

**From:** Committees  
**Sent:** Wednesday, 28 June 2017 12:47 PM  
**To:** [REDACTED]  
**Subject:** FW: Submission to ACT Insecure Work Inquiry [SEC=UNCLASSIFIED]

	A.C.T. LEGISLATIVE ASSEMBLY COMMITTEE OFFICE
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**From:** James Costin [REDACTED]  
**Sent:** Monday, 26 June 2017 4:58 PM  
**To:** Committees  
**Subject:** Submission to ACT Insecure Work Inquiry

Attn: Standing Committee on Education, Employment and Youth Affairs

This is a submission into the Inquiry into the extent, nature and consequence of insecure work in the ACT, via the submission tool provided by UnionsACT. I have agreed to provide the following:

**Submission by:** James Costin, [REDACTED]

I was employed through directly employed as a casual less than a year ago.

I have personally witnessed underpayment of foreign vulnerable workers.

I am currently working with the ATO to get back unpaid super from 4 years of work where my employer did not pay any super.

I have been consistently paid late and sometimes with cash in hand.

Neither I nor my co-workers were ever paid overtime for working shifts longer than 10 hours. I have heard from co-workers of occurrences where they worked from 50-90 hours on a given week without overtime payment or paid breaks..

I believe I will not get an accurate reference from my previous employer due to my complaints to the ATO and fair work about unpaid super, poor working conditions, and exploitation.

A lot of other employees were "off the books" and being paid less than required and cash in hand.

We were expected to lift meat packages that weighed up to 20kg. It is my understanding that you aren't supposed to lift a weight larger than 10kg at work by yourself without specific training and/or a second person.

When my pay was always late, I found it difficult and stress inducing to set out a reliable budget.

After making contact to the ATO and fair work to make complaint about ongoing issues at work, my work environment became quite stressful and relations with my employers because icy..

This happened when I worked at [REDACTED] in Canberra, Phillip.

This happened in the Hospitality sector.

If I were the Government, I would do more to enforce fair work policies and have a more active commitment to following through with workplace investigations after receiving complaints.

I would also want to make it easier for foreign employees to know their rights, and in more extreme cases of wage abuse, to give foreign employees amnesty to make complaints against their employers..

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