

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 cso, currently earning around 24 per hour.

I have a family and a mortgage, my partner is a migrant of 10 years and has been exploited in the contract cleaning business for many years. Its because of laws like this that these companies get away with it and most of these contractors end up paying migrants, Indians and Asians cash in hand and they have no insurance and no tax, while my partner pays everything and gets paid less than minimum wage and works seven days a week and there are no training incentives to help him get retrained in another industry. Every one just wants casuals. When my daughter works her but off at university and gets a weekend job, she should be paid penalty rates, because she is giving up her time to be there on a weekend. The notion of weekends being out dated is ridiculous. If weekends are outdated then the parliament should run 7 days a week on a roster with no penalties. Try and pass that legislation. This law is just trying to

take advantage of the already struggling students and people who get into these retail and service industries are often trying to break poverty cycles. So I can hardly see you getting voted back in if this law gets accepted.

If penalty rates were abolished... as mentioned above. This is an attack on people who are already marginalized and exploited by companies who usually have bad ohs policies and poor working conditions due to being under staffed.

My weekends are important to me because...I recover from working all week with people who are recovering from acute mental illness, they have brain injuries, intellectual disabilities and personality disorders, if we didn't pay our staff weekend penalties we wouldn't be able to pick up all the pieces for the government medical institutions because we would have no staff. I am the only full time staff in our site that would work a weekend shift. And I wouldn't do it without penalties. And what about all the catering staff in our hospitals, you would have a battle on your hands there. Some of those people have served for nearly 30 years. One of those being my mother. Basically your idea sux.

I urge the committee to keep penalty rates. Because we are Tasmania and we believe in equality and fair pay for fair work. And weekends will always be weekends, so long as we have a 5 day school week and working week across the majority of industries.

Submitted by  
tamara lawson

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