

MINIMUM WAGES CASE 2003

ACTU Witness Statements

5 February 2003

MINIMUM WAGES CASE 2003

WITNESS STATEMENTS

CONTENTS

TAG NO.

1.	Gloria Blackledge	Laundry and Uniform Supervisor
2.	Cora Hutt	Room Attendant Grade 2
3.	Maria Corral	Food and Beverage Level 3
4.	Doreen Taylor	Therapy Aide
5.	Noel Crouch	Production Employee C13
6.	Craig Hawkins	Textile Skill Level 2
7.	Joanne Minty	Room Attendant Grade 2
8.	Brenda Redmond	Retail Service Assistant
9.	Lonnie Campbell	Driver Grade 6
10.	Glen Damanik	Production Worker Level 2

Gloria Blackledge

Laundry and Uniform Supervisor

WITNESS STATEMENT

I, Gloria Blackledge of _____

: make the following witness statement:

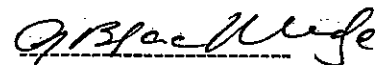
1. I am 43 years of age and live in a two bedroom unit at the abovementioned address. I am separated from my husband and I have two sons aged 9 years and 16 years who live with me. They both share a bedroom together.
2. I work full time at the Holiday Inn Airport, located at O'Riordan Street, Mascot. I have worked there for 7 years.
3. My position is Laundry and Uniform Supervisor. I am paid \$16.16 per hour in this position, which includes my buyout for penalty rates.
4. I work 38 hours per week, 6.30 am to 2.30 pm, Monday to Thursday and 6.30am to 2.30pm on Sunday. My days off are Fridays and Saturdays.
5. My work involves supervising staff in the laundry and generally supervising the operations of the laundry. Some of my duties include ensuring the machinery runs smoothly, supervising staff, ordering chemicals and supplies, organizing minor repairs, and answering the telephone.
6. I earn \$614.38 gross per week which includes penalties, under the Hospitality Award, (Hospitality Industry-Accommodation, Hotels, Resorts and Gaming Award 1998). After tax, this leaves me with \$482.38 per week. I also get \$140 a month child support from my ex-husband.
7. I work very hard on my budget to meet my family expenses and still notice the impact of GST on my bills and spending. Each week, I spend approximately the following amounts on household expenses:

ITEM	DOLLAR AMOUNT
1. Food, Groceries and Toiletries	\$80.00
2. Rent	\$210.00 My landlord has not put up the rent as I look after the unit very well.
3. Electricity	\$15.00
4. Car registration and insurance	\$20.00
5. Petrol/Gas	\$28.00
6. Telephone	\$15.00
7. Mobile telephone	\$17.00- \$20.00
8. Entertainment	\$25.00
9. Private medical insurance	\$10.00
10. Union fees	\$5.00
11. School fees	\$20.00
12. Clothing	\$40.00 My teenage son likes clothes with popular labels.
13. Credit cards	\$25.00
14. Internet	\$7.00

8. If I want to buy something new, like a new stereo, I always use interest free loans and make sure I pay them off before the interest starts.
9. The last holiday I had was June last year, when I took my sons to Thredbo for 4 days. I try to take my sons for one or two holidays per year but it depends on how much money I can save.
10. I worry because I don't have much money saved for emergencies. I can't afford home contents insurance and this also worries me, as I worry about security where I live.
11. I know how to handle money as I have been separated from my husband for six years and have had to look after myself and my sons since then. I don't drink or smoke.
12. If I was earning more it would be nice to spend it on clothes as I don't get to buy new clothes for myself very often.
13. The \$18 safety net increase did not help much last year because the GST has made things much more expensive. If a increase of \$24.60 was won it might pay for petrol if I was lucky, as petrol prices are very expensive at the moment.

Dated this 23rd day of January, 2003

SIGNED:



Gloria Blackledge

Cora Hutt

Room Attendant Grade 2

WITNESS STATEMENT

I, Cora Hutt of _____ make the following witness statement:

1. I am 44 years of age and live alone in a two bedroom unit at the abovementioned address. I have two sons who have now left home. They are aged 25 years and 26 years.
2. I work full time at the Sydney Airport Hilton, located at 20 Levey Street, Arncliffe and have been working at the Hotel for five years.
3. My position is Room Attendant or Linen Room Attendant. I am paid at the Grade 2 rate under the Hospitality Award, (Hospitality Industry-Accommodation, Hotels, Resorts and Gaming Award 1998).
4. I work 40 hours per week, 7.00 am to 3.30 pm Friday to Tuesday and have my days off on Wednesdays and Thursdays.
5. My work involves cleaning 15 rooms per day after the hotel guests have vacated their rooms. My duties include dusting and vacuuming, cleaning the room and bathroom and making up the beds. It is hard physical work.

