

The Facts about Unions and Penalty Rates

LIBERAL LIE

Labor unions have traded away weekend penalty rates for retail workers

FACT

Unions have never traded away weekend penalty rates. Their value has always been retained through the rolling up of rates into a package of higher base rates of pay and improved working conditions.

In the retail sector this practice of rolling up rates in union negotiated EBAs have delivered weekly wages \$90 higher than the award rate for major supermarket chain employees.

At Bunnings and Costco, retail workers receive a weekly wage rate \$130 dollars above the award due to their EBA.

LIBERAL LIE

Fast food workers are worse off under Union sanctioned EBAs

FACT

Australia's fast food workers are among the highest paid in the world.

At McDonalds, full time senior weekly wages are \$50-\$65 a week higher than the fast food award and the EBA contains superior conditions such as guaranteed minimum shifts of 10 hours per week, shorter maximum shifts, compassionate, study and domestic violence leave, something which the Liberals have previously opposed.

The McDonalds EBA also contains strong annual wage increases of between 3.5% and 4.5%.

LIBERAL LIE

Workers on EBAs will not be affected by the cut to Sunday penalty rates

FACT

All workers, those currently on awards and those on EBAs which will shortly need to be renegotiated, will eventually have their take home pay reduced.

Future bargaining will take place in an environment of lower Sunday penalty rates, meaning workers will simply not be able to secure wages they would have received prior to the Fair Work decision.

LIBERAL LIE

Cutting Sunday penalty rates will boost economic growth and create jobs

FACT

Cutting retail and hospitality wages will undermine domestic consumer spending power and demand for the very services that businesses are selling, weakening economic growth and costing jobs.

FACT

Women will be the biggest losers of the penalty rate cut.

Women account for 55 percent of all employment in the retail sector and 60% of the part time workforce. Due to their disproportionate concentration in part-time work, women already now earn exactly one-third less than men.

For women the penalty rate cut will significantly reduce incomes that are already far too low.

Evelyn's story



“ **My name is Evelyn and I work for Spotlight.**

I only earn \$600 a week and I need this money to pay my rent, food, gas and internet. Now I'm going to lose \$80 a month because of this cut and I just don't know how I'm going to be able to survive. ”

Tania's story

“ **I'm Tania. I'm a single widow and I work in retail.**

If Sunday penalty rates are cut I would lose \$127 per month.

I bring my own lunch to work each day, never go out and can't afford to buy take away coffee.

I wanted to join a gym but cannot afford to do so.

I've asked to work every Public Holiday as the extra income is desperately needed but they don't always require me.

If my pay is cut I'll struggle to survive, even eat. I won't be able to buy clothes, shoes, toothpaste and hair spray. I won't be able to treat the grandkids on birthdays or at Christmas.

If something happens to the car, I won't be able to afford it. ”

Protect penalty rates.