

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 engineer, currently earning around 49 per hour.

my wife and i both work and study while raising 3 school aged children. our eldest child is high school age and currently works part time at a fast food franchise. he works predominantly shiftwork on weekends.

If penalty rates were abolished it may not be worthwhile for him to work. he only earns approx. \$10 per hour after tax because of his age. \$5 per hour (assumed reduction) is not much especially when you have to deduct transportation costs from that amount. what message are we sending to our younger generation if we reduce penalty rates on weekends? i assume there is a large percentage of employees who work weekends that are school aged young adults in the same situation as my son since it is cheaper

to hire young people on lower pay rates on weekends. scrapping penalty rates would be the same as telling them it's not worth finding a job at their age. it could potentially rob them of a valuable lesson in life. the community whinges about troublesome youths causing trouble all the time and here the senator wants to take jobs off them and compound the situation even more.

people need to step back and take a good look at their lives. people lives are becoming ruled by their work. scrapping penalty rates on weekends would encourage employers to open longer hours and 7 days a week just to make more money. what sort of a society do we want to live in. one where parents work 7 days a week and neglect their family duties? the majority of recreational activities and childrens sporting events take place on the weekends. parents make a huge sacrifice by working weekends because they miss out on family time. penalty rates are there to acknowledge their sacrifice.

I urge the committee to keep penalty rates. scrapping penalty rates could affect our younger generation more than they realise. do we want our young adults out of work and on the streets? do we want our children missing out on sports and recreational activities because their parents had to work weekends? for the children who have parents already working weekends do you want them to suffer without compensation such as penalty rates? i urge the committee to consider their core values and decide if family life is more important or money. afterall scrapping the penalty rates is all about increasing profit margins whereas keeping penalty rates is about acknowledging and compensating the sacrifice made by working australians.

Submitted by

tony lau

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