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Subject: My submission about the Industrial Relations (Restoring Fairness) and Other Legislation Amendment Bill 2015

To: Members of the Finance and Administration Committee

I am employed in _____ 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 Newman's legislation has caused our Council to send letters to all unions on 5 May 2015 requesting we negotiate, even though there is this new proposed Bill. This leads to uncertainty and the feeling that they are trying to push negotiations before the new Bill is made. We are aware Council has had staff off-line working on stripping our CA as per the Newman's legislation. If you don't get the new Bill made quickly large numbers of Council staff may be affected.

The impact of this for our staff will be:-

1. _____ that Council is intending to outsource 80% of its IT section and at present under our current CA redundancy is package is

6.3.8.1 Severance pay

Where an employee is retrenched or accepts a voluntary departure package, the employee will be entitled to a payment equal to the employee's salary for three weeks for each year of service and a proportionate amount for an incomplete year of service.

However the employee:

- a) must receive an amount equal to the employee's salary for 4 weeks; but
- b) must not receive an amount more than the employee's salary for 52 weeks.

Under the Newman legislation they will only receive max 16 weeks.

So it is in our Council's interest to keep Newman's legislation

2. cuts to the wages for Administration Employees Levels 1, 2 and 3 will be lower paid than current staff under the Newman's legislation.

3. I am a delegate at our Council and assist numerous members with their Industrial matters, I believe the "consultation" clauses are a non-negotiable item in CAs under Newman's legislation. This is unfair to staff.

4. Numerous other non-negotiable items for CAs under Newman's legislation are unfair and staff's flexibility will be curtailed.

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

Ms Anne Watt

