
From: Terry Steer
Sent: Sunday, 17 May 2015 10:03 PM
To: Finance and Administration Committee
Subject: My submission on the Industrial Relations (Restoring Fairness) and Other Legislation Amendment Bill 2015

To: Members of the Finance and Administration Committee

I write to make a submission on the Industrial Relations (Restoring Fairness) and Other Legislation Amendment Bill 2015.

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

The Newman LNP government was elected in 2012 having made clear promises to respect rights at work and the collective bargaining framework. The government broke these commitments and removed protections for job security as well as many other basic rights, amending legislation often late at night with no warning. Thousands of workers and their families in Queensland suffered as a result of the removal of these protections, which directly caused the loss of over 20,000 jobs in the last three years.

For example where I work at _____, I have had to work in two positions simultaneously for over one year after which my pay was cut by my employer by over \$9,000 per year because they said i was paid too much. Even when I clearly demonstrated all my functions and responsibilities were at a much higher level it fell on deaf ears. I have been a single supporting parent for over 10 years - both my girls are now teenagers and it has been pretty tough time. I have had to work fulltime all these years and need the extra cash to make ends meet and have my girls taught music etc. I dont know how i will cope in the long term but a pay cut has been devistating. The Newman IR laws have given my employer the arrogance to treat me with contempt and discrimination. The CEO, contract Directors and contract Managers of my small local government pay themselves more than a State MP at \$160,000! My pay has been cut to less that half of that.

Employees havn't been able to even negotiate at the certified agreement table because so many items are now non-allowable and my employer banned me from being at the table because I belonged to a union. My employer wants to get rid of older workers and replace us with younger ones at a cheaper rate, reduce pay rates, sick leave, reduce penalty rates and cut my redundancy pay to just 8 weeks under the Newman IR Laws. I could go on but the legislation is unfair, undemoncratic and completely screws over employees.

What future do my children have and their children have if there is no job security, poor wages, irregular hours of work etc if the Newman laws remain in place. How will they survive? I do not want to see the class system implemented here in my Australia, with the rich getting richer (and more powerful) and the poor getting poorer. Our country was founded as a penal colony and many many pioneers fought against discrimination by government and the British class system with their own blood to bring about democracy and freedom. Let 's no repeat history through an unfair system that takes away employees conditions tand rights.

Please I respectfully request that you to restore equality and opportunity to the industrial relations system.

Needless to say, the cut backs to working conditions and pay rates for local government employees, has a direct flow on effect to businesses in the immediate area.

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 for workers and for a restoration of certainty in our state and local government services.

Please respect the voice of Queenslanders and the rights of workers and vote to restore fairness by supporting this bill.

Yours sincerely

Terry Steer

Terry Steer