Dear [Name],

The unions in the past have been the mouthpiece of the workers. Because of their pre-historic ideals (they would encourage equality across the board), they would not let one section of the workforce earn significantly more than the others. In fact, they would try the bounds of the law in maintaining ideals that would give them power and control to the detriment of their base.

I have no doubt of the unions' responsibility in this economic crisis. For years they fought hard to maintain level wages across the industries. I personally experienced the force that was issued when our workforce went on their own and gained significant wage increases. As industries gained major windfalls, they knew that the money could easily be directed to shareholder dividends and management bonuses, with little concern for the workers' mouthpiece. No matter how much profit an industry made, it could not significantly add to the workers' wages. The union would not allow an un-level playing field. I heard the lame apology (excuse) Sharon Burrows stated on the 7.30 report (08/01/09), and the way she was able to accept individual workplaces (by going to bat for one).

But my experiences with unions and the Australian Industrial Relations Commission show me the bias towards pre-historic ideals strong in these two.

[Signature]

PTO
Once again, in my own experience, I witnessed how the union and industrial commission used the unfair dismissal laws in a last gasp to protect ideals. Subsequently, the unfair dismissal power has been removed from the AIRC.

I have listened to statements from the fair pay commission and I fear that they are showing a bias towards capitalism. A tug of war between the AIRC and the fair pay commission is not needed. Common sense is.
To The Fair Pay Commissioner,

Dear Sir/Madam,

In response to the Advert in The Telegraph News Paper in 2008, I wish to submit my views on the issue of fair pay and conditions, as based on my personal experiences.

I currently work for a foreign multinational company and have 13 years of service as their employee. I am employed as a casual Merchandiser, grocery retail and am employed under a State award (NSW Commercial Traveller’s award) which was absorbed into federal jurisdiction by the work choices legislation in 2006. I wish to draw the commission’s attention to a large anomaly in my award.

We in the industry were never made aware of this change, which effectively closed off all negotiations on allowances given in this job, the said allowances being “frozen” in perpetuity or until a more fair system is involved to replace the current unfair system.

The fuel or travel allowance is the compensation payable to an employee who by definition uses their private vehicle to service his employer’s requests, and to fulfill the duties required by the employer. This not negotiable, no company car is provided, and it is a pre requisite of employment in this industry that a vehicle is a necessity for the job.

It is therefore grossly unfair that the allowance has not been revised from the award (52c/KM) since 2005, and from 1998-2005 it was 51.2c/km, therefore, only an 8c/km rise in 11 years.

The original intention of this allowance was to compensate for all running costs of the employees vehicle, including car registration, insurance, repairs and maintenance, as well as fuel and oil costs. All of these have doubled or more in that 10 year period, and it is beyond my understanding how this matter has been ignored for so long by the regulatory department responsible.

It is a condition of employment in this industry that a merchandiser has to have a large vehicle to transport goods and point of sale needed for the job.

It should also be noted that every company who employed staff under work choices AWA’s were far more generous, both with wages and travel allowances.

The average for those on AWA’s is $21-23p/hr and 61c-70c per/km travelled at 2008. Before the AWA’s were re-negotiated.

We who were never offered AWA’s (and its now clear why) are still on 2007 pay rate of $19.28 and the KM allowance of 52c/KM.

This is a grossly unfair situation and it will take legislation and regulation by government to ensure some fairness in this industry.

I trust that those people conducting this review will look into this matter thoroughly and act accordingly.

It is noted with interest that the Tax deductions for vehicle use has been increased several times in this period, reflecting an intelligence on the part of the legislators as to indexing taxation of this allowance: but they have studiously ignored the amount payable by employers to employees.

I also note that politicians regularly have increases granted to their expenses accounts to reflect the ever increasing costs associated with their jobs. There is now a compelling reason to unfreeze and increase the travel allowance for Commercial Traveller’s. Please recommend it for immediate action.
It will be interesting to see what will happen to those people employed currently on AWA’s (which are all due to expire by 2010) when they find themselves on a much lower rate of pay under the award which is the standard currently used by the Federal Labor Government. I would appreciate a response to my submission please as I have been trying to lobby my employer, since May 2008, to increase travel allowance and wages, but their response is that they only pay what the award dictates is the current rate of remuneration. The 2008 National Minimum wage rise was not even passed down to us, and our wage rate remains at the same levels as 2007. It is now 2009.

