

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 process worker, currently earning around \$20 per hour.

I am a first home-owner with a wife, a 13 year old daughter, a 2.5 year old son and another baby due in December.

If penalty rates were abolished I would not be able to make the extra money required to renovate my house to make room for our 3rd child. Once the baby is born I will need to work as many weekends as possible to substitute for the loss of my wife's income. I can not possibly do this without the penalty rates that I receive from sacrificing my weekends with my family for my family.

My weekends are important to me because I am extremely busy during the week. I

work my full-time job as a process worker as well as run my own small business as a performer. Therefore daytime is spent working in a factory and night-time is spent in rehearsals. Obviously due to this my weekends are super important not just to me but also to my wife and kids. When I am forced to work a weekend they feel it too. The weekend is the time for my family and is more valuable than \$20/hour.

I urge the committee to keep penalty rates. Why should my family be penalised for my work encroaching on their time? There is no incentive for people to work on weekends if the penalty rates are removed. The company gets a bonus because they can get more product out the door and yet the worker gets normal rates and more time away from their family. This bill will hurt me but the worst thing is this bill will hurt my children. At least when I work weekends with penalty rates they can see what I'm working for. If I have to work weekends without penalty rates I will be getting approx \$100 after tax for an 8 hour shift. That doesn't go very far when you're married with 2 kids and another on the way.

Submitted by

Reindert Toia

Monday 17th of September 2012