

## May丢了工作

May在一家酒店当清洁工。一天当他去上班的时候，她的老板告诉她由于工作没做好，他给她一个“警告”。May以前从来没有得到过任何警告。May非常担心她的工作而且不知道她做错了什么。

第二天，May的老板告诉她她没工作了，并且她应该离开工作的地方。May觉得非常困惑，因为她没有得到改进工作表现的机会，而且也没有机会告诉老板她这边的故事。

### May能做什么？

当您的雇主告诉您不再为他们工作的时候，您就被解雇了。员工工作表现不佳被警告后，如果没有改进，或如果员工做了违法的事，例如从工作的地方偷窃，雇主是可以解雇员工的。

如果您在工作时犯了错，您通常会被告知哪里做错了和怎么做才能改进。您也应该有机会解释您这边的故事。像May这样丢掉工作可能是不公平的，因为她没有得到解释的机会，在警告之后也没有得到时间改进。

如果您丢掉了工作并认为这样是不公平的，您可能可以向公平工作委员会进行不公平解雇的投诉。如果您想要进行不公平解雇的投诉，您必须在丢掉工作后的21天内进行。遵守这个时间限制非常重要，否则公平工作委员会可能不会处理您的案子。您可以在公平工作委员会的网站上得到一份申请表[www.fwc.gov.au](http://www.fwc.gov.au)。

### 您可以从以下机构获得免费法律援助：

Kingsford法律中心——请拨打9385 9566或1300 722 795

新州法律援助——[www.legalaid.nsw.gov.au](http://www.legalaid.nsw.gov.au) 或致电法律资讯

法律资讯——请拨打1300 888 529，如果您有听力或语言上的障碍，请拨打1300 889 529



## MAY LOSES HER JOB

**May** works as a cleaner in a hotel. One day when she goes to work, her boss tells her that he is giving her a 'warning' for not doing her job properly. May has never been given any warnings before. May is very worried about her job and does not understand what she has done wrong.

The next day, May's boss tells her that she does not have a job anymore, and that she should leave the workplace. May is very confused because she did not get a chance to improve her work and did not get to tell her boss her side of the story.

### What can May do?

A dismissal happens when your employer tells you that you don't have a job with them anymore. Employers are allowed to dismiss workers if they don't improve after being warned that they aren't doing their job properly, or if they do something against the law, for example, stealing from work.

If you are doing something wrong at work, you should usually be told what you have done wrong and what you need to do to improve. You should also be given a chance to explain your side of the story. The way in which May lost her job might be unfair because she was not given a chance to explain, and was not given any time to improve her work after the warning.

If you lose your job and you don't think it was fair you might be able to make a complaint of **unfair dismissal to the Fair Work Commission**. If you want to make an unfair dismissal complaint, you must do so within **21 days** of losing your job. It is very important that you meet this time limit, otherwise the Fair Work Commission might not deal with your case. You can get a copy of the application form on the Fair Work Commission's website [www.fwc.gov.au](http://www.fwc.gov.au).



### You can get free legal help from:

**KINGSFORD LEGAL CENTRE** – Call 9385 9566 or 1300 722 795

**LEGAL AID NSW** – [www.legalaid.nsw.gov.au](http://www.legalaid.nsw.gov.au) or call Law Access

**LAW ACCESS** – Call 1300 888 529 or 1300 889 529 if you are hearing/speech impaired

