

To the senators composing the inquiry into penalty rates,

Hello, my name is Antonio. I am an Australian born 21-year-old who lives in Perth and studies part-time at the University of Western Australia in a double major in Law & Society and Business Law.

I also am a part-time worker at one of the many Grill'd Burger Restaurants located across Australia. I write because I wish to express an opinion regarding the fundamental unfairness and economic damage caused by my Grill'd EBA.

When I was hired by Grill'd at the age of 20 I was earning \$15 per hour. This rate maintained the same regardless of the date, time or day of the week.

I worked many Sundays and Saturdays on this rate, worked into midnight with this rate. At the beginning of 2017 my rate was increased to \$17.50. This (at the time) was just above the minimum award rate for fast-food workers working weekdays (however it is worth mentioning that most Grill'd establishments serve alcohol and hence are more restaurant than fast-food establishment). However, as a university student it was very common to work both Saturday and Sunday shifts.

I also frequently worked public holidays. For the previous two Australia days, I worked a 12pm – 8pm shifts. My EBA does not allow even a small boost for public holidays.

You may also be aware, but, Grill'd also forces all their workers to undertake a course for their certificate III in Hospitality (I have completed this upon writing this submission). Upon completion of this course, your rate increases. As an employee who is not a manager or Team Leader and is 21 years old. I now earn \$21.75 an hour. This rate is, admittedly, much better. It is the equivalent of earning a usual Saturday rate every day. This may be how the EBA satisfies the 'Better off overall Test' (BOOT).

However, this required me to take out immense time to complete the certificate while also studying at university, maintaining relationships, living out of home and paying bills. Something I feel most young people can't afford to do or see the point in doing.

Many people that I have worked with have not seen the point in completing the course or have been forced to move on to a different job due to Grill'ds pay being insufficient. I believe that the number of people working at Grill'd who leave before their course is completed is higher or at least equal to the number of workers who stay with the company long enough to complete the course (such as myself).

Hence this EBA isn't in reality a way for young people (who make up the vast majority of employees at Grill'd) to make enough money to live and it just a method that Grill'd has produced to underpay their staff, gain an unfair competitive edge against other similar companies and exploit a weakness in the Fair Work Act (2009). For a company that has a reported worth of Three-Hundred million dollars and has numerous stores across the country it seems as if the current law is failing young people as myself and I urge this parliament to amend the Fair Work Act to ensure that this exploitation ceases.

I thank you for taking the time to consider my submission and to keep this in mind the next time you

spend \$15.00 on a Grill'd Burger.

Sincerely, Antonio.