

Submission

to

Senate Employment, Workplace Relations and Education
References Committee

Building and Construction Industry Inquiry

Submission no: 56

Received: 23/01/2004

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23rd January 2003

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Linddales Personnel Submission to the Senate Inquiry into Industrial Relations and Pattern Bargaining in the Construction Industry

Linddales Personnel are a major employer of supplementary labour to the construction industry in NSW and Queensland. Directors combined have over 55 years experience in employment of construction workers which includes maintaining continuous dialogue with the Master Builders NSW, our employees, and major union the CFMEU NSW and QLD branches.

This fundamental activity of employers and their employees to enter into a structured EBA that includes responsible employers who democratically negotiate wage and conditions for pre-determined periods is a common sense approach that offers employers and their employees protection from most types of exploitation and ensures compliance for the collection of, for example, group tax, payroll tax, workers compensation premiums, long service leave and superannuation requirements. It ensures accountability to compliance across various industry sectors and affords protection to employers to maintain margins for the continuation and expansion of the business which in turn provides long term job prospects to construction workers.

Any legislation that undermines the current existing relationship can only be described as draconian and not in the public interest. Current pattern sector EBA's ensure accountability by employers and ensures a pro-active approach to occupational health and safety. Without pattern bargaining there would be a greater level of non-compliance. Legislation to dismantle sector EBA's would, I believe, massively increase non-compliance and could attract various disreputable groups who in time would reduce our industry to some form of tribalism or gangster environment.

These proposals undermine legitimate employers' rights to exist and employees' rights to maintain standards for their families and loved ones. Linddales, as a bona fide employer of 300 employees, refuse to sit back and allow current members of parliament or ministers of current federal and state parliaments to destroy 50 years of proven industrial relations practices. This is our industry and

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without order we would surely have greater industrial relations disputes. We would I feel, and my colleagues across the board agree, have massive uncertainty and disruption to business. The proposed legislation can only be described as employer and union bashing to satisfy some outlandish political agenda by federal and state government agencies. We call on those responsible to wake up to themselves and get into the real world and stop this nonsense. I speak for 300 employees who I'm sure would reject these crackpot ideas. We urge your committee to reject the proposed legislation.

Yours sincerely

TONY BLEASDALE
Director.