

To: fac@parliament.qld.gov.au [REDACTED]

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

To: Members of the Finance and Administration Committee

I have been employed in [REDACTED] all of my working life and thus am a long serving employee. In all this time I have not witnessed as serious attack on workers rights as we have seen with the previous state government. This is why 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 colleagues and the community. As a result of the Industrial Relations (Fair Work Act Harmonisation No. 2) and Other Legislation Amendment Bill 2013 I, and my colleagues, lost many valuable conditions from our Industrial Award and many provisions that could be bargained for in enterprise bargaining were removed from us. For example, protections about job security and consultation about workplace change were completely removed by this legislation of the Newman government. This a clear breach of the election promise, given in 2012, to respect rights at work and the collective bargaining framework.

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.

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 it lost the 2015 Queensland election. The election result demonstrates clearly that 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. The emphasis is on the restoration of fairness.

I urge the committee to recommend passage of this bill to ensure that the rights of workers in local government are restored to them as a matter of urgency.

Yours sincerely

Frank McFadden