6. I earn \$531 gross per week which includes penalties. This is on average about \$13.97 per hour. After tax, this leaves me with \$442.16 per week. I do not receive any Government assistance. This little amount is the only income I receive.

7. I spend approximately the following amounts on household expenses each week:

ITEM	DOLLAR AMOUNT
1. Food, Groceries and Toiletries	\$50.00
2. Rent	\$275.00
3. Electricity	\$25.00
4. House contents insurance	\$12.00
5. Car registration and insurance	\$25.00
6. Petrol/Gas	\$20.00
7. Telephone	\$12.00

- | | |
|---------------------|---------|
| 8. Mobile telephone | \$6.00 |
| 9. Entertainment | \$30.00 |
| 10. Union fees | \$5.00 |

8. I do not have any credit cards or loans because I cannot afford to pay the high interest rates. I try to pay cash for everything and if I do not have enough money I use lay-byes. I don't like to have credit cards because I learnt my lesson when I was young.

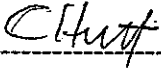
9. I am lucky when my car needs repairs or services as I have a friend who will give me a discount on anything that I need to have done.

10. I find it very difficult to save for anything and I can only save if I miss out on other things.

11. Last year, I hardly noticed the \$18 increase to the Award. I fully support the claim by the Unions for an increase of \$24.60 as it would help with the food and bills.

Dated this 23rd day of January, 2003

SIGNED: _____



Cora Hutt

Maria Corral

Food and Beverage Level 3

WITNESS STATEMENT

I, Maria Corral of _____

make the following witness statement:

1. I am 30 years of age and married to Robert. We have a son who is 7 years of age and live in a 2 bedroom flat at the abovementioned address with my mother.
2. Four months ago my husband, Robert, was made redundant from his job as a fitter, turner and welder. He has been unable to find permanent employment and now works as a casual. He earns \$450 to \$500 net per week but it changes as it depends on what hours he is given. My husband usually works 5 days per week.
3. My son Martin is autistic and attends a special school. The Government provides assistance for the cost of the school. If we did not have this assistance my husband and I could not afford it.
4. My mother is aged 66 years. She is a pensioner so mostly looks after herself although I do give her some help. In return she looks after my son while my husband and I are at work.

5. I work as a Food and Beverage Shift Leader at The Avillion Hotel located at 389 Pitt Street Sydney. I am paid at the Level 3 rate under the Hospitality Award, (Hospitality Industry-Accommodation, Hotels, Resorts and Gaming Award 1998).
6. I have been working at The Avillion Hotel for four years.
7. I am on an annualised salary and earn \$16.168 per hour or \$614.40 gross per week. After tax, this leaves me with \$487.38 per week. I also receive \$34 per week as a carers allowance for my son. This is my only income.
8. At the moment I am on workers compensation for a work related bilateral arm injury which in turn also affects my back. I am performing light duties as a telephone operator. I call myself the "voice of The Avillion" as I am the first contact point for callers to the hotel. My hours are 6.30 am to 3 pm Monday to Friday.
9. I travel to work by bus as my husband uses the car for work and the parking is too expensive in the city.
10. My husband and I pay half for most things. For my half, I spend approximately the following amounts on household expenses each week with some assistance from my husband:

ITEM	DOLLAR AMOUNT
1. Food, Groceries and Toiletries	\$100.00
2. Rent	\$155.00
3. Telephone	\$20.00
4. Mobile telephone	\$10.00
5. Electricity	\$12.00
6. Petrol	\$17.50
7. Car registration and insurance	\$22.00
8. Car loan	\$62.50
9. Cosmetics and hair colour	\$10.00
10. Public Transport	\$35.00
11. Entertainment	\$30.00

12. Union fees	\$5.00	
13. Grace Bros card	\$50.00	
14. Loan Company	\$40.00	
15. Cheque cashing charge	\$15.00	(See Para 18)

11. My fridge has been broken for a long time now which increases the cost of the electricity. I can't do anything about it as we can't afford repairs or a new fridge if that is what we need.

12. I would like to get private health insurance but just can't afford it. My teeth need to be fixed but I am scared to go to the dentist in case it costs a lot of money. Luckily my son has good teeth so far.

13. If I had more money there are lots of things I could do. For example, instead of having takeaway once a week we could go out for a nice dinner, or I could go to the hairdresser to have my hair coloured instead of doing it myself.