Thank you for taking the time to look at my submission.

Yours Sincerely

[Signature]
To whom it may concern:

I would like to bring to your attention the affects of minimum wages on the 50 years plus Single Females, as this is my personal experience and I am aware of numerous women in similar circumstances.

I will proceed with some personal background in a brief outline-

- Now aged 54,
- House mortgage payments to make (cheaper than renting).
- Presently employed permanent part time 30hrs per week as a teacher-aide. (This is the maximum hours in this career, no avenue for increased hours or career advancement after working in this field 15 years despite professional development equivalent to PD of teachers.)
- Maximum take home pay $1,071.93 p/fortnight
- Raised three girls as a sole parent (after separating from my husband 15 years ago) while working as a teacher aide.
- During this time have managed to pay house mortgage without the benefits of rental assistance. (Having rates and maintenance costs on top of mortgage to cover)
- Since the oldest turned 16 there is no availability of health care card, access to govt. dental treatment, car registration discounts, electricity, phone or pensioner discounts. (Centrelink advise that this income is borderline and would require compliance with job search requirements if I applied for health care card, ie. too tricky and not worth the trouble. This no doubt keeps their statistics down.) Teacher Aides are required to work additional unpaid hours throughout the school term to make up for school holiday periods, leaving limited time to comply with the time and effort required to fulfil job search requirements.
- I have a background of registered nursing, having relinquished my registration 23 years ago. To regain my registration (with State or Commonwealth assistance offer) or to return to university for further study to advance my prospects of higher paid employment, places me in a further financially vulnerable position, (with no substantial income and further debts incurred during period of study with reduced working years to payoff debt.)
- Having some employment nullifies me for any training programmes (offered only to unemployed)

Employed 30 hours per week, determination to be a good mother, be there for my children and give them the best opportunities and support I could afford, to provide a home and pay a mortgage, and have some personal interest. All this I have scratched and scraped to achieve, living on a minimal income. Despite having immense satisfaction that I have done my best and achieved what I have, I feel the frustration of the restrictions that this limited income (bare existence) allows me.

Often women like myself still have teenagers (16 years plus) living at home who are undertaking traineeships, apprenticeships, low paid, part time or casual jobs and can’t afford rental. I feel that this also creates a further burden on already financially stretched household.

This phenomena is not only limited to teacher aides. I have many friends employed in female dominated areas - Dental assistants, child care, shop assistants, hospitality, office work, all struggling to exist on limited (often irregular) working hours and low pay. This leaves us sole income earners feeling somewhat disadvantaged, undervalued, disrespected in our society and out on a limb as we head towards retirement.

With the hope that you will take this submission into serious consideration,

Kind regards
Dear Sir/Madam,

"Re Submission 2009 Minimum wage review"

Australia has come a long way in re-organising work place relations. A step backward could be disastrous for the economy. While I believe fair pay and sturdy laws against employers who blatantly rip off employees off leave allowances etc. Usually the market finds its own level employees make their own arrangements conditions. An Organisation such as yourselves by better use of resources. Seeing what can be done in a cooperative approach. A problem facing many cities both here and overseas. Urban Spread Peak hour traffic congestion. Alternative ways of transporting commuters. Too take pressure off roads, constructing inter urban flight movers. While technology in plastics light metal (CSIRO) Friendly green fuel's (Hydrogen Solar) Extreme ultra light weight craft. Boarding outer suburbs, Ferrying commuters landing on High rise in cities. In this Country have been blessed with many treasures. Attitude change where one person doesn't do it all but everybody does some thing.

Yours Sincerely
Dear Sir or Madam,

MINIMUM WAGE SUBMISSIONS

I am an Australian Human Rights Supporter and also an Australian Citizen and Resident and am very keen to provide some individual comments, thoughts and ideas on the “Minimum Wage” in Australia.

