

sd TasTalk

SUMMER
2007

Official Journal of the Shop Distributive and Allied Employees' Association – Tasmanian Branch



In this issue: ▶ New Agreements ▶ New Year Grocery Giveaway ▶ Scholarship Winners

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On the Cover

SDA General Secretary Paul Griffin presenting 2008 educational scholarships to SDA members: Cheryl Brown of Birchalls, Launceston; Debbie Cooper of Myer, Launceston; John Stoltenberg of Harris Scarfe, Launceston and Emma Johnson of Myer, Launceston.

"trade-unions have done more for humanity than any other organisation ... more for decency, for honesty, for education ... for the developing of character"

Clarence Darrow

Union Head Office
72 York Street (PO 1289)

Launceston TAS 7250
Phone: 6331 8166

Hobart Office
Phone: 6234 1118

Email: secretary@sdatas.asn.au
Website: www.sdatas.asn.au



Paul Griffin
General Secretary
& Southern Enquiries



James Russell
Assistant to
General Secretary



Andrew Coyle
North & North West
Enquiries



Kelly Whitehouse
Southern
Enquiries



Carol Wadley
Hairdressing
Division



Janine Wilson
Office
Manager



Sue Merry
Administration
Officer



As we go to print, the election has come and gone, with Kevin Rudd claiming a spectacular victory with a 6.1% swing to Labor.

Along with a new Prime Minister, the election has seen Julia Gillard become the first female Deputy Prime Minister and approximately ten new female faces on the Labor benches across both Houses of Parliament will be joining her.

Most pleasing is that Kevin Rudd has ordered senior bureaucrats not to waste any time in drafting new industrial relations laws.

The 'Your Rights At Work' campaign implemented by unions across the State had an enormous impact on the result, with campaign workers and volunteers enlightening the general community about the threats to their wages and working conditions if forced into individual contracts.

In Tasmania, a clean sweep was achieved for Labor by winning all five seats in the House of Representatives.

Despite the resource boom in Western Australia and Queensland, it is important that

a new government's primary concerns include what affects retail workers – such as rising grocery prices, mortgage rates and childcare costs.

It is also important that the Award Safety Net minimums are restored, with the right to collectively bargain and a strong form of protection against unfair dismissals.

As the new Prime Minister and the Minister for Industrial Relations, Julia Gillard, are now in a position to roll back the Workchoices legislation that has, in many cases, the potential to reduce wages and conditions in the workplace.

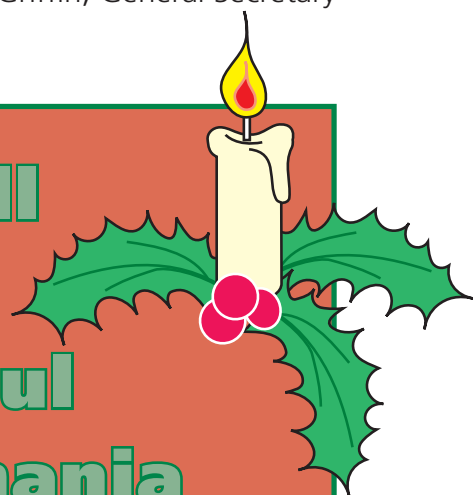
Introducing new industrial relations legislation should be reasonably straightforward. However, with new leadership in the Coalition and a new Senate not in control until 1 July 2008, it may be difficult to get the proposed changes through the Upper House while the current Senate shows signs of being hostile to any changes.

After eleven and a half years of conservative government, working families will now look to Kevin Rudd to provide them with a decent standard of living with cheaper and better education, access to a better health system, restraint on interest rates and increased and affordable child care facilities.

The SDA looks forward to a brighter future for its members. ▼

Paul Griffin, General Secretary

Season Greetings to all SDA members and their families from Paul and staff at SDA Tasmania



Great success at Myer Stores - a \$60 increase!

Following lengthy negotiations with the new owners of Myer stores, a very successful outcome has been achieved for members.

The Agreement will be operative until 31 July 2010 and Myer has also made a commitment to pay any back-pay involved following endorsement of the Agreement by members and lodgement with the Office of the Employment Advocate.

Under the Agreement there are differences in conditions for existing employees to those that will apply to new stores and new employees.

For existing employees their wage structure and conditions will continue unchanged, provided they remain in their existing store – this means that in

addition to the \$60 increase for Level 1 employees over the term of the Agreement there are no changes to conditions such as rosters, RDOs, public holidays and rest breaks.