14. Martin's clothes are hand me downs from his cousins. I love clothes but cannot afford to buy much for myself. My family will often give clothes at birthdays and Christmas time.

15. We would love to buy a house for Martin to have a backyard and if we have any other children. However, based on our current income and the fact that my husband is not in permanent employment, neither of these are likely to happen.
16. The only credit card I have is with Grace Bros. I owe \$4800 and it is only slowly reducing as they have put me on an interest free period. I try and pay \$200.00 a month. My husband has other loans that he pays.
17. I also have a loan with a private loan company. I got this loan to pay off other loans. I must pay \$40 minimum per week.
18. I do not earn enough money to save anything for emergencies. Each fortnight I go to a loan company who will cash a cheque before pay day. By the time I receive my pay it is already half spent. This is a vicious circle that I can't break.
19. I would like to go home to Malaysia to visit my family but just can't afford to. The last time I went was 6 years ago when I took my son to show him to the family. On that trip, my son got sick and we had to pay high travel insurance for him.
20. We try to go on holidays at Christmas time each year but did not go last year because of my husband's redundancy and now being casual he doesn't receive any holiday pay. The last holiday we had was just over a year ago when we drove to Batemans Bay and stayed at a reasonably priced motel.

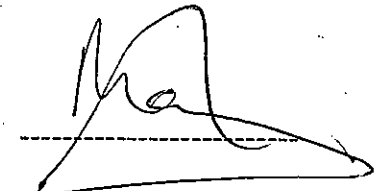
21. I didn't notice the increase to the Award last year of \$18 per week. However the Unions' claim of \$24.60 would take pressure off somewhere for my family.

22. To live more comfortably, I would really need an extra \$100 per week as I now hardly have any money at all.

23. The hospitality industry is very stressful and demanding and deserves a good wage or at least something better than what I am earning now.

Dated this 23rd day of January, 2003

SIGNED:



Maria Corral

Doreen Taylor

Therapy Aide

IN THE AUSTRALIAN INDUSTRIAL RELATIONS COMMISSION

AT MELBOURNE

IN the matter of : C2002/

WITNESS STATEMENT

I, DOREEN TAYLOR _____ make
the following witness statement:

1. I am 40 years of age. I am married with 2 children aged 21 and 17 years. My husband is not employed and has no income. Of my two children, only my son still lives at home and is partly dependent. He pays me \$50.00 per week to help out with living expenses.
2. As my husband is unemployed, we would be entitled to a benefit from Centrelink but it proved to be a greater benefit for me to claim him as a dependant spouse for income tax purposes. With the lump sum tax return, we are able to pay our house and contents insurance, our car registration and insurance. We could not risk being uninsured.
3. We have never been able to afford to buy a home. We rent our home from the Ministry for Housing.
4. I work at Lumea Home for the Aged as a Therapy Aide. I have worked at Lumea for close to 14 years. Until approximately 2 years ago, I worked as a Food and Domestic Services Assistant. I have always been paid under the *Health and Allied Services – Private Sector – Victoria Consolidated Award 1998*.

5. For the first 9 years at Lumea, I basically worked as dishwasher – constantly washing dishes. I developed a repetitive injury to my neck and shoulders and after telling management, I was rotated between dishwashing and cooking duties.
6. Over the years, I have found the job has become increasingly harder and heavier, with more residents to cater for.
7. In 2000 I ultimately went on WorkCover. I was then given alternate duties as a Therapy Aide. In this position, I undertake work as directed by the physiotherapist. The physiotherapist attends two times a week to develop programs for the residents that I then implement during the week, helping with exercises. I find this work more challenging and mentally exhausting.
8. I work 32.5 hours per week, Monday to Friday. I am paid \$12.98 per hour (\$421.85 gross per week).
9. I have an arrangement with my Credit Co-Operative to deduct \$25.00 per week for a Xmas Club Account and \$50.00 per week to repay a personal loan of \$8,000.00. Union dues of \$5.40 are deducted from my pay by my employer. This then leaves me with \$271.00 per week that is paid directly into my bank account. From that amount I pay the following expenses:

Rent	\$112.40 per week
Electricity	\$18.50 per week
Gas	\$16.50 per week
Phone Card	\$15.00 per week
Credit Card	\$25.00 per week
Total	\$187.40

10. From the remaining \$83.60 and the \$50.00 per week from my son (totaling \$133.60), the following expenses are paid:

