

TAKE ACTION TO #SAVEOURWEEKEND

We have penalty rates because members of the Australian Services Union fought hard to ensure that workers were fairly rewarded for working difficult hours. With your help, we must fight even harder to protect them.



1. **SIGN THE PETITION** CALLING ON THE GOVERNMENT TO **#SAVEOURWEEKEND**

SIGN HERE:

australianunions.org.au/saveourweekend_petition



2. **ARE YOU OR YOUR FRIENDS GETTING THE RIGHT RATE OF PAY?**

CONTACT YOUR ASU BRANCH FOR ADVICE:

www.asu.asn.au/contact



3. **BUILD A BETTER FUTURE.** JOIN THE AUSTRALIAN UNIONS' CAMPAIGN FOR THE FEDERAL ELECTION TO **FIGHT FOR OUR LIVING STANDARDS.**

SIGN UP AT:

australianunions.org.au



A•S•U

Australian Unions
Join. For a better life.

**BUILD A BETTER
FUTURE** FIGHT FOR OUR
LIVING STANDARDS

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SAVE OUR WEEKEND

- PROTECT PENALTY RATES -

From staffing call centres to repairing essential services, ASU members are working unsociable hours so that others can enjoy their weekends, nights and holidays. They miss out on vital time with friends and family, and deserve to be fairly compensated. For many, that compensation helps to make ends meet.

Yet the Federal Government and employer groups are trying to tear up penalty rates that would mean a massive pay cut for millions of ordinary workers, and would take billions out of the economy. **But with your help we can stop them!**

LOSING TIME TOGETHER WITH THEIR KIDS SO THEY CAN AFFORD TO PAY THEIR BILLS

IAN & SUSAN - CALL CENTRE WORKERS IN THE PRIVATE SECTOR



We both work shift work in a busy call centre because we need the extra money that our shift penalties provide to support our young family.

Often we'll work opposite shifts so one of us is home to care for the children. This means we don't always get to spend time together as a family on weekends or in the evenings. We also miss out on social occasions together.

We need penalty rates to make ends meet, they're not an added bonus. We also deserve our penalty rates for working unsociable hours, while still taking pride in our work and the service we provide.

We have bills to pay and our penalty rates make sure we can afford them!

THE ATTACK ON OUR WEEKEND RATES

While the Federal Government says it won't go after our penalty rates, it has been trying to do exactly that.

It has tried to pass the **Fair Work (Amendment) Bill** which would make it easier for bosses to pressure workers into reducing their penalty rates through individual contracts where bargaining power is unequal.

It also set up a **Productivity Commission Inquiry** into workplaces – a platform for big business to go after our rights at work. **The Commission's Draft Report recommends cutting penalty rates as we had expected.**

FACTS

WILL CUTTING PENALTY RATES CREATE JOBS?

ARE WEEKENDS A THING OF THE PAST?

No! The overall impact of taking penalty rates out of the economy is overwhelmingly negative. For example, **towns in regional NSW would lose up to \$111 million if penalty rates were cut according to a recent study by the McKell Institute.**

The claim that penalty rates are forcing pubs and cafes to close is not backed up by evidence. We are spending more on food and drink than ever before. As a result employment in the sector has grown faster than the rest of the Australian economy since the 1990s.

Weekends are as important as they have ever been. After all, we don't have weddings on a Tuesday morning or kids' soccer on a Thursday afternoon. And your local MP or CEO isn't answering calls on a Sunday. **In 1997, 69.7% of us had jobs from Monday to Friday. In 2012 this figure was 68.9%.**

97% of Australians think that the weekend is an important for families (*Galaxy Research August 2012*). And polls frequently show that the vast majority of Australians support a higher rate of pay for working non-standard hours.

WHAT WOULD A PENALTY RATES CUT MEAN FOR ASU MEMBERS?

WATER

A technical officer at Melbourne Water could **lose up to \$15,992 a year in shift payments**, and a lot more if they also work Saturdays & Sundays (between 50% to 100% loading).

SACS

A social worker at Relationships Australia in SA would lose 50% loading for Saturday work, 100% loading for Sunday work, and **up to \$11,696 per year in penalty rates** for doing afternoon or night shift.

ENERGY

At Powercor, a technical officer at the standard rate could **lose up to \$12,201 (afternoon shift) or up to \$24,403 (night shift)**, not including weekend penalty rates that vary between 50% to 100%.

AIRLINES

A customer service officer at Jetstar doing permanent shift work would **lose 30% or \$13,080 of their salary** in penalty rates, reducing it to under \$44,000 per year.

LOCAL GOVT

A Melbourne City Council local laws enforcement officer **could lose as much as \$20,012 in night shift penalties over a year.** This doesn't include Saturday and Sunday loadings of between 50% to 100%.

PRIVATE SECTOR

A StarTrack customer service or admin officer doing afternoon or night shift could **lose up to 20% of their salary, or 30% if they are on permanent shift work**, reducing their annual income to \$45,779.