

WAGE THEFT

ACTIVIST KIT

Use this kit to take action in YOUR workplace, school, or community!

**Pay my
legal
wages.**

**Where's
my
super?**

**Penalty
rates
aren't
optional!**

WHAT IS WAGE THEFT?

Everyone deserves a job they can count on. And no-one deserves to have their hard-earned wages stolen by their boss.

But right now, some businesses are exploiting young workers. Instead of contributing to our community, they're stealing from vulnerable young people, and conditioning them for a life of exploitation.

Wage theft includes:

- Being paid less than the minimum rate outlined in your Award or Agreement
- Not being paid the correct penalty rates for late night, weekend, or public holiday work
- Not being paid superannuation
- Being paid for fewer hours than you actually work
- No annual leave pay out when finishing a job
- Unpaid training or "trial shifts"
- No overtime pay or not being paid the correct rates for working overtime
- Being paid part-time rates while working under casual employment conditions

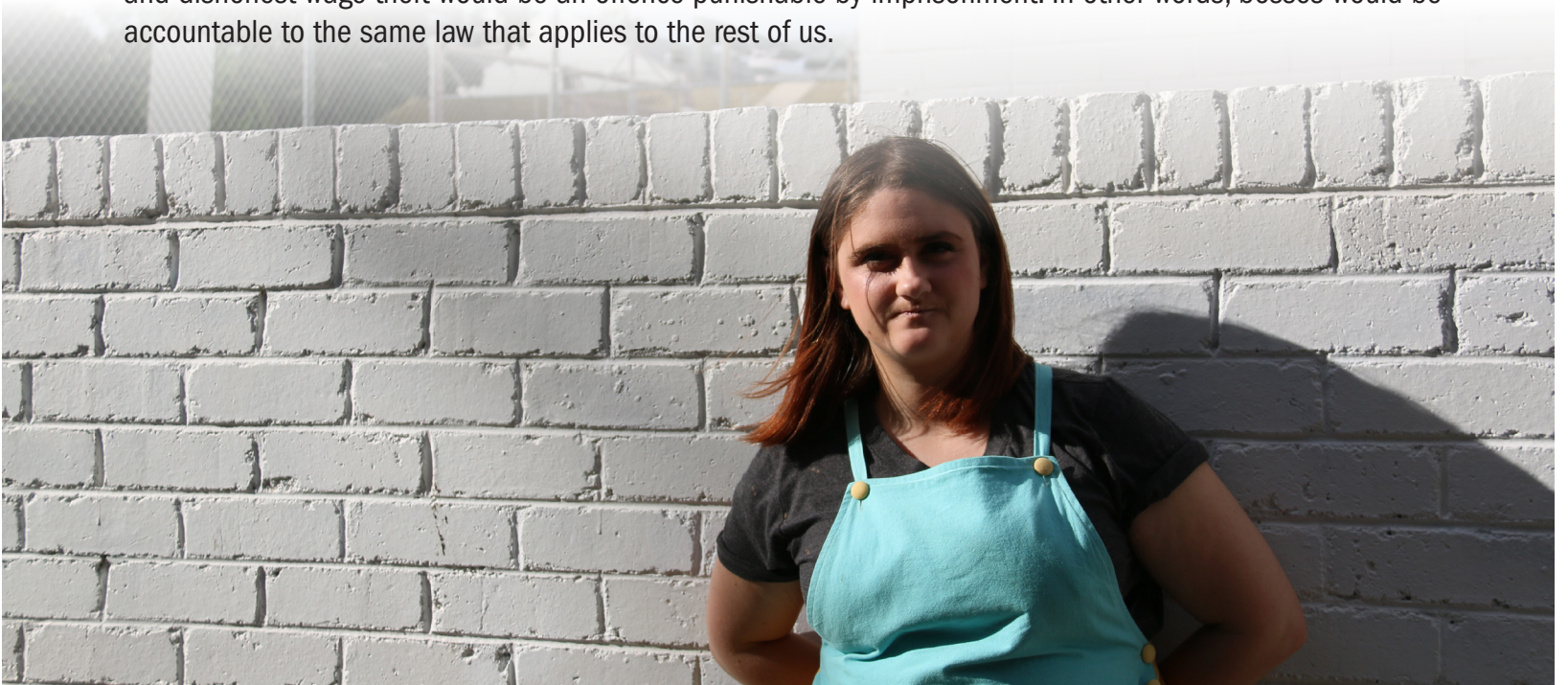
Wage theft is an epidemic. At least a fifth of young workers have their hard-earned wages stolen from them in scams; they are paid for fewer hours than they work, are illegally denied correct pay, have their superannuation stolen or their accrued leave withheld.