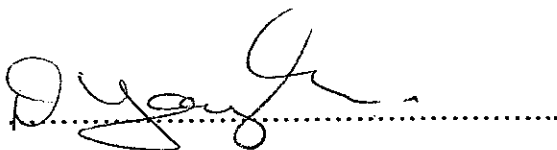
Fuel (Gas) for the car	\$18.00 per week
Food & Croceries	\$80.00 per week (varies, see paragraph 16)
Water	\$3.00 per week
Clothing	\$12.00 per week
Miscellaneous	\$15.00 per week (including some uniform expenses)
Entertainment	\$5.00 per week

11. My electricity and gas payments are paid through an Easyway payment scheme.
12. Generally we buy all our clothes from the Op Shop. Occasionally I will lay-by an item or buy something new with money saved from the Xmas Club account for Christmas.
13. We cannot spend much on entertainment costs. Our usual entertainment is to hire a video from the video shop once a month. My main means of socialising is to phone friends.
14. Our family has never been on a family holiday. We have never been able to afford it. This was hard on the children as they were growing up. We have never had any savings to speak of.
15. I have a credit card debt of \$3,000.00. Once I repay my personal loan, I will borrow some more money to pay off this credit card debt. I do this every 2 –3 years. It has become a cycle.
16. I use the credit card to do a large food and grocery shop about once every 8 weeks. On those large shops I will spend about \$300.00. Now I only have one son at home, we don't need to do a large family shop every week. I just see how much money is left to be spent on food/groceries. It has become our last spending

priority. If we don't have enough money to buy fresh food, we just make do with what we have for the week. On average I would spend \$80.00 per week on food, but this varies.

17. All our spending has to be carefully planned. I cannot spontaneously spend money on anything I like because it takes ages to pay back, even if it is just \$100.00. This would mean not being able to pay for gas or electricity.
18. We do not spend money on junk food or eating out (eg McDonalds) to avoid paying the GST. My car runs on gas, so that is cheaper than petrol.
19. It is always a problem if something in the house needs fixing. Eighteen months ago, our TV started turning off when it was on. This was really annoying. We couldn't afford to have it fixed until recently. The repair cost \$78.00.
20. I have only ever been paid the award rate of pay since I have been employed at Lumea. I am aware that my Union, the HSUA, has been trying to negotiate an enterprise agreement to cover employees in aged care. If this is not successful, I doubt I will be paid any more than the award rate.

Dated 3 February, 2003

A handwritten signature in black ink, appearing to read 'Doreen Taylor', is written over a horizontal dotted line.

Doreen Taylor

Noel Crouch

Production Employee C13

WITNESS STATEMENT

I, Noel Crouch, _____, make the following witness statement:

1. I am 48 years old. I am married. I have two children from my previous marriage, one of whom lives with me and the other is independent. My wife's daughter also lives with my wife and I.
2. My wife, Susan, works as a nurse. While we live together, we maintain separate finances. I pay half of all the expenses from my wages. We have a joint account from which we pay our bills. We contribute equally to this account from our personal accounts.
3. My wife and I live in Salisbury. We pay \$220 per fortnight in rent as well as the rates and other expenses of the house. This works out to be less than the going rate for the rent where we live.
4. I am employed at Livingstone Engineering located at 57 McCarthy Rd Salisbury. I am a Production Worker at the C13 level pursuant to the Metals Engineering and Associated Industries Award 1998. I have been employed at Livingstone Engineering for approximately two and a half years.
5. I am employed on a full-time basis with my employer and work a thirty-eight hour week. I work those hours from 7.45 am and 4.00pm. Monday to Thursday and 7.30 am to 3.15 pm on Friday.
6. When I started with Livingstone Engineering, I worked in the dispatch and packing area. Since then I have been doing some fabricating work. My duties in this area include operating machines performing cutting, bending and threading of steel products. I work in the dispatch area when required.
7. I perform this work in hot and dirty conditions. We have been asking for a long time for better ventilation in the workshop but no change has been made. The dispatch area is surrounded by the welding area making it very hot.
8. We are always under pressure to get jobs finished and out to customers. We have a lot of competitors and we are always pushing to get jobs finished on time. The organisation of the

workplace has become more systematic over the last twelve months and we have been able to push more work through the workshop.