New employees and new stores have the same rate of pay for Level 1 and span of hours, penalty rates and allowances remain the same, however some conditions and the classification structure are different.

While the company requested this approach to provide greater flexibility in its operations, the SDA negotiated some important protections into these arrangements and further information is available from the SDA.

► WAGES

Operative Date	Full-time Adult Weekly Rate							
	Entry		Level 1		Level 2		Level 3	
	Increase	Wage	Increase	Wage	Increase	Wage	Increase	Wage
Current		\$553.90		\$583.00		\$612.20		\$641.30
1 Oct 2007	\$19.00	\$572.90	\$20.00	\$603.00	\$21.00	\$633.20	\$22.00	\$663.30
1 Sep 2008	\$19.00	\$591.90	\$20.00	\$623.00	\$21.00	\$654.20	\$22.00	\$685.30
1 Aug 2009	\$19.00	\$610.90	\$20.00	\$643.00	\$21.00	\$675.20	\$22.00	\$707.30
Final Wage		\$610.90		\$643.00		\$675.20		\$707.30
Cumulative Increase	\$57.00		\$60.00		\$63.00		\$66.00	



Glenda Morgan and Annette Jenkins of Myer Launceston

► Part-time Hourly Rate

Age in years	Current	1/10/07	1/9/08	1/8/09
16 & under	\$7.67	\$7.93	\$8.20	\$8.46
17	\$9.21	\$9.52	\$9.84	\$10.15
18	\$10.74	\$11.11	\$11.48	\$11.84
19	\$12.27	\$12.69	\$13.12	\$13.54
20+	\$15.34	\$15.87	\$16.39	\$16.92

► Casual Hourly Rate

Age in years	Current	1/10/07	1/9/08	1/8/09
16 & under	\$9.21	\$9.52	\$9.84	\$10.15
17	\$11.05	\$11.42	\$11.80	\$12.18
18	\$12.89	\$13.33	\$13.77	\$14.21
19	\$14.73	\$15.23	\$15.74	\$16.25
20+	\$18.41	\$19.04	\$19.67	\$20.30

► Allowances

	Current	1/10/07	1/9/08	1/8/09
Meal	\$10.10	\$10.45	\$10.80	\$11.15
Laundry	\$8.90 _{pw}	\$9.20 _{pw}	\$9.50 _{pw}	\$9.80 _{pw}
First Aid				
Weekly	\$8.90	\$9.20	\$9.50	\$9.80
Daily	\$1.82	\$1.88	\$1.95	\$2.10
Travel				
Over 2000cc	56 c/km	58 c/km	60 c/km	62 c/km
Up to 2000cc	52 c/km	54 c/km	56 c/km	58 c/km
LPO on call	\$27.50 _{pw}	\$28.45 _{pw}	\$29.40 _{pw}	\$30.35 _{pw}

Increased benefits forming part of the Agreement include –

Parental Leave

The previous negotiated position to have parental leave increase from a one year maximum to two years will be included for existing employees.

Additional Hours

The following items will be included in a Memorandum of Understanding.

Reviewing casual positions:

The company undertakes to conduct periodic reviews of the hours worked by casual team members and, in taking into account the operational needs of the business and desire of the team member, may offer such employees a permanent position working similar hours. Where casual employees make such a request, they will not have their hours reduced as a response to their request for permanent employment.

Additional hours:

The company will maximise the opportunities for existing employees to receive additional hours where such employees are available and willing to work additional hours, in preference to offering work to new employees.

Sick Leave

This has been increased from 61 hours to 76 hours per year for full-time employees (pro rata for part-timers) and will also apply to a team member in their first year (currently only 38 hours).

Family/Carers Leave

Under the new proposal 76 hours of sick leave can be used in a year as paid carers leave (currently three days paid non-cumulative for full-time employees).

The leave can be used to provide care or support to either an immediate family or household member who is ill, injured or needs the care or support due to an unexpected emergency.



Kirsty Jenkins, Zac Daniel and Michele Cummins of Myer Launceston



Susanne Smith, Bronwyn Haskell, Kimberley Carstes and Nahdeen Webster of Myer Launceston

A further 7.6 hours of non-cumulative paid leave will be available if a team member uses their 76 hours in a year, plus unpaid leave when their paid allocation is exhausted.