All these forms of wage theft are against the law, but they still happen. Bosses know that they'll only receive fines or warnings if they get caught.

Recent Fair Work audits have revealed that almost 58% of hospitality businesses (cafes and restaurants) and 39% of retail businesses were stealing wages. That's potentially hundreds of thousands of cases of wage theft! But only 42 cases of wage theft were brought before the courts in 2014-15 - that's 0.29%. It shows that the current legal system is stacked in favour of bad employers who choose to underpay workers to increase their profits.

WE NEED WAGE THEFT LAWS SO EVERYONE CAN EXPECT JUSTICE AT WORK.

Wage theft laws would criminalise wage theft, to show business that you can't steal from workers and get away with it. Our proposed law - an amendment to the Victorian Crimes Act (1958) - would mean deliberate and dishonest wage theft would be an offence punishable by imprisonment. In other words, bosses would be accountable to the same law that applies to the rest of us.



TAKE ACTION!

Ideas to get YOU started as a wage theft activist!



START AN ACTION GROUP

Form a group at work, on campus or within your community. Speak to your co-workers, friends and other young workers about wage theft. During your meeting you can plan how you can educate or campaign on wage theft!

SHARE YOUR STORY

Sharing your own story of wage theft is a powerful way to engage with other young workers and to get them involved in the campaign. Check out the next page for some inspo, and don't forget to use the hashtags #wagetheft and #youngworkers!



STREET STALL

Stand in a public place where heaps of people go, like a train station or weekend market. Ask people who stop by to sign your petition, and talk to them about wage theft!

COMMUNITY FORUMS

Plan a meeting in your local area to give young workers (and their supporters!) a place to talk about their problems.



POSTERING

Poster areas with high visibility and where people have nothing to do but read about wage theft, such as bus stops, pedestrian crossings, and public bathrooms! Almost as important - take a photo of the end product & post it to social media so your friends can see that you've taken action! (Just don't share photos of posters where they shouldn't be!)

LECTURE BASHING

Drop-in to lectures and make announcements at the beginning. Introduce yourself and speak about wage theft, pass around a petition and let everyone know how they can get involved!



Need help? Get in touch! Check out youngworkers.org.au for more resources & actions to be a part of!

START YOUR WAGE THEFT CONVERSATION

Not sure how to start a conversation about wage theft? Use our handy starter to get those conversation juices flowing!

We all want a job we can count on. In my experience, it is too easy for employers to get away with wage theft.

I worked and
DESCRIBE WHAT YOU DID DAY-TO-DAY
the work I did was valuable. But even though I earned my wages,
my boss never paid
MY PENALTY RATES, FULL SHIFT, SUPER, OVERTIME ETC
instead pocketing that money for themselves.

That made me feel
HURT? ANGRY? EXPENDABLE? EXPLOITED?
and the wages they stole from me meant that
.....!
HOW DID IT EFFECT YOUR MATERIAL WELLBEING? DO YOU KNOW HOW MUCH WAS STOLEN?

In the end, I
WHAT ACTION DID YOU TAKE? WHAT WERE THE CONSEQUENCES?
..... But it's crazy that this happens to
the majority of young workers but we're all forced to address our
problems individually.

That's why we are campaigning together for wage theft laws.

