

# TOKAR ESTATE

YARRA VALLEY

1<sup>st</sup> October, 2012

Committee Secretary  
Senate Standing Committees on Education,  
Employment and Workplace Relations  
P.O. Box 6100  
Parliament House  
Canberra ACT 2600

Dear Committee Secretary

**Fair Work Amendment (Small Business Penalty Rate Exemption) Bill 2012**

I run a small business employing less than twenty full time equivalent employees

I wish to provide my absolute support for the passage of this Bill through Parliament, as my labour costs have blown out since the introduction of the Restaurant Industry Award regulating wages and penalty rates.

If penalty rates were abolished, not only would my business be more viable on weekends, I would consider employing more casual employees

Consumers expect restaurants and cafés to trade seven days a week, yet this can only be achieved if it is commercially viable to trade through de-regulation of the mandatory penalty rates applied under the Modern Industrial award system

Yours Faithfully

Rita Tokar  
General Manager  
Tokar Estate