Casuals will now be entitled to two days unpaid leave on each occasion they need to provide care or support to an immediate family or household member.

Bereavement Leave

Two days paid leave will now be available upon the death of a household member (currently no provision).

In addition, a team member will be allowed two days paid leave to spend time with an immediate family or household member who has a life threatening injury or illness.

Public Holidays

All public holidays will be recognised by the company and under the proposal the company can require employees to work on those days.

The company will choose whether a permanent team member receives 250% for working on the day or 150% payment plus time off in lieu. Casuals will be paid 250%.

Where a public holiday occurs on a non-working day for a permanent employee who works 20 days or 152 hours over a four-week cycle, they will receive an additional days pay.

A roster change cannot be made solely to avoid a public holiday payment.

Rest Periods

A rest break will be due after more than four hours work, with a second break provided when working eight hours or more. With agreement, employees can combine the two into a 20-minute break. If an employee is in an existing store they will receive the same rest periods as existing employees.

Meal breaks have not been changed. ▼

NEW OWNER, NEW AGREEMENT AT COLES SUPERMARKETS

The new owner of Coles (Wesfarmers) has continued with a union collective agreement.

The SDA has been successful in negotiating a \$66 increase for members over the next three years, commencing early 2008.

The following better wage rates and increased benefits will apply.



Caroline Badcock of Coles, Wellington Street

► WAGE RATES

	Effective from date of positive vote	1/8/08	1/2/09	1/8/09	1/2/10	1/8/10
Service Assistant	\$644.20	\$654.20	\$664.20	\$674.20	\$687.20	\$700.20
Point of Sale Coordinator	\$674.10	\$684.60	\$695.00	\$705.50	\$719.10	\$732.70
Admin Assistant	\$699.30	\$710.10	\$721.00	\$731.80	\$746.00	\$760.10
Management Trainee Level 1/ Grocery Ordering in-Charge/ Range in-Charge/General Merchandise & Apparel In-Charge	\$666.10	\$676.10	\$686.80	\$696.80	\$710.80	\$723.80
Management Trainee Level 2 Permanent In-Charge	\$680.90	\$690.90	\$702.00	\$712.00	\$726.60	\$739.60
Level 1	\$666.10	\$676.10	\$686.80	\$696.80	\$710.80	\$723.80
Level 2	\$673.50	\$683.50	\$694.40	\$704.40	\$718.70	\$731.70
Level 3	\$680.90	\$690.90	\$702.00	\$712.00	\$726.60	\$739.60
Second In-Charge (Non-Trades)	\$682.90	\$693.50	\$704.10	\$714.70	\$728.40	\$742.20
Office In-Charge	\$720.30	\$731.40	\$742.60	\$753.80	\$768.30	\$782.90
Department Manager (Non-Trades)/Duty Manager	\$708.60	\$719.60	\$730.60	\$741.60	\$755.90	\$770.20
Skilled Non-Tradesperson (Bakery)	\$676.40	\$686.90	\$697.40	\$707.90	\$721.60	\$735.20
Baker	\$699.20	\$710.10	\$721.00	\$731.90	\$746.00	\$760.10
Second In-Charge (Trades)	\$720.20	\$731.40	\$742.60	\$753.90	\$768.40	\$782.90
Department Manager (Trades)	\$734.20	\$745.60	\$757.10	\$768.50	\$783.30	\$798.10

Junior Rates

Wage rates for junior team members (non trades) will be determined on the basis of the following related percentages of the adult Service Assistant rate:

20 and over	100%
19 and under 20 years	80%
18 and under 19 years	67.5%
17 and under 18 years	55%
16 and under 17 years	50%
Under 16 years	45%

A team member appointed as a Department Manager or Duty Manager will be paid adult rate.

Apprentice Rates

Wage rates for four-year apprenticeships will be determined on the basis of the following related percentages of the adult trades rate:

First Year	65%
Second Year	75%
Third Year	90%
Fourth Year	95%

Wages rates for three-year apprenticeships will be determined as follows:

First Year	75%
Second Year	90%
Third Year	95%

Additional Penalties for Ordinary Hours

(Permanent Team Members)

Within ordinary hours –

Between 6.00am and 9.00pm Sunday	50%
Public Holidays	150%

Outside ordinary hours –

Between midnight and 5.00am each day excluding Sunday	30%
Between 10.00pm and midnight Saturday	25%
Between midnight Saturday and 6.00am Sunday	100%
Between 9.00pm and midnight Sunday	100%
Public Holidays	150%

Savings provisions have been included in the Agreement for people previously on higher penalty rates – check with the SDA for more detail.

