To whom it may concern,

I am writing to bring your attention to what I feel is the unfair treatment and bullying of a co-ordinator towards myself.

I am a team member from the Craigieburn store who has proudly worked here since the age of 14, when the store was built 6 and a half years ago. Now that I am 21 and am towards the end of my schooling, and was looking for a new job in my field. On Monday 16th Jan, I was offered a full time internship at another company. However, as I have grown quite knowledgeable, in various departments and have many close relationships with other team members I wanted to keep to a part time shift on weekends to continue working for Bunnings as best I can.

On the 18th January 2017 I organised a meeting with management to discuss my ongoing employment. At this meeting my aims were to:

1) Discuss the reduction of my contract from 30 hours to 16 hours (to be made up of an 8 hour shift and 8 hour bank of hours payout to reduce my banked total until my bank was reduced to 0 whereby the contract would revert to 8 hours per week);

2) Discuss what would happen with my 300 hours of annual leave and 100 hours of banked hours; and

3) To negotiate an agreement that suited the needs of both myself and of Bunnings.

The commencement date of my new job is 1st of February and I see no reason why I shouldn’t be able to continue both employment rolls. During the meeting on the 18th my employer made it clear that:

-I was only giving exactly two weeks’ notice (I was only told of the new job 2 days prior);

-I would no longer be fulfilling my 30 hour contract;

-I was being done a favour by being kept as a casual in this matter; and that

-I should have been taken off the books.

I signed the contract in the fear that I would be fired and taken off the books as he had indicated. Noting that upon being coerced into signing a casual contract he informed me that “if you miss too many shifts, I’ll just take you off the books”.

I feel this meets the criteria for bullying, harassment and unfair treatment and would like rectification of this matter in an expedient fashion so as to ease my transition into a new workplace.

This is not the first instance of mistreatment by this coordinator. In recent times, since his return to the Craigieburn Store, he asked me to sign a discussion agreement about the management of the balance of my bank of hours. During this conversation I asked what the form was to which I was informed that “you shouldn’t worry about it, just sign it”. Upon pressing the matter I discovered what it was for and wouldn’t sign it until the conversation occurred despite his insistence.

I feel this harassment and bullying towards me is incredibly unfair and uncalled for. I am a hard worker and enjoy working for Bunnings and would still hope to continue work as a part timer on a small contract once this issue is resolved. I have no other major issues with any other team members and I feel as though they all treat me as a highly valued team member.

To this end I have had brief meetings with both the Operations and Complex managers of my store and I feel no effective resolution has occurred. Assistance and guidance in this matter is greatly appreciated.

Regards

Rosario Forzisi (263435)