



Australian Labour Law Association

ALLA News – March 2024

Dear ALLA,

The **ALLA 2024 National Conference: *Assessing the Impact of Change and Reform in Australian Labour Law*** will be held Friday 8 – Saturday 9 November 2024 at the Novotel Geelong. A call for papers will be issued in early April 2024, further details, including conference themes are contained below.

The first of our 2024 National Webinar Series, ***The Changing Climate of Australian Employment Law*** to be held 12:30pm, Tuesday 26 March 2024 AEDT, registration details and further information can be found below.

Save the dates for our April webinars: ***Bargaining and Industrial Action*** to be held at 5:30pm, Wednesday 10 April (AEST) and ***Exploring Australia's New Right to Disconnect: Taking Charge of What You Can Leave Behind*** 12.30pm, Monday 22 April (AEST). Further details for both these webinars can be found below.

The ALLA National Committee has approved an increase to our membership fees, effective 1 July 2024. This is the first increase we have implemented in 13 years, new rates and further information can be found below.

Our website and contact details are changing, our new email address: alla@austlabourlaw.asn.au is now active and will shortly be used for all ALLA communications. Please add this email address to your safe sender list to ensure you continue to receive conference information, event invitations and newsletters.

Kind regards,

ALLA National Executive

Anthony Forsyth | President

Michael Rawling | Secretary

Shae McCrystal | Vice President

Emma Goodwin | Treasurer

SAVE THE DATE: 2024 ALLA NATIONAL CONFERENCE

CPD/CLE points may be claimed for ALLA webinars in all States and Territories except WA

Assessing the Impact of Change and Reform in Australian Labour Law

8–9 November 2024, Novotel Geelong

The two-year period since the election of the Albanese Labor Government has seen momentous reforms to Australian workplace laws, including the Secure Jobs Better Pay Act passed in late 2022 and the Closing Loopholes Acts 2023 and 2024.

The 2024 ALLA National Conference provides an opportunity for presenters to take stock of this seemingly relentless process of change, and consider the effects of the reforms on workers, businesses, unions, regulators and other stakeholders.

Abstracts will be sought in early April for papers examining these and related reforms at a general level, or focusing on any of the following issues:

- Pay equity, equal remuneration orders, pay secrecy provisions.

- Measures to combat insecure work: fixed-term contracts, casuals, independent contractors (including statutory definition of employment).
- New positive duty to prevent sexual harassment.
- Collective bargaining, multi-employer bargaining and industrial action.
- Agreement-making and Fair Work Commission approval of agreements.
- Wage theft, new federal criminal offences and penalties, interaction with state laws.
- Gig/platform work regulation and AI/automation.
- Labour hire including 'same job, same pay' provisions and licensing schemes.
- Trade unions including new delegates' rights.
- Road transport industry reforms.
- Flexible work requests, working from home and the right to disconnect.
- The impact of reforms on vulnerable worker groups, including young and migrant workers.
- New federal industrial manslaughter offence and other reforms to WHS laws.
- Competition issues in labour law, including collective bargaining for the self-employed & restraint/non-compete clauses.
- The changing roles of Fair Work Commission, Fair Work Ombudsman, Workplace Gender Equality Agency, anti-discrimination and health and safety agencies.
- Labour Law research methodologies and theories, researching labour law in practice

The 2024 conference organising committee consists of Anthony Forsyth, Shae McCrystal, Michael Rawling, Dominique Allen, Adriana Orifici, Emma Goodwin, Marilyn Pittard and Kelly Thomas.

This save the date is available [here](#) as a pdf to circulate to your networks.



ALLA NATIONAL WEBINARS

CPD/CLE points may be claimed for ALLA webinars in all State and Territories except WA

The Changing Climate of Australian Employment Law

12:30pm, Tuesday 26 March 2024 AEDT

Climate change poses fundamental challenges to Australian employment law, with increasingly extreme weather events disrupting workplaces across the country. Drawing on climate change adaptation literature, our speakers examine the role of employment law in minimising climate change impacts on parties; the capacity of employment law to adapt to changing circumstances; and the resources, institutions, or mechanisms needed to promote adaptation. These aspects of adaptation will be examined in relation to unfair dismissal, enterprise bargaining and collective action, and work health and safety.

This webinar draws from: Gabrielle Golding, Phillipa McCormack and Kerryn Brent, 'The Changing Climate of Australian Employment Law' (2023) 46(4) *UNSW Law Journal* 1284.

Dr Gabrielle Golding is a Senior Lecturer in Law at The University of Adelaide whose research focuses on the intersection between employment and contract law. Her latest research includes her 2023 monograph, 'Shaping Contracts for Work'



(Oxford University Press), as well as publications concerning menstrual leave and the right to disconnect from work. She is a regular media commentator on topical employment law matters, having been interviewed by the BBC, ABC, SBS, Guardian, and Australian Financial Review, as well as commissioned to write for The Sydney Morning Herald, The Age, The Australian, and The Monthly.



Dr Phillipa McCormack is a Future Making Fellow at the Environment Institute and Adelaide Law School, at The University of Adelaide. Her research focuses on the role of law and policy in facilitating climate adaptation in Australia, in particular, in the context of rapidly accelerating impacts on biodiversity and intensifying bushfire regimes. She is currently co-editing a handbook on biodiversity and climate change law and, in 2022-23, was the inaugural Early Career Research Fellow for the national peak research body, Natural Hazards Research Australia.