Ability to Salary Sacrifice by Company Authorisation

Team members may, by mutual agreement with the company –

- Participate in a salary sacrifice program in relation to superannuation or any other benefit agreed to by the company; and
- Request to receive wages payable in accordance with this Agreement, minus the amount diverted into contributions under this program.

The company may amend the provision of benefits under the program in the event of changes in State or Federal legislation. Should this occur, members will be provided with at least two months notice unless the amendments arise from circumstances outside the company’s control, in which case a shorter notice period may apply.

Team members may choose to vary the amount of their contribution at three monthly intervals.

Rostering Principles (Permanent Team Members)

All rosters for full-time team members will provide 152 hours over any four-week cycle and they can be rostered to work a maximum 19 days in that cycle, unless agreed in writing to work 20 days. Team members will not be forced or coerced to agree to be rostered to work 20 days per four-week cycle. An individual team member can change his/her mind at any time and revert to a 19-day per four-week cycle by providing one month’s notice.

Rosters for part-timers will provide for an agreed number of hours with a minimum of 40 and a maximum of 144 over any four-week cycle and they can be rostered to a maximum of 20 days in that cycle. ▼



Cheryl Bassett, Glenda Parker, Kerry Lazarus and Kate Laing of Coles, Newstead

SUCCESSFUL CONTINUATION OF COLLECTIVE AGREEMENT AT HARRIS SCARFE

Wage increases of 11% over two and a half years and improved working conditions have been achieved through the proposed new Agreement with Harris Scarfe – testament to the benefit to workers of collective negotiation.

The Agreement will be effective until 2010 and, although yet to be ratified, employees have already received relevant back pay for the first scheduled increase.

	Full-time and part time			Part-time only Additional Hours (15% loading)	Casual	
	Weekly	Hourly Base Rate	Sunday (50% loading)		Hourly Rate (20% loading)	Sunday (60% loading)
▶ Sales Assistants, Advertising, Display, Ticket Writers, Maintenance, General Clerks and Storepersons						
1 Aug 2007	\$606.32	\$15.96	\$23.93	\$18.35	\$19.15	\$25.53
1 Aug 2008	\$618.45	\$16.28	\$24.41	\$18.72	\$19.53	\$26.04
1 Feb 2009	\$627.72	\$16.52	\$24.78	\$19.00	\$19.82	\$26.43
1 Aug 2009	\$640.28	\$16.85	\$25.27	\$19.38	\$20.22	\$26.96
1 Feb 2010	\$649.88	\$17.10	\$25.65	\$19.67	\$20.52	\$27.36
▶ Specialist Clerks (1st Year)						
1 Aug 2007	\$613.53	\$16.15	\$24.22	\$18.57	\$19.37	\$25.83
1 Aug 2008	\$625.80	\$16.47	\$24.70	\$18.94	\$19.76	\$26.35
1 Feb 2009	\$635.19	\$16.72	\$25.07	\$19.22	\$20.06	\$26.74
1 Aug 2009	\$647.89	\$17.05	\$25.57	\$19.61	\$20.46	\$27.28
1 Feb 2010	\$657.61	\$17.31	\$25.96	\$19.90	\$20.77	\$27.69
▶ Specialist Clerks (2nd Year)						
1 Aug 2007	\$619.51	\$16.30	\$24.45	\$18.75	\$19.56	\$26.08
1 Aug 2008	\$631.90	\$16.63	\$24.94	\$19.12	\$19.95	\$26.61
1 Feb 2009	\$641.38	\$16.88	\$25.32	\$19.41	\$20.25	\$27.01
1 Aug 2009	\$654.21	\$17.22	\$25.82	\$19.80	\$20.66	\$27.55
1 Feb 2010	\$664.02	\$17.47	\$26.21	\$20.10	\$20.97	\$27.96
▶ Specialist Clerks (3rd Year)						
1 Aug 2007	\$626.05	\$16.48	\$24.71	\$18.95	\$19.77	\$26.36
1 Aug 2008	\$638.57	\$16.80	\$25.21	\$19.33	\$20.17	\$26.89
1 Feb 2009	\$648.14	\$17.06	\$24.48	\$19.61	\$20.47	\$27.29
1 Aug 2009	\$661.10	\$17.40	\$26.10	\$20.01	\$20.88	\$27.84
1 Feb 2010	\$671.01	\$17.66	\$26.49	\$20.31	\$21.19	\$28.25

Overtime Rates –

Base rate multiplied by time and one half.

