



1 March 2019

Committee Secretary  
Senate Education and Employment Committees  
PO Box 6100  
Parliament House  
Canberra ACT 2600

Email: [eec.sen@aph.gov.au](mailto:eec.sen@aph.gov.au)

Dear Committee Secretary,

Re: Fair Work Amendment (Right to Request Casual Conversion) Bill 2019.

The AMWU represents over 70,000 workers who create, make and maintain across major sectors in the Australian economy. We have a long and proud history of improving and protecting entitlements of permanent and non-permanent employees.

Casual employment is inherently insecure. The AMWU believes that there is a limited place for genuine, short-term casual employment. However, the best outcomes for workers, their families and communities are achieved through the security and benefits that permanent jobs offer. We are acutely aware that the vast majority of our casually employed members are not casual employees by choice.

Where the jobs of our members are casual, our first priority is to ensure that there is a path to permanent employment. Where this isn't immediately possible, we work to ensure that our members are not exploited. We do this in bargaining, in disputation, in litigation and in advocating for decent minimum standards in industrial tribunals.

To that end, I attach, for the Committee's review, the submission of the AMWU to the Full Bench of the Fair Work Commission (FWC) dealing with Award Modernisation in respect of Casual employment. The AMWU, along with other unions, strongly and successfully advocated for the inclusion of casual conversion clauses in modern awards.

Our submission to the FWC was that casual employees are exploited, lack access to training, have poorer safety outcomes and are often trapped in insecure employment. We further highlighted that a right to casual conversion that allows the employer a right to refuse, had been in place for years and had proved ineffective at preventing the abuse of casual employment. No new evidence has come to light since that submission which would invalidate that submission.

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The AMWU expresses support for the submission of the Australian Council of Trade Unions. We share the concerns and support the recommendations expressed in that submission.

Further, we also recommend that a statutory entitlement to casual conversion, without an employer right to refuse, should arise when an employee has worked in a pattern of employment consistent with part time or full time employment for no more than six months.

If you require any further assistance, please contact \_\_\_\_\_ on \_\_\_\_\_ in the first instance.

Yours ~~sincerely~~,

~~PAUL BASTIAN~~  
NATIONAL SECRETARY