

Committee Secretary

Senate Standing Committees on Education, Employment and Workplace Relations

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Parliament House

Canberra ACT 2600

Australia

## Submission to the Inquiry into the Fair Work Amendment (Small Business-Penalty Rates Exemption) Bill 2012

I am a permanent employee, working as a stevedore, currently earning around 90k per year.

I have a family and a mortgage. I am also a workplace delegate.

Our site has managed to retain penalty rates whilst the rest of our Company's business has not. The number of 12 hour and weekend shifts have increased dramatically at other ports whilst our local management keep these shifts to a minimum to avoid the added expense. As irregular shift workers our families already suffer considerably (can't commit to family functions, children's sporting events, outings etc. as well as constant fatigue and lethargy) but to grant the Company increased flexibility by removing penalty rates as a deterrent, would reduce us to nothing more than breadwinners in our families, learning about the experiences in our children's lives by

reading post-it notes stuck to the fridge. Penalty rates allow the Company to utilize us if it is genuinely necessary on weekends but discourages weekend work and after-hours work as a measure to compensate for lazy management and poor planning.

My weekends are important to me because it provides me with an opportunity to engage in my children's lives. It allows me time to discover what is happening for them, to ensure that they are healthy in mind and spirit. It lets me permit them to play sport and other activities by allowing me time to transport them to games, lessons etc. It gives me time to teach them the life-skills and values necessary for them to become contributing members of society as they grow.

I urge the committee to keep penalty rates not only so that our families can remain intact but also to assist us in raising our children to remain healthy in mind, body and spirit so that they can become contributing members and an asset to society.

Submitted by

Jeff Cassar

Monday 17th of September 2012