**Fair Work Amendment (Small Business-Penalty Rates Exemption) Bill 2012.**

**I fully support the bill. It is about time that small business is given the chance to compete with the larger business of Australia.**

**All small business has to employ and pay their staff Award wages and the current minimum award is an extremely good amount for a low skilled worker in any job. Where large business has the ability to have Collective Employee Agreements and from what I have encountered most of these either pay lower than award wages or have had Award entitlements adjusted/lessened to compensate for the higher wages paid. Small business cannot do this in any way at all. A collective agreement is really a union controlled AWA…**

**Here in Australia the government and groups claim we are a multicultural society. Well strange that all our penalty rates are based on mostly Christian days of rest and holidays, Jewish people don't get extra to work on Friday. Also in today's society everyone expects the right to shop whenever they please but are they prepared to pay extra for their items outside normal work hours to cover the extra wage costs.**

**No penalty rates would also mean less of working more hours for the extra dollars to buy the pool and such as weekends in Australia are for family and sport not working extra for cash for things that are not really required. Work which needs/has to be done is this time would be more likely given to unemployed helping them to get experience and more cash which they need.**

**This bill will cause the effect of 38-40 hours a week and work is done, family time is spent as it should be. The demand of normal working hours people needing to shop and entertain which need staff to be filled will be filled from the unemployed. Also perhaps it will cut back on the major problem of Australians living above their means and going broke and losing those huge home loans.**