

To whom it may concern

I am submitting this on behalf of part time workers in South Australia and in regard to the fair work bill that has been submitted by Nick Xenophon.

I am very concerned over this bill to remove penalty rates from casual workers. I am a University Student at post graduate level who works weekends to pay his mortgage etc and who has been receiving penalty rates for the last 4 years - any change to this would halve my pay check each week and make it impossible for me to survive. I don't think the impact of this bill had been thought through and the effects it could have on people like myself. I deserve better than this I come from a disadvantaged background and have gone without so I can go to uni. I have payed my HECs and I pay taxes - why would you want to disadvantage someone who works so hard and take away rights I have now. Furthermore i currently get paid only time and a half for Saturday shifts but double time on Sundays. For this small concession I sacrifice the casual loading which I am not paid. I forego holiday pay and sick pay and also do not get superannuation as I work only overtime hours. There are other workers who are fulltime who I work with who get all these "extras" as well as getting double time wages on the Saturday after the first two hours. A bill like this will produce an underclass of low paid workers without much at all in the way of rights and poor conditions. If a business cannot afford to pay wages to staff then it should not be in business – possibly a compromise could be to reduce ALL wages or tax the very high wages of people like Nick Xenophon and pass that on to small business – would that not be fairer.

I also would like to point out how this would reduce full time workers wages by removing the incentive for employers to give them overtime when a cheaper option is available – this will happen in many instances as the lower paid worker is much much cheaper to employ without super, sick leave, holidays, long service leave etc Long term this will cost jobs as many small business will soon wise up and employ nothing but casual workers who will be cheaper and have less rights.

Do not create an underclass of workers in this sector please.