

Committee Secretary

Senate Standing Committees on Education, Employment and Workplace Relations

PO Box 6100

Parliament House

Canberra ACT 2600

Australia

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

We have a right to penalty rates as they were delivered almost 100 years ago through negotiation and arbitration . It was all about recognition of working unsociable hours away from family and friends . Family and friends are extremely valuable in fulfillment of our lives as Australians .

Submitted by

shane stevens

Saturday 15th of September 2012