Base rate multiplied by double time.

Base rate multiplied by double time and one half.

Other improved benefits include –

Public Holidays

Full-time or part-time employees rostered to work for 20 starts (current agreement provides for 20 hours) over a four week roster cycle when the relevant public holiday occurs, whose non-working day occurs on a public holiday (other than Easter Saturday) shall receive another day off with pay, to be taken within one calendar month after the holiday or during the week prior to the holiday.

Allowances

Allowances under the proposed agreement have also been increased in line with wage increases.

Personal Leave

The agreement includes a personal leave clause that combines sick leave, compassionate leave and family leave.

Personal leave provides full-time employees with 76 hours (10 days) each year that is fully accumulated (pro-rata for part-time employees).

Unpaid Carers Leave

Casual employees will be entitled to two days unpaid carers leave on each occasion they need to provide care or support for an immediate family or household member who is ill, injured or affected by an unexpected emergency.

Full-time and part-time employees will also be able to access unpaid leave if they use all their personal leave. ▼

PRIDECLEAN

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**For more information and a FREE QUOTE
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The SDA's Turning 100 Help us to Celebrate!

Yes, that's right – the SDA celebrates its 100th anniversary in 2008. We'd like you to be involved – and you could win.

Simply, in 100 words or less, write about how the Australian retail industry has changed over the years and how it is likely to change in the future.

A winner will be selected from each Branch of the SDA, and they will receive:

- ★ two nights' fully-paid accommodation in Melbourne (including breakfast), plus
- ★ tickets to the SDA Centenary dinner to be held in May 2008, plus
- ★ \$200 spending money.

To Enter:

- ★ E-mail your 100-word article to secretary@sdatas.asn.au with the subject title "SDA Centenary Competition" or
- ★ Post your 100-word article to:
SDA Centenary Competition
SDA Tasmanian Branch
PO Box 1289
Launceston Tas 7250

Competition Closes on Friday 8 February 2008

Please note: This competition is open to financial member of the SDA and their children only. You may submit as many entries as you wish. Entries will be judged by a panel made up of SDA Officials and no correspondence will be entered into. The SDA retains the right to publish winning articles.

► **SPOTLIGHT**

In May 2006 Spotlight proceeded to offer current employees Australian Workplace Agreements.

While these individual agreements were not taken up by employees in Tasmania, new employees were given no choice. Amongst other things, the AWAs they were employed under did not provide weekend penalties or public holiday rates – a trade-off of a mere two cents extra per hour.

In September the Managing Director of Spotlight contacted the SDA National Secretary (Joe de Bruyn) in order to discuss future industrial legislation for its employees.

Because of the differing Awards across six states and two territories, as well as AWAs applying to new employees, the company was advised by the Workplace Authority that its latest version of an AWA did not pass the Fairness Test.

The Company found this offensive and, although it was previously a strong supporter of Workchoices, criticised the Howard Government legislation.

The company subsequently began negotiations with the SDA at the beginning of December for a new Agreement. There are some difficulties in this process as it will combine all employees into an SDA Collective Agreement, meaning a number of current employees will need to be released from current AWAs.

Spotlight, which has approximately 6,700 employees nationally, wishes to expand over the next few years and it would be a substantial achievement for the SDA to finalise an Agreement with this Company.

► **PIZZA HUT**

Pizza Hut outlets in Tasmania are under a franchisee company that has recently indicated its intentions of being covered by a national Agreement, which would be negotiated between the parent company (YUM) and the SDA.

The SDA is seeking wage increases as the most recent Fair Pay Commission decision of \$10.26 is yet to be applied. We are currently waiting on a response from YUM as to its intentions regarding the wage increase.

► **BUNNINGS TRADITIONAL STORES**

Negotiations are still underway in relation to a new Agreement for the small hardware stores operated by Bunnings.

The company has not made it easy to have this matter finalised, with cancellation of meetings and difficulties in setting down particular dates.