[Event flyer available here](#)

This event is free of charge, but numbers are limited. [Register now to secure your place.](#)

Bargaining and Industrial Action

Save the date: 5:30pm, Wednesday, 10 April 2024 AEST

Save the date for this upcoming seminar presented by **Mark Rinaldi**, Victorian Bar and **Professor Andrew Stewart**, University of Adelaide, with event Chair **Larissa Andelman**, 153 Phillip Barristers.

Further details and registration will be available soon.

Exploring Australia's New Right to Disconnect: Taking Charge of What You Can Leave Behind

Save the date: 12:30pm, Monday 22 April 2024 AEST

Australia's new right to disconnect is poised to reshape work dynamics in our constantly connected society. Dr Gabrielle Golding will leverage her scholarly expertise to scrutinise the right from an Australian perspective, juxtaposing it with similar rights in international jurisdictions. She will delve into Australia's recent legislative development of the right, emphasising its necessity for both employers and employees. Practical strategies will be examined to facilitate the effective implementation of the right in Australian workplaces, scheduled to take effect from 1 July 2024.



Dr Gabrielle Golding is a Senior Lecturer in Law at The University of Adelaide whose research focuses on the intersection between employment and contract law. Her latest research includes her 2023 monograph, 'Shaping Contracts for Work' (Oxford University Press), as well as publications concerning menstrual leave and the right to disconnect from work. She is a regular media commentator on topical employment law matters, having been interviewed by the BBC, ABC, SBS, Guardian, and Australian Financial Review, as well as commissioned to write for The Sydney Morning Herald, The Age, The Australian, and The Monthly.

Further details and registration will be available soon.

ALLA NATIONAL COMMITTEE UPDATE

2024 National Committee

Following the 2023 AGM held Wednesday 1 November, the 2024 ALLA National Committee consists of:

Distinguished Professor Anthony Forsyth, President; Professor Shae McCrystal, Vice President; Dr Michael Rawling, Secretary; and Emma Goodwin, Treasurer.

Ordinary Members are: Associate Professor Dominique Allen, Larissa Andelman, David Chin SC, Nick Ellery, Dr Frances Flanagan, Dr Gabrielle Golding, Adriana Orifici, Professor Marilyn Pittard, Mark Rinaldi, Vince Rogers, Dr Graham Smith, Janine Smith, and Kelly Thomas.

ALLA Membership Fee Increase

ALLA membership is open to all natural persons, who because of their scholarly work or professional activities, are interested in furthering the aims and purposes of the Association. ALLA offers professional, student and retired member tiers, with reduced rates offered for 24-month memberships.

In response to rising operational costs, the National Committee have approved increases of \$30 to our existing professional member rates, \$5 to our student rates, and \$10 to our retired member rates. This is the first ALLA membership increase in 13 years.

Effective 1 July 2024, membership fees will be:

	12 months	24 months
Professional	\$100	\$160
Student	\$40	\$70
Retired	\$60	\$100

ALLA members continue to enjoy online access to the [Comparative Labor Law & Policy Journal](#), discount National conference registration, and access to all ALLA event recordings.

Recent events have included:

- [Discrimination Law Reform: Evaluating Progress. Identifying Gaps](#);
- [Exploring the Albanese Government's proposed reforms of gig work regulation](#); and
- [Closing the Gap: Understanding the New Workplace Gender Equality Laws](#).

To receive these benefits, please [renew your membership](#).

Website and Contact Details

Work is underway on the new ALLA website, our new email address: alla@austlabourlaw.asn.au is now active and will shortly be used for all ALLA communications. Please add this email address to your safe sender list to ensure you continue to receive conference information, event invitations and newsletters.

EXTERNAL CONFERENCES

Labour Law Research Network 7 Bangkok (LLRN) Conference

June 29 – July 1, 2025, Bangkok, Thailand

[Abstracts are now invited](#) for the 7th LLRN conference will be held at the Faculty of Law at Chulalongkorn University, Bangkok, Thailand.

LLRN7 Bangkok will be the first LLRN conference in Asia, and only the second in the Global South. Despite the region's immense economic significance and population, many Asian countries remain little understood by labour law scholars from elsewhere. LLRN7 Bangkok presents an important opportunity to forge connections between scholars from across Asia and from across the world.

We aim to invest LLRN7 with a distinctly Asian flavour. Yet we acknowledge Asia's many diversities strain the coherence of the conceptual foundation of that goal. The differences between countries in the region test the very concept of "Asia" itself. Massive informality in many Asian labour markets renders labour law of often marginal relevance. Our hope is that participants will embrace and draw on these differences and diversities to interrogate labour law's conceptual boundaries and methodological approaches, both within Asia and beyond.

You are receiving this email because you are a current or former member of the Australian Labour Law Association

Our mailing address is:

Australian Labour Law Association
PO Box 1088, Carlton, VIC, Australia 3053

If you would like to resign your ALLA membership, or if you are a former member and would like to be removed from our mailing list please contact us [here](#).
