

From: [REDACTED]
To: [Finance and Administration Committee](#)
Cc: [REDACTED]
Subject: Subject: My submission about the Industrial Relations (Restoring Fairness) and Other Legislation Amendment Bill 2015
Date: Tuesday, 12 May 2015 12:04:32 PM

To: Members of the Finance and Administration Committee

I am employed in [REDACTED] and I wish to make a submission about the Industrial Relations (Restoring Fairness) and Other Legislation Amendment Bill 2015 because it will directly impact me, my family, my colleagues and the community.

As a result of the Industrial Relations (Fair Work Act Harmonisation No. 2) and Other Legislation Amendment Bill 2013 I lost many valuable conditions from my Industrial Award, and many provisions that could be bargained for in enterprise bargaining were removed from me and my colleagues. For example, protections about job security and consultation about workplace change were completely removed by this legislation of the Newman government.

In my workplace the legislation made it likely we will lose:

- **Personal (SICK) leave reduced from 15 days per annum to 10 days per annum** (*Draft EBA Clause No. 23*)
- **NO sick leave paid out recognising length of service** (*Excluded from Draft EBA*)
- **Rosters for RDO's for existing 9 day a fortnight staff** (*Draft EBA Clause No. 12.3*)
- **Plumber's on call allowance slashed** (*Draft EBA Clause No. 16*)
- **NO Accrual of leave whilst on leave post termination.** (*Excluded from Draft EBA*)
- **Redundancy provisions capped at 16 weeks (with a promise of a policy)**
- **Removal of all job security provisions** (*Qld Industrial Relations amendments*)

The impact of this for me has been major disharmony in the workplace, loss of morale, insecurity and stress amongst staff and a heavy handed approach to workplace EBA negotiations by management..

The right to organise collectively to achieve better working rights and conditions is a basic human right. The Newman government undemocratically curtailed this right and as a result lost the 2015 Queensland election. At the election a majority of Queenslanders supported parties and candidates who advocated a restoration of these basic rights. Please respect the voice of Queenslanders and the rights of workers and vote to restore fairness by supporting this bill.

I urge the committee to recommend passage of this bill without delay to ensure that the rights of workers on local government are restored to them.

Yours sincerely

Stephen K. (Steve) Sparrow

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