The next meeting is scheduled for Tuesday 4 December and we hope that meeting has taken place by the time members receive this edition of the journal. ▼

OUR SUPPORT...

Dear Paul

On Thursday 27 September 2007, in conjunction with my employer Woolworths, I am having my head shaved as part of a fundraising effort.



Paul Griffin presenting a donation to John

The fundraising is to help build a new playground for the children's ward at the Launceston General Hospital.

I am asking the SDA for a donation towards this worthy cause. Any donation would be gratefully accepted.

Thanking you,

John Prosser (Woolworths Kings Meadows)

Facing the battle head on

Within the ranks of our nearly six thousand strong membership there are some very brave souls ... and Vicki Connors is one of them.

Vicki started working at Coles in Sandy Bay when she first left school, then spent some time at the stores in New Town and Eastlands before moving to settle in the north of the state.

Following the breakdown of her marriage, Vicki approached Coles in Devonport for a position and was given an almost immediate start, working on night fill. She has been happily employed in this position for the last 19 years, in the process becoming one of the company's longest serving and steadfast employees. During all these years Vicki has also been a loyal SDA member.

So it came as quite a shock when, after she had been feeling a bit off colour for some time, in June her partner Doug booked her in for a doctor's appointment that started her challenging health journey.

When the initial tests showed very low blood count Vicki was hospitalised for a blood transfusion, which seemed to work well for a couple of weeks. However, she soon started looking pale and was losing energy once again, so it was back to the doctor with more invasive tests being undertaken in Launceston. It was when these tests were repeated at the end of August that Vicki and Doug were finally told the results – which were not good. It was cancer.

Since then Vicki has undergone major surgery to remove her bowel, at which time it was hoped the tumour would be contained. Unfortunately that wasn't the case and surgeons also removed sixteen lymph glands, four of which were cancerous.

The day after her operation Vicki turned 50 – not the most desirable way to spend a major birthday milestone!

There were continuous problems after the surgery and during the first two weeks she lost 20 kilograms. But in spite of the ongoing challenges Vicki has maintained a positive outlook. "We still don't know if all the cancer was removed so I'll be getting a full course of chemotherapy over the next six months – then I'll be fine," she says.

In fact, this year has been pretty tough for Vicki, with her mother passing away earlier in the year and then the cancer diagnosis. Vicki says her children and workmates have been wonderful, but partner Doug is her 'life support' and it is his caring and presence that gets her through!

Workmates from Coles held a get-together at the end of November to wish Vicki well in her recovery and she is already looking forward to the time when she can be back at work as part of the team. ▼



Paul Griffin presenting a donation to Vicki



Vicki's workmates wishing her well

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 of SDA members

**ANZAC DAY IN
 GALLIPOLI 2008**



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Ken



Kay



Darren



Pam

TURKISH DELIGHT

Kay recently traveled to Turkey to attend an international tourism congress where she experienced much of the great diversity of this amazing country.

My arrival provided the first memorable moment. Driving from the airport I asked about the speed limit and was told there was none – even though we had just passed a sign indicating 90kms and I could clearly see we were travelling at 130kms! We come to Ankara, the official capital of Turkey – a busy, traffic clogged city, where we had two nights before travelling to the most amazing landscape I have ever seen – Cappadocia. The fairy chimneys, underground cities and Byzantine cave churches are located in a surreal lunar landscape. But it is real and people lived in the caves until 1962. However, many locals have since built their houses adjoining the caves and still use them.

From there we travelled through Konya to Antalya, moving from barren hills to the ‘Turkish Riviera’. Between congress commitments it was wonderful to relax and enjoy superb massages and walk the beautiful sandy beaches.

On to Ephesus to the ancient Treasury, one of the Seven Wonders of the Ancient World.

The following morning we again wound our way back to the other side of the mountain where we visited Mary’s House, believed to be where St John brought the Virgin Mary after the crucifixion of Jesus. Outside there were stalls selling religious artifacts and as our coach descended the mountain – his time in daylight – many of us were wishing we had purchased every one of them. The sheer drops and crumbling road verges had us all on the edge of our seats and we realised we had traveled on this road the night before when, due to bad light and rain, we had been blissfully unaware of the dangers.

Canakkale and a planned visit to Gallipoli that coincided with two important dates – one of the reasons for our post-congress tour.

At 9am on 10 November the Turkish people commemorate the death of Attaturk. We stood in the town square with the locals to share their two-minute silence then every horn, siren and alarm in the region blared for a further two minutes – absolute bedlam as flags are raised.

