

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 Librarian, currently earning around \$41.00 per hour.

My family has grown up. I have a small mortgage. Not a student.

I regularly visit small coffee shops and areas where there are hospitality businesses. I know that young people are willing to work very hard for not a lot of money (e.g. KFC, MacDonalds). Weekend work means extra cash for them. They are willing to give up their weekends for the extra cash. Take that away and the incentive disappears. This will reduce the opening hours of the business and hence the number of people employed to run the business and may even end up being closed on weekends. No body wins.

My weekends are important to me because it is a time to relax and take a break from the rushing around cycle. For people who work weekends, they have factored this into their lifestyle (along with the penalty rates) and it is embedded into their lifestyle.

I urge the committee to keep penalty rates. I understand that today's lifestyle has changed. Sundays are now in many families not a day of worship, but it is a day for families, get togethers and other arrangements. Oft times when family members are absent on weekends due to work, a familiar response is "at least they are earning extra money." If this is no longer the case, then either the people won't work on weekends (which I guess is good for family gatherings) but if they have to work it because they will lose their jobs if they start knocking back shifts family gatherings will be neglected anyway but with a large feeling of resentfulness and "unfair" criticisms. People have to get ahead somehow. When you are young and your view that life is good and you are working and anything is possible and if I work this weekend that means I will have \$X in my account for my new car, or my trip or Mother's birthday. Don't take away this enthusiasm or incentive. It will not bode well with for your government or the attitudes of work for young adults.

Submitted by

Leone Clough

Friday 14th of September 2012