

# Fair Work Legislation Amendment Act 2022

## Important dates to remember



2022

2023

### 7 December

- Equal remuneration
- Anti-discrimination measures
- No pay secrecy
- Sunsetting 'zombie agreements'
- EA's - FWC powers to deal with errors, Initiating bargaining & Termination after nominal expiry date

### 7 January

- Prohibition on employment advertisements with contravening pay rates

### 6 February

- Abolition of the Australian Building and Construction Commission (ABCC)

### 6 March

- Employers may be vicariously liable for sexual harassment
- Extend access to apply to the Fair Work Commission to stop sexual harassment orders

### 6 June

- Abolition of the ROC
- Changes to EA approval process, flexible work requests, bargaining dispute procedures, protected industrial action, BOOT, parental leave

### 1 July

- Small claims proceedings maximum award increases from \$20,000 to \$100,000

### 6 December

- Limitations on the use of fixed-term contracts
- Automatic sunsetting on zombie agreements, unless extended



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