

## Article Information

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## Employment Relations Podcast #37 - Closing Loopholes No. 2: Considering Complexities

**February 2024 has been a big month for legislative change, particularly in the contentious arena of industrial relations. Seemingly out of nowhere, the Government announced it had done a deal on the remaining areas of proposed reform that did not make it into the Closing Loopholes Act 2023. Adding to the surprise, the Closing Loopholes No. 2 Bill contained significant and substantial amendments to what had previously been proposed, including the much discussed “right to disconnect” provisions.**

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In this episode of Employment Law for the Time Poor, join Professor Andrew Stewart, Consultant, and Emily Haar, Partner, as they discuss five key areas of reform:

- Casual employment, including definitions and “conversion” provisions;
- The “right to disconnect”;
- The definition of employment for the purposes of the Fair Work Act 2009 (Cth);
- Increases to civil penalties, particularly for civil underpayments; and
- The impact the new intractable bargaining determination provisions may have on bargaining strategy.

Further written insights relating to the full complement of Closing Loopholes No. 2 reforms will be published in coming days, available at <https://piperalderman.com.au/insight/>. Likewise, we will be hosting a webinar on 5 March 2024 to discuss the reforms. Register via our website at:

<https://piperalderman.com.au/eventcategory/national-employment-relations-seminar-series/>.

For more analysis on the earlier iterations of “Closing Loopholes” see:

- <https://piperalderman.com.au/insight/the-closing-loopholes-bill-brings-more-challenges-for-employers/>
- <https://piperalderman.com.au/insight/closing-some-loopholes-now-and-others-later-an-update-on-the-latest-fair-work-amendments/>

For even more practical insights, on 20 February 2024, our Adelaide team will present on “wage theft” and civil underpayments. Register for the webinar here:

<https://piperalderman.com.au/event/webinar-beat-the-clock-2024-substantive-law-underpayment-or-wage-theft-understanding-compliance-with-the-fair-work-act-criminalisation-and-the-proposed-safe-harbour-provision/>

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