9. I am currently employed as a casual employee. I am paid \$14.74 per hour for my ordinary hours of work. I get \$560.12 gross per week. After tax, I receive a take home pay of \$446.55 each week. Without the casual loading of 25%, I receive about \$448.10 gross per week.
10. When the Metal Engineering and Associated Industries Award 1998 was varied in 2001 to require employers to offer long-term casual workers weekly employment, Livingstone Engineering wrote to its casual employees, including myself, offering us permanent employment. I took up the offer as I thought it would be good to have paid leave, paid public holidays, paid sick leave and a bit more security in my employment.
11. I found that I could not make ends meet without the casual loading to boost my earnings. I had to take out a loan to contribute to my daughter's wedding. I could not afford to make the payments for that loan and my car loan at the weekly rate. At the award rate without casual loading, I could not meet my share of our financial commitments.
12. I then wrote to Livingstone Engineering and asked if I could revert to casual employment. I didn't want to give up paid public holidays, annual leave and sick leave but I could not afford to live without the casual loading. Livingstone Engineering were understanding of my situation and agreed to let me revert to casual employment.
13. I spend approximately the following amounts on household expenses each week:

ITEM	DOLLAR AMOUNT
Rent	\$55
Rates	\$15
Car Expenses	\$60
Insurance (Contents)	\$10
Clothing	\$20
Electricity	\$13
Car Loan Repayments	\$50
Union Fees	\$5.80

Food and Groceries	\$100
Medical Expenses	\$10
Entertainment	\$50
Home and Garden Maintenance	\$15
Miscellaneous Items	\$20
Gifts (birthday, Christmas)	\$15

14. Livingstone Engineering don't regularly provide us with work uniforms. We get very dirty and our clothes are often torn and ripped from working. In order to maintain a decent standard of appearance, I have to buy work trousers and shirts quite often.
15. I rely on working overtime where I can to meet my financial obligations. In recent months, we were working 45 minutes overtime each morning. For this I received about \$60 a week net extra which helped me meet some of the financial burden of the Christmas period. However, we are no longer working any overtime and I have really noticed the loss of this little bit extra every week.
16. Because of the level of my wage, I do not have any savings. I live quite a simple life but at the end of each week I have nothing left over. I live week to week. This means that I have to pay everything I can by instalments.
17. My wife and I have been promising ourselves that we would replace our stove for a number of years now. The stove we have just replaced is about thirty years old. I could not afford to contribute towards the cost of the new stove. My wife paid for the stove and I am in the process of paying her back in instalments. I simply can't afford to make purchases of this size.
18. It is the same when we go on holidays. I could never afford to go on holidays without the assistance of my wife. Susan pays for our holidays and I have to pay her back over a couple of months.
19. The \$18 increase the we received last year made a great difference to my pay. While \$18 may not sound a lot to some people, every extra dollar makes a big difference to me. This increase is needed to cover the increases in groceries that we pay. It seems that every time we go shopping for food and groceries we are paying extra. This increase allows me to keep pace with those increases.

20. I strongly support the application made by the ACTU for a \$24.60 increase to award wages. Last year's increase kept pace with the increase in prices, but even that has only allowed me to "tread water". I am amazed that any person with a family or on a single income could live on this wage - I find it hard in my situation and I am lucky enough to have the assistance of my wife to meet unexpected bills.

N Crouch

.....
NOEL CROUCH

Kellen

.....
WITNESS

3-02-2003

.....
DATE

Craig Hawkins

Textile Skill Level 2

Australian Industrial Relations Commission

Minimum Wages Case

1. I, Craig Hawkins ,

Say as follows :

2. I am employed under the Textile Industry Award 2000 at Skill level 2 by Classic Sportwear – Cleveland St. – Surry Hills NSW 2010

I am employed Full time. I have worked in this job for 3 years.

3. I receive the award rate of pay only. I do not receive any over award payments. I am not paid under an enterprise bargaining agreement.

4. Management have been approached on a number of occasions by our organiser but refuse to negotiate an enterprise bargaining agreement.

5. My weekly gross wage is \$ 470.60. After tax, my net weekly wage is \$389.00

6. I am 44 years of age and single.

7. My combined net income per week is \$ 389.00

8. My weekly budget expenditure is as follows:

Rent	\$ 150.00
Food	\$ 50.00
Electricity	\$ 10.00
Water	\$ 10.00
Telephone	\$ 3.00
Clothes	\$ 15.00
Bus/Train	\$ 35.00
Recreation	\$ 50.00
Miscellaneous	\$ 30.00
Savings	\$ 30.00
Union fees	\$ 5.50

Total : \$ 388.50

9. My job involves packing & stacking in the warehouse and picking orders. Because of the seasonal nature of the work I experience more pressure during busy periods when the boss wants the products loaded in a hurry, this pressure can make my job very stressful.

10. I can't always afford to pay my bills on time. I have been forced to get a credit card to pay some of the bigger bills such as car insurance & registration which I

have to pay off later with interest, my savings go towards paying my credit card off.