At 4.45am the next morning (11 November) we boarded the coach then a ferry across to Gallipoli in time for sunrise. Here, looking at the beaches and gravestones, you feel the utter futility of war. We held our own remembrance service at 11am and the national anthems of Australia, New Zealand and Turkey were sung. Our Turkish colleagues had arranged for the Australian Vice-Consul to attend and the crew of a visiting Canadian warship also came ashore.

On to the bright and bustling economic capital of Istanbul – a truly cosmopolitan city that is home to 12 million people. The city is abuzz, english is widely spoken and the people are very friendly.

For anyone looking for a European destination steeped in history, architecture and culture, Turkey is a must. ▼

Dear Paul and James

Thank you both for your best wishes and lovely gift on the occasion of my retirement from Neil Pitts after 21 years in the coffee shop.

I have enjoyed my time there and also as a member of the SDA over that time and now look forward to doing other things.

Once again, thank you and keep up the good work.

Christine Fordham

Hi Paul

Thank you for my \$120 book voucher, received this morning.

In 2008 I will begin my fourth and final year of a Bachelor of Education degree which, on completion, will allow me to follow my dream of becoming an Early Childhood Teacher.

This voucher will further help me to build up some resources of picture books etc. which will be useful to me, not only on my internship next year, but also when I'm a fully qualified teacher. I was able to being my collection of literature resources with the voucher I received from the SDA last year and am grateful that I will be able to continue to build on that with my latest voucher.

Thank you once again for supporting education through your generous scholarships.

Cheers,

Rose Milne

Dear Paul

I would like to thank you for your involvement in the Tax Office Workforce Education Program. I recognise and value your contribution to this important initiative.

With the assistance of organisations such as yours, the Program is helping employees better understand their tax obligations through relevant, timely tax messages.

I am delighted that you have chosen to participate in the Program and it is my pleasure to provide you with a Certificate of Appreciation acknowledging your support.

Yours sincerely

Fab Marcantonio (Client Service Manager)

OFF TO SEE ELTON

The very lucky winner of two Silver Tickets to the Elton John concert from the Spring edition of SDA TasTalk was Therese Chilcott, who works at Big W in Kingston and she sent the following letter in appreciation.

Dear Paul

I am writing to thank you for the Elton John concert tickets that I won in your competition last mough.

I have only ever won two or three competitions in my life and was very excited to hear that I had won this one. I never would have been able to afford tickets to Elton's concert, but now having won Silver tickets my husband and I will not only enjoy a great night but a well earned night away in Launceston.

Thanks again and I will be sure to let you know how we enjoyed the night.



General Secretary Paul Griffin presenting the prized tickets to a very happy Therese Chilcott



Here we go again – with the huge demands of shopping and celebrating Christmas FIVE LUCKY MEMBERS will each win \$100 grocery voucher to ease the financial burden in the New Year.

Make sure you have the chance of being one of the winners by completing the form below and answering the questions correctly.

Don't miss this great opportunity!

Only current SDA members are eligible to enter the competition and the first five correct entries to be drawn will win.

Answer the questions and fill in your details on the form below ...
and send YOUR entry in without delay!

QUESTIONS

1. Which party won government at the recent Federal election? A. _____
2. Who is our new Prime Minister? A. _____
3. Which department store reopened recently after a devastating fire? A. _____

SURNAME: _____ FIRST NAME: _____

POSTAL ADDRESS: _____

POSTCODE: _____

EMPLOYER: _____ EMPLOYER LOCATION: _____

ENTRIES CLOSE ON FRIDAY 18 JANUARY 2008

Send your entry to Paul Griffin, General Secretary, SDA, PO Box 1289, Launceston, 7250

A very happy student

As announced in the Spring edition of SDA TasTalk, Louise Maxwell has been awarded an AFS/SDA international scholarship to study and live overseas in 2008.

Louise considers herself very fortunate to be our winner and wrote the following letter to express her appreciation.

To Paul Griffin and the staff at SDA Tasmania

As you are aware, I was the lucky recipient of your Student Exchange Scholarship.

I am writing to say a very large thanks to you all for providing me with the chance to study overseas.

Student Exchange is something I have wanted to do for many years now and I find myself very lucky to have been given this amazing opportunity.

