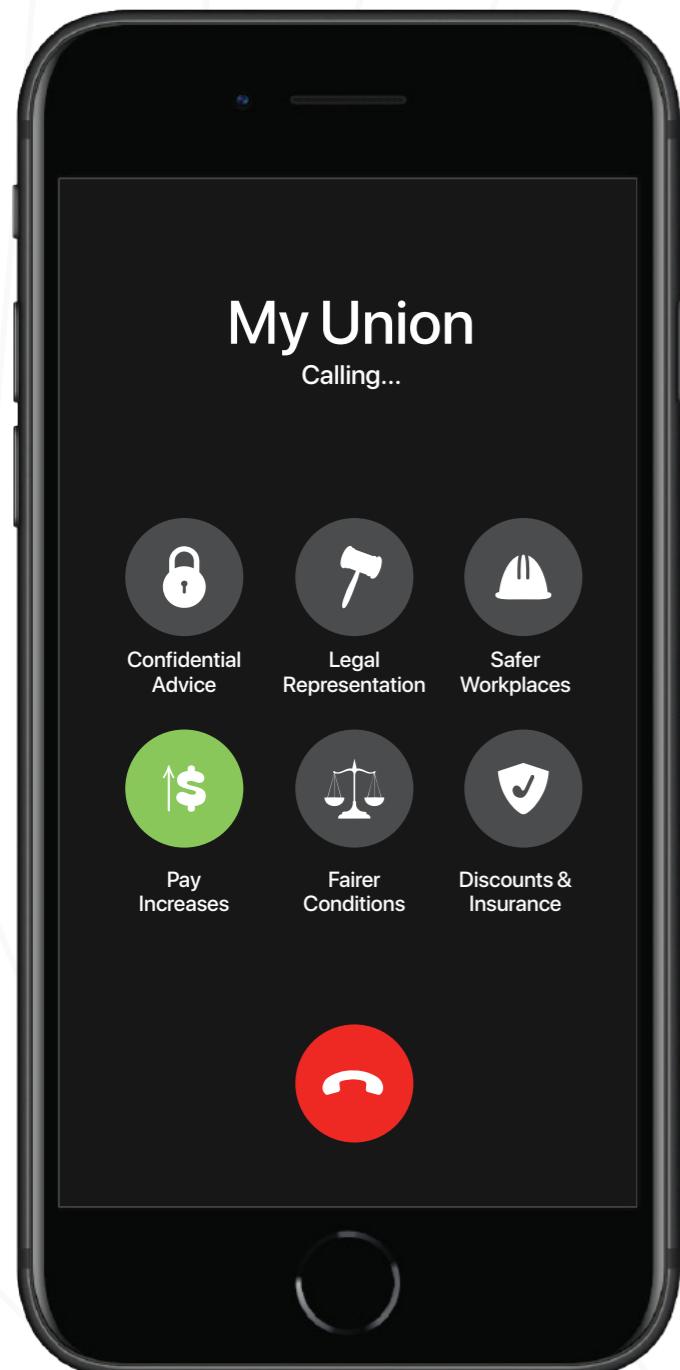


## YOU CAN'T GET IN TROUBLE FOR TALKING ABOUT PAY

If you're being underpaid, chances are your coworkers are too. No one can stop you from talking to your workmates about pay; it's often one of the best ways to make sure you're all being paid the right amount.



**Your best protection at work is your union membership.**

If you have questions or think you are being underpaid, it doesn't hurt to get some advice. Your union is the best place to go for confidential, expert advice.

Union members support each other to make sure everyone is treated fairly at work. Your union is in your corner, not some third party or independent umpire. They can represent you to make sure you get back what you're owed.