11. The last holiday I had was 6 years ago which I paid for out of my redundancy payments from a previous job, the only other holidays have been staying with relatives and friends who live up the coast and then only for a few days at a time.
12. I do not believe that the wage I receive is adequate enough to allow me to enjoy a reasonable standard of living and often wonder what I would do if any unexpected emergency costs were to occur such as medical expenses, major repair to my car, etc
13. I believe that my employer's superannuation contribution is inadequate and will not provide me with a reasonable income in retirement and I would like to make a contribution into my superannuation fund but I just can't afford to.
14. The \$18.00 wage increase I received last year was welcome, unfortunately the prices increased by more than \$18.00 and I was back to square one.
15. If the ACTU was successful with its claim for \$24.60 it would somewhat ease the burden of having to worry every week about how am I going to make ends meet.

Signed on this 28th day of January 2003

C. Hawkins
Craig Hawkins

Joanne Minty

Room Attendant Grade 2

Australian Industrial Relations Commission

In the matter of C No. 2002/2284

MINIMUM WAGES CASE 2003

WITNESS STATEMENT OF JOANNE MINTY

I, Joanne Minty, of _____ say as follows:

1. I am employed under the Hospitality, Industry – Accommodation, Hotels, Resorts and Gaming Award as a Grade 2 Room Attendant by the Grand Chancellor Hotel of 1 Davey Street, Hobart, 7000. I am employed part time for 6 hours per day, 30 hours per week. I have worked in this job for 6 ½ years. I am 42 years of age.
2. I receive a net wage of \$374 per week which includes Saturday and Sunday rates. I hate working weekends because of the impact on my family life, but I have to. Otherwise my pay for the week is not enough for us to live on.
3. I am separated and have three children. My eldest daughter is 18 years of age and does not live with me. So I have my 15 year old and the 11 year old with me.
4. I rely on my wage plus parenting payment of \$142 per week and rent assistance of \$70 per week. I do not receive maintenance of any kind.
5. My combined net income for the week is \$586. My weekly budget is as follows:

Rent	100.00
Electricity	50.00
Phone	20.00
School Levies	20.00
Car repayment	100.00
Petrol	20.00
Orthodontist	20.00
Hire Purchase for washing machine, bed, TV	32.00
Haircuts	5.00
Laybys	10.00
Union	5.00
Car insurance/registration	30.00
Pocket money	15.00
Groceries	<u>100.00</u>
Total	527.00

6. I am left with \$59 per week. But this cannot be described as "all mine". There are other things to pay for out of this amount like toiletries, milk, bread and other everyday items like vacuum cleaning bags.
7. As can be seen on my budget, I am not able to save anything towards unexpected or irregular expenses. For example, school uniforms for my children will cost: School jumpers - \$100, School shoes - \$100 and School trousers - \$60. The only way I can pay for these items is to cut back on other expenses. Maybe the Hydro or the phone bill will have to wait to be paid.
8. I pulled out of private health insurance, because once again I don't have the money to keep payments up.
9. I have no contents insurance, I simply have no money left to do it.
10. Christmas time is an especially stressful time for me. I have 2 birthdays which fall on the 14th December and the 31st December then I have school holidays which means additional expenses for my children's activities like going to the pool, pictures, and friend's birthdays.
11. I don't even know what I spent the last pay rise on. I was hoping to save a little for a holiday I promised the kids but haven't been able to.
12. The Commission needs to really take all this on board. The wage for Monday to Friday work is simply not enough.

Signed on this 31st day of January 2003



Joanne Minty

Brenda Redmond

Retail Service Assistant

AFFIDAVIT OF BRENDA ANN REDMOND

I, Brenda Ann Redmond,
state an oath as follows:

1. I am currently employed as a Service Assistant at Dimmey's Pty Ltd Forest Hill store.
2. I work on a full time contract of 38 hours per week in an administrative position in the Cash Office.
3. I have made five previous affidavits to Living Wage Cases with the most recent being December 2001.
4. I am paid in accordance with the Shop, Distributive and Allied Employees' Association – Victorian Shops Interim Award 2000. The last safety net adjustment I received in my pay occurred in June 2002. This adjustment resulted in an increase in my wages of approximately \$18 per week.
5. My weekly budget reflects the items listed in my statement of January 2000.

a. Mortgage Repayment	\$100 per week
b. Food	\$60 per week
c. Telephone (Landline)	\$18 per week
d. Mobile	\$10 per week
e. Travel Expenses	\$15 per week
f. Lunches	\$10
g. Personal Expenditure	\$12
h. Myer Account	\$12.50
i. Lay-By	\$15
j. Dog and Cat Registration	\$0.40
k. Ambulance Subscription	\$0.77
l. House Insurance	\$6.08
m. Contents Insurance	\$6.78
n. Council Rates	\$10.70
o. Water Rates	\$10
p. Electricity	\$17.65
q. Gas	\$12
r. Union Fees	\$5.50
s. Personal Superannuation	\$30
t. Holidays	\$20
u. Outings	\$20
6. After paying my budgeted expenses, I am left with approximately \$80 per week which I try to save for unexpected situations such as dental bills, veterinary bills and general living expenses.
7. At the time I completed my last affidavit for the Living Wage Case my niece who was then 19 years old was living with me. My niece is now almost 21 years of age. She continues to live with me while she is currently unemployed.

