

From: [REDACTED]
To: [Education, Employment and Small Business Committee](#)
Subject: Wage theft
Date: Monday, 30 July 2018 1:44:50 PM

I would really like the word to get out about my former employer and the wage theft.

I was previously a McDonalds manager and suffered much wage theft throughout the duration of my employment. The main example is when I was asked to get stock in my own car in my own time.

Here are the objections that I raised which were never addressed.

- [if !supportLists]-->1 <!--[endif]-->Not paid for time.
- [if !supportLists]-->2 <!--[endif]-->Not paid for petrol/ wear and tear of car
- [if !supportLists]-->3 <!--[endif]-->Insurance did not cover my car for this reason (CTP or comprehensive)
- [if !supportLists]-->4 <!--[endif]-->My car was not suitable for stock. I had a Suzuki swift.

My husband was not happy that I did this. we discussed this as a couple and he said no not if the insurance doesn't cover this.

When we brought Zippy (our Suzuki Swift) we brought it because we needed a reliable car. In our family we have two adults no children. My husband works in the city and mainly uses public transport to get to work (at one stage he rode a bike for a while too). We considered our needs and my husband's height (many small cars my husband can't fit into well because he is tall). The only concerns which we factored into our purchase of this car were personal/private concerns.

We brought this car on finance with a secured loan. When we took out the loan we saw that one of the conditions of the loan was that the car was to be insured and driven only the terms with that it was insured under. So we read the PDS from [REDACTED] with whom we have the insurance from. We discovered something that the insurance was only for private use this sparked the debate about what should I do when work asks me to transfer stock.

Later on we purchased a Calais V 2015. We wanted a piece of Australian motoring manufacturing history. Plus, my husband has always liked the Holden brand. Again private and personal reason for the purchase

Why [REDACTED] insurance is the best for me:

At one stage I considered [REDACTED] insurance, they had a good reputation after the Brisbane flood in 2011. I have my mortgage with [REDACTED] and I was offered [REDACTED] insurance and so I read the PDS. It (at the time) covered occasional use of the car for business reason. I have all of my insurance with [REDACTED] covers my sewing machine around Australia, as a standard part of my contents insurance, I can take it to a sewing group and be covered. I have a short arm embroidery machine which I am using to learn how to sew.

After reading the PDS of [REDACTED] and [REDACTED] in detail I talked to my husband about the benefit of the not having the same restriction of the usage of the car, and the only thing [REDACTED] is the same coverage on my sewing machine. His reply 'why should we change all of our insurance for someone else business.'

Having someone do a job without appropriate insurance would also be a significant breach of health and safety, however there are many consultants/franchisees/managers who just care about how much stuff cost.

There was one incident where I was asked to pick up stock. I called the store up to refuse. The franchisee herself called me back, just before I was the leave for work and pressured me into doing it. My husband was angry.

Attempted to claim for bullying but was rejected due to reason management action. (I am happy to provide you with documents).

Another time I was told that I was a "bad manager" because manage the situation and get the task done as there was no PPE, I did not transfer in PPE to the store and do a task that required PPE. When I addressed this with the 1-up she sided with [REDACTED] the man who called me a bad manager. She quoted my contract and said it was my job. I went home and I re-read my contract the clause was not in there.

Another consultant (like an area manager) said, well your husband doesn't like you picking up stock to bad its part of your job. This is the same man whom said that if an employee doesn't realize something is in their contract it's not my job to tell them it's their job to read it and bring it up. He said that all employees have access to their award and then policies and procedure manual online and that was good enough.

The thing is it wasn't actually part of my job and there is a large misconception that it is.

There is a large culture of transfers which if you don't comply you are harassed out of the company.

What I would like out of this letter and from the government who is promoting wage theft is the expose of the practices these company did and probably still does. I am happy to share documents which prove the incidents. I also have a written warning from my former employer because I did not stay back unpaid.

Serena Swan