Join your union today at  
[saunions.org.au/join](http://saunions.org.au/join)

For more information about your rights at work, check out  
[sayoungworkers.com.au](http://sayoungworkers.com.au)

**BEING PAID FOR WORK IS NOT OPTIONAL → It's the law**

**You can't agree to be paid less than the minimum wage**

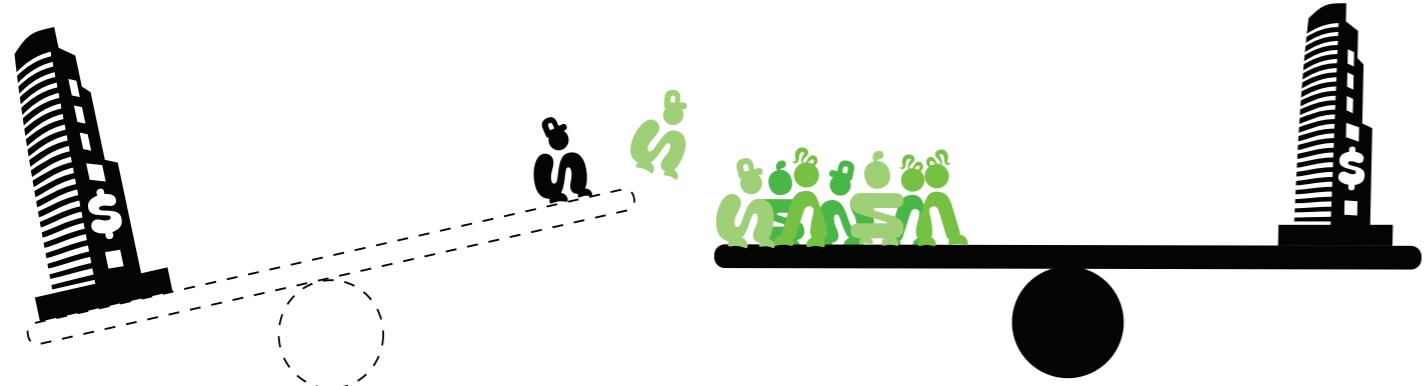
## HOW MUCH SHOULD I BE PAID?

Every job has a minimum wage. You can't legally be paid less, even if you sign a contract. Your workplace will have a special "rulebook" that sets your pay, breaks, and other conditions.

**Awards** cover all jobs in a specific industry (e.g. Fast Food Industry Award). Awards are created and updated at the Fair Work Commission.

Unions go to the Fair Work Commission to fight for wage increases and condition improvements, while employer groups oppose them.

**Instead of negotiating  
alone . . .**



## WHAT ABOUT SUPER?

Superannuation ("super") is an important part of your pay. Your employer must pay a percentage of your earnings on top of your regular wages into a special fund that helps you save for retirement.

The money in your superfund is invested, so even small contributions when you're young can become a lot of money by the time you retire. If you're under 18, you have to work at least 30 hours a week before you get paid super.



**Enterprise Agreements** (EAs or EBAs) are created when workers come together (in their union) to negotiate a tailor-made rulebook for their business.

EAs include a schedule of wage increases, and workers get to vote yes or no on their EA before it is approved by the Fair Work Commission.

**workers get better pay  
and conditions when we  
stand together**

## WHAT AFFECTS MY PAY?

 **Classifications** describe the level of skill and responsibility required for different jobs.

Jobs classified at higher levels get paid more.

 **Casual workers** workers don't have guaranteed regular or ongoing work.

Usually get a 25% higher hourly rate (called "casual loading").

 **Trainees and apprentices** work towards qualifications under registered contracts.

Paid a lower hourly rate. Sometimes paid for off the job training.

 **Youth rates** apply to some workers under 21.

Paid a percentage of the adult's minimum wage (tied to your age).

 **Penalty rates** are paid during "unsociable hours" (e.g. weekends, public holidays).

Paid at a higher hourly rate.

 **Overtime** are paid for work done outside of your agreed schedule.

Paid at a higher hourly rate.

 **Allowances** cover specific work-related expenses (e.g. washing a uniform).

Extra payments on top of your base pay.

Check your Award or EA for details of how these apply to your job.

## WHAT IF I'M BEING UNDERPAID?

Deliberately or systematically underpaying a worker is wage theft, and it's a criminal offence.

### Beware of:

- Not being paid penalty rates
- Working through breaks
- Starting early or finishing late
- Issues clocking in and out (even if it's your mistake)
- Dodgy traineeships
- Not being paid super

**1 in 5**  
young workers are being paid less than the legal minimum wage they're owed.

### Remember to:

- Keep a record of hours you work
- Check your pay slips