8. My niece continues to pay \$50 per week for rent. This money also covers her share of food, gas, water, electricity expenses and phone calls. My niece covers her own transport costs and buys her own toiletries.
9. During the second half of 2000, before the commencement of her Community Health Centre traineeship, and presently with my niece being unemployed, I found the cost of our combined living expenses soared due to the increased time she spent at home.
10. I shop on a monthly basis, since the introduction of the GST. I now find the need to supplement cash with my EFTPOS facility, which I find necessary to cover the cost of basic purchases.
11. I tend to budget approximately \$50 per month for social outings, which may be spent, visiting a local hotel for a meal and to play the pokies. Money for this purpose comes from what is left after paying my budgeted expenses.
12. I have been completing renovations on my property over the last few years. The house was in need of a new patio, bath, shower screen, toilet and vanity unit. I have purchased the majority of the supplies for the renovations, however, I have yet to purchase a vanity unit. I have been putting away \$50 per month since April 2000 to purchase a vanity unit.
13. Unforeseen emergencies are often what depletes the \$50 a month put away for renovations. One such emergency occurred last year when my dog fell ill. A few days into stocktake I took my dog to the vet. An examination showed that my dog had its heart encased in fluid. The operation to save the dog's life cost over \$1000.
14. Another such emergency occurred over Christmas when my hot water service broke. Although I have another hot water service which I can use, I do need to have the broken hot water service replaced. It is currently disconnected and unusable. It will cost roughly \$1000 to replace the broken hot water service.
15. Safety net adjustments are very important in assisting me to cover my living expenses and financial commitments. My wages are based on the award minimum. I do not receive any extra beyond the relevant award minimum wage. Therefore a larger safety net increase would make a significant difference to my tight budget. I am able to survive on my current income but only by very careful budgeting.

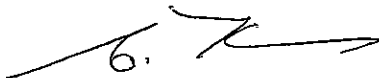
I know the facts deposed to herein of my own knowledge to be true and correct except where otherwise appears.

Sworn at FOREST HILL by the said)

BRENDA ANN REDMOND this
31st day of January 2003

) X B Redmond
)

before me:



.....
A JUSTICE OF THE PEACE FOR VICTORIA
REG. No. 9826

.....
MYER KOMESAROFF
45 CHESTERVILLE DR.
EAST BENTLEIGH 3165

Lonnie Campbell

Driver Grade 6

AUSTRALIAN INDUSTRIAL RELATIONS COMMISSION
Workplace Relations Act 1996

In the matter of:

**APPLICATIONS BY ALHMWU AND OTHERS
RE: ACTU MINIMUM WAGES CASE**

C2002/2281 and others

Witness Statement

I, Lonnie Francis Campbell, truck driver, state as follows:

1. I am 39 and single with no dependants.
2. I am employed as a semi-trailer driver by Patrick Logistics at Morningside in the state of Queensland.
3. I have worked for Patrick Logistics and its predecessor TDG Logistics for approximately 4 years. I am a permanent employee.
4. I am paid under the award at the Grade 6 Classification rate. My base weekly rate is \$13.55 per hour or \$515 per week. I could not survive on my base salary. I usually work 45 hours per week, that is 7 hours overtime. Sometimes I work more and occasionally I work less but it averages out at about 45 hours per week. This means my gross income is about \$660 and my net income is about \$520.
5. My weekly budget is set out below. Some of the items in the budget below are paid monthly or quarterly and I have averaged those figures out on a weekly basis.