In regards to employment and competitiveness across the Economy, I feel and believe that a limit of 10-20% of Imports into Australia should be introduced in order to stop jobs from going offshore and manufacturing and production companies suffering in Australia. The average person is inundated in the shops with items “Made in China” etc. To sum it up, Australian Businesses are finding it very hard to compete with cheap imports! The Prime Minister would realize this.

A good safety-net for all Australians would be the introduction of the lowest minimum wage in Australia to be at least $18 to $20 per hour. In order to get the Economy going again and to lessen POVERTY in Australia! I hope that the Prime Minister Mr Kevin Rudd will seriously consider this idea.

The 2009 Minimum Wage Review is an excellent idea!

I hope to hear from the Australian Fair Pay Commission soon.

Yours sincerely
Australian Fair Pay Commission
Re: Minimum Wage Submissions.

Fair Pay Commissioner: Dear Sir,

In all of your considerations I wish you to answer one question....

What is $4.63.00 the "after tax fair minimum wage" supposed to buy....

and, for how many people...?
Addendum to Question.

$522.00 gross
- $59.00 tax minimum wage earner need?
= $463.00 after tax income.

$463.00 minus fixed charges
-$200.00 Rent

$12.00 - 15.00 p.wk. Car Reg + 3rd Party Insurance/licence
(employment agencies + govt. dept. expects people to get to work even if there is no
or inadequate public transport)

Govt. agencies
Compulsory Bank fees (account keeping)
$1.50 p/wk

Phone - land line rental + handset
$8.50 p/wk

Mobile (aplan to cover most areas)
$5.00 p/wk minimum

Internet connection
$7.50 p/wk

Power - service fee to property
$3.45 p/wk

Garbage fee / Recycle fee / Environmental levy
$6.00 p/wk

Gas - (if available) service fee
$2.60 p/wk

= $249.55 p/wk. for fixed charges.

$213.45 for all living expenses which include...

<table>
<thead>
<tr>
<th>Category</th>
<th>Amount</th>
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<tbody>
<tr>
<td>Power usages: lights + heaters</td>
<td></td>
</tr>
<tr>
<td>Telecommunication usages</td>
<td></td>
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<tr>
<td>Petrol and/or fares to/from work</td>
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<tr>
<td>Water usage @ 70c per kilolitre</td>
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<tr>
<td>Medical expenses / medications /</td>
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<tr>
<td>Dental etc.</td>
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<tr>
<td>Clothing / footwear / work clothes</td>
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<tr>
<td>Laundry &amp; household (personal) items</td>
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<tr>
<td>Toilet paper / toiletries / intimate items</td>
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<tr>
<td>Food - how much does it cost to provide nutritious meals including pantry items over 12 months to reach a weekly figure?</td>
<td></td>
</tr>
</tbody>
</table>
Australian Fair Pay Commission

Re: Minimum Wage Submissions: Affordability

Fair Pay Commissioner: Dear Sir,

I am aware that the gross weekly pay which an employer must find, is very different from that which an employee receives.

I feel that this figure should be published so that the community is aware of total costs...

Currently $522.00 including tax + 19% Super + 10% loading for holidays + long service leave + payroll tax + work safe levy + sick leave + maternity/paternity/parental leave + training = ??

Perhaps you could persuade Goats to reduce some of these to make it more affordable for people to be employed.
Australian Fair Pay Commission
Minimum Wage Submissions: Re: equality within the Australian community
Fair Pay Commissioner: Dear Sir,

I wish you take an active role within Govts. & government departments by making them consider the minimum fair wage (after tax) as the standard for financial modelling including of course taxation reductions. eg. F.T.S. will impose additional costs on the community. How much will it cost the minimum fair wage earner?

If departments continue to use the "mythical" average wage earner (gross income) as their standard, then everyone on a lower income level (i.e. including the after tax income of the average wage earner) is going BACKWARDS and this exaggerates the distinctions between lower and upper wage earners. And, in time creates a smear of class distinction within the Australian society.

P.S. My personal example re. G.S.T.
The govt. modelling assured me that the extra $60.00 per month I got from tax reductions would more than offset G.S.T. It didn't. My G.S.T. bill average $87.00 per month. Consequently I'm still going backwards financially.