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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 current legislation has caused me to lose the ability to negotiate fairly with my employer on job security, work life balance initiatives, flexible working hours, and telecommuting and should it be necessary, a fair redundancy payment recognising many years of service.

These conditions had previously been seen as advancements and positive measures for both parties, not just the employee. For example telecommuting has been proven a cost saving for employers, work life balance measures allowing the employer to capitalise upon valuable skills of an employee unable to return to work on a full time basis due to the need for child care.

In an organisation that is repeatedly restructuring, employment security has now become an exceedingly material challenge for me. To be able to meet with an employer and discuss in a reasonable manner basic work conditions is not an unreasonable expectation.

The current legislation that denies this right has taken us back into the medieval ages separating us from the fair & equitable workplace we as Australian had been so proud to pass onto our children and which protect workers from being exploited.

It has eroded the ordinary conditions of a worker i.e. access to fair workplace consultation for both parties and thereby managing mutually advantageous initiatives.

We need to give our children security, an incentive to be truly productive, the ability to negotiate family friendly hours and importantly safe work practices.

The impact of the loss of conditions for me is increased anxiety for job security (lowering effectiveness capability) and the feeling of having become little more than a contractor worker with a strong sense of disregard for the valuable contribution that an employee gives to an organisation.

I have lost my ability to influence my working future and in turn be proactive in order to increase my value as a productive employee for the benefit of my employer.

The current bill leaves me fearful for both my own and following generations future and has severely impacted my willingness to spend money that would have once in turn contributed to the economy – providing income for other business's and their worker's financial future.

Without any sense of recognition of my contribution to my employer or job security, constantly facing the threat loss of work, I am naturally, terribly concerned for my family's living conditions and the resulting impact of other Australian worker's losing jobs because I can no longer circulate my income.

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

Carol Leaman

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