Item	Price
Mortgage	\$185
House Maintenance	\$20
House and Contents Insurance	\$10
Food and Groceries	\$95
Medical Insurance	\$15
Home Telephone	\$5
Mobile Telephone	\$8
Electricity	\$13
Petrol	\$45
Car Registration	\$11
Car Maintenance	\$10
Car Insurance and RACQ Membership	\$7
Clothing	\$4
Cigarettes	\$20
Entertainment	\$30
Internet	\$6
Union Fees	\$6
Pet Food and Pet Care	\$10
Miscellaneous	\$20

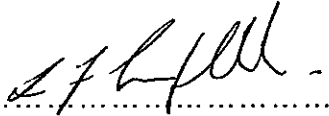
6. As I have stated above without my overtime pay I simply would not be able to survive. As it is I find it difficult to make ends meet. Some weeks I am able to save money but then a bill comes in and I have to use all my savings to pay for it. I do not seem to be making any headway at all with saving.
7. I try to pay my house off a bit quicker than I have to. This is so that if I get an unexpected expense and I do not have money in the bank I can draw money back from my mortgage to pay the unexpected expense.
8. Previously I was married and my wife and I seemed to be able to save money quite quickly. We had her income and I was being better paid. With my current wages I don't seem to be able to make any substantial savings.
9. I have to budget very carefully to meet my living expenses. For example, I am on a pre-paid plan for my home telephone so that I ensure that I only spend \$20 each month on that item. Even with careful budgeting things are difficult. I want to give up smoking, not just for my health but

also to save on expenses but I find it very difficult to do so. I am thinking that I may have to have the internet cut off in order to save costs.

10. I do not buy a lot of meat in my food and groceries as I simply cannot afford it. Previously I have been able to afford occasional luxury items in my groceries but now I simply cannot buy them.
11. Clothes is another thing that I have had to cut back my expenditure on. Because I cannot afford to go out very often I do not buy good clothes. As a result for the last few years I have bought minimal amounts of casual clothing. Fortunately I am supplied a uniform for my work.
12. I own a 1994 Ford Courier Ute. In order to save money I do all the maintenance on that Ute myself were I can. In the same way I try to make sure that any maintenance on the house I do myself.
13. I have just had a holiday at Woolai where I stayed in my mother's and step father's caravan. That is the first holiday I have had since I commenced this current job.
14. I feel that the drivers in our yard have productivity which couldn't get any higher. Myself and the other drivers go out of our way to do things that I know other truck drivers at other companies do not. I believe we are the only division of Patrick Logistics which does not have an Enterprise Bargaining Agreement. I would like to get an Enterprise Bargaining Agreement so that we could get better pay in recognition for the work that we do. I know that the question of an Enterprise Bargain was raised by another driver some time ago and rejected by management.
15. I remember receiving the \$18 increase last year. That increase did make things slightly better. It has helped. However, since then prices have generally gone up, petrol in particular I've noticed.

16. I support the ACTU's claim for a \$24.60 pay increase. \$24.60 may not seem very much but when you're wage is as low as mine every little bit helps.

Dated: 31.1.03


.....

Lonnie Francis Campbell

Glen Damanik

Production Worker Level 2

AUSTRALIAN INDUSTRIAL RELATIONS COMMISSION

IN THE MATTER OF C. NO. 5546/2003.

MINIMUM WAGE CASE 2003.

WITNESS STATEMENT OF GLENN DAMANIK

I, Glenn Damanik of _____ make the following witness statement:

Income and Work

1. I am employed by Melbourne Chef Pty. Ltd. of Barrett Street, Kensington in Victoria. I have worked for this employer for seven years. I am employed under the Grocery Products Manufacture – Manufacturing Grocers Award 1996 as a Level 2 – Production Worker. I am 38 years old.
2. My gross weekly wage is currently \$460.56. My net take home weekly wage is \$377.00.

Living arrangements and expenditure

3. I am married and live with my wife and two children.
4. Below is an estimate of my average weekly expenditure. Some items are averaged, as I may not pay all of them on a weekly basis.

Rent:	\$140 per week.
Food and Groceries	\$150 per week
Electricity	\$18 per week
Gas	\$15 per week
Telephone (Home and Mobile)	\$15 per week
Pubic Transport	\$20 per week
Car	\$40 per week

Car Loan	\$25 per week
Union Fees	\$5.80 per week
Credit Cards	\$20 per week
Clothing	\$20 per week
Insurance (House contents and car)	\$18 per week
School Costs	\$20 per week
TOTAL COSTS:	\$506.80 per week

General standard of living

5. My wife and I live a very simple life. My wife looks after our two young children and is not in paid employment. We never have any money left over from my weekly wage. We face many difficulties, especially when we receive unexpected costs, such as when our washing machine broke down last year. I only know that I must keep working, so that we can survive.
6. Our family receives a \$130 per week in social security payments in addition to my weekly wage, which is crucial to our capacity to meet our minimum weekly costs.
7. Our family has not been on a holiday away from Melbourne since 1998.
8. My wife and I cannot afford to go out together, we never go out to dinner.
9. I cannot afford to take my family out to the cinema.

DATED: 30 January 2003.



GLEN DAMANIK