

I worked for a waste management company, [REDACTED], who tendered to the local council, for over 6 years at the [REDACTED] refuse and recycle centre, [REDACTED], Qld. In that time I provided them with an ABN and they treated me as a sub-contractor. I worked the same hours each week for the 6 years, provided an invoice each week and received the same payment of \$20 an hour both for week days and weekends and public holidays including such days as Australia day. I received no superannuation payments, or paid holidays. Four years into my employment they did then start to pay Superannuation money but not holiday pay, or the correct hourly rate or penalty rates.

An employee of another recycle centre under the same management did receive the correct hourly rate as they knew what the award was and so could and did point this out to [REDACTED].

In 2017 the [REDACTED] lost the tender and a new company took over. At this point another new employee pointed out that my hourly rate was not correct and that I should look into this. I did this by contacting the Fair work ombudsman online and by telephone and learnt that I was not being treated correctly- in fact I was not a sub-contractor and that there was an award for my position. I learnt the correct rate of pay over the 6 years, the penalty rates etc and my new employer then paid me the correct amount as a casual employee even though I am now into my 7 th year at the same place and in the same position. However the scale I am being paid on is Level 1 which is supposed to be a trainee. I am reluctant to point this out to my employer for fear of losing my job.

I also worked out how much I had been underpaid under [REDACTED] and on advice from the fair work ombudsman I contacted the company and asked for this money(this amounted to over \$35 000) They then paid this. I am glad that I have now received this however had I been paid the correct amount at the time I could have paid my mortgage off much sooner and/or benefitted from the money being in my bank. There was no consequence for their actions -either bad business practice or purposefully underpaying me and thereby breaking the law. If I had stolen this amount of money from the company over the six years I worked for them I would have been arrested and more than likely now have a criminal record, they suffered no such punishment. I feel cheated and angered that for some reason they suffer no consequences of their fraud.