There is no doubt that I will benefit immensely from the time I spend overseas – building relationships with others while attaining a better knowledge of the world.

Without your help, student exchange would never have been possible for me and my family and I am most grateful for your contribution.

Once again, thank you.

Yours sincerely

Louise Maxwell ▼



Public Holidays in 2008

Local and statewide statutory holidays around Tasmania

New Years Day	Tuesday 1 January
Devonport Cup	Wednesday 9 January
Australia Day	Monday 28 January
Royal Hobart Regatta	Monday 11 February
Launceston Cup	Wednesday 27 February
King Island Show	Tuesday 4 March
Eight Hours Day	Monday 10 March
Good Friday	Friday 21 March
Easter Monday	Monday 24 March
Easter Tuesday	Tuesday 25 March
Anzac Day	Friday 25 April
Agfest (Circular Head only)	Friday 2 May
Queen's Birthday	Monday 9 June
Burnie Show	Friday 3 October
Royal Launceston Show	Thursday 9 October
Flinders Island Show	Friday 17 October
Royal Hobart Show	Thursday 23 October
Recreation Day (Northern Tasmania only)	Monday 3 November
Devonport Show	Friday 28 November
Christmas Day	Thursday 25 December
Boxing Day	Friday 26 December

Christmas and New Year trading hours

In 2002 the State Labor Government made a decision to change the Shop Trading Hours Act to become an almost total deregulation.

Consequently, seven day trading became the practice, giving major retailers the ability to trade at any time except on Christmas Day, Good Friday and the morning of Anzac Day.

Subsequently, the only day that stores CANNOT open during the Christmas/New Year period is Christmas Day, Tuesday 25 December. ▼

OUT OF THE ASHES

When the Myer store in Hobart was devastated by fire on Saturday 22 September, the company acted promptly and efficiently in ensuring the protection of employment for its employees.

On the following Monday morning everyone was assembled and addressed by the store manager, who advised all employees that Myer would continue to operate in Hobart in temporary premises and would then rebuild into a world-class operation within three years.

The store manager further advised that all permanent employees would continue to be paid in accordance with the then current agreement for the next twelve months, irrespective of when limited operations commenced.

Casual employees would have their pay averaged out in accordance with their weekly wages for the previous three months and be paid until Christmas, when a review would take place.

To date, Myer has opened its new premises in Macquarie Street from which the homewares department is operating.

A portion of the Murray Street end of the building was not completely destroyed and three levels of this section have been rebuilt, allowing recommencement of trading on Friday 16 November 2007.

Although Christmas trading is well underway – albeit on a much smaller scale than in previous years – management is facing rostering difficulties in their endeavours to match the available work days and times to suit employees’ family circumstances.

The SDA is working with both members and management to obtain the best possible outcome for everyone under the rostering principles of the new Agreement. ▼



It took muscle power getting ready to reopen



Carl Moore of Myer Hobart

NEED A NEW CAR?

Discount New Cars (DNC) is a unique online car buying service, offering great discounted prices on popular makes and models of new cars.

The business has been operating for over six years and has a strong alliance with the ACTU and the union movement throughout Australia.

The UNION SPECIALS page offers fantastic savings on a selected range of new motor vehicles – over and above what the general public can access – and is updated on a monthly basis.

SDA members can obtain discounts of up to 22% on locally manufactured and imported models with a choice of some 850 popular new car models from 28 different manufacturers.

Technical specifications, features, options, trade-in prices, finance and insurance information are all available on the site.

This is a FREE SERVICE for SDA members.

For a genuine discount without the hassles of negotiating, make a ‘no obligation enquiry’ quickly and easily online at www.discountnewcars.com.au/unions or phone Customer Service on Freecall 1800 146 666, 8am-6pm(EST) Monday- Friday.





Julia Orpin, Chris Stilgoe and Leslie Goldsmith Myer, Launceston



Carol Cordwell and Maree Lane Woolworths, Huonville



Darren Dewis, Debbie Cooper and Kym Condon Myer, Launceston



Renee Scott and Jess Harrison Big W, Glenorchy



Kara Geeves, Gail Bell and Katherine Turnbull Woolworths, Huonville



Coralea Midgley and Debra Percy Big W, Glenorchy



Tamara Garth and Nicole Lacey Big W, Glenorchy



Nick Lawrence Coles, Wellington Street



Paul Reed and Jane Coles Woolworths, New Norfolk



Adam