

Committee Secretary

Senate Standing Committees on Education, Employment and Workplace Relations

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Australia

## Submission to the Inquiry into the Fair Work Amendment (Small Business-Penalty Rates Exemption) Bill 2012

As a retired person, I have had the benefit of penalty rates at various times in my life. I regard the 40hr-35hr week as a basic human right, and, also, the right to work during normal working hours as essential to maintaining our standard of living, and, a proper work life balance.

Penalty rates act as a disincentive to employers to needlessly extend working hours, and, a reward to workers who disrupt their work-life balance to meet employers' requirements.

We already have too many services available on weekends, and, out of hours, that simply provide a mechanism for eroding work-life balance with shopping.

It is essential for Australia to maintain its traditional penalty rate systems, and, to make sure that it is enforced.

Karl Reed

Submitted by

Karl Reed

Tuesday 18th of September 2012