

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

weekend penalty rates

As a small business owner AND a Labor member, I submit the following:

1. As a small business, we have had to cut the hours of operation due to the cost of penalty rate
2. I do not say cut penalty rates completely, but they must be streamlined. ie have a single payment for weekends
3. The Sunday rate is not appropriate, as businesses such as woolies, coles, iga, hungry jacks, macdonalds etc etc all have their own awards, which we cannot compete with by paying the appropriate federal award.
4. Our staff (adult) hospitality/retail are generally early to middle aged women. They work the hours and days that are appropriate to them individually, not because it is a saturday or sunday.

5. Yes i believe they should still be compensated for a weekend shift but not to the degree of what we have to pay now on sundays and public holidays.

6. It is totally unfair to expect the public to pay an extra 10/20/30% extra for their purchases because it is a sunday or public holiday.

Submitted by

wendy dunn

Friday 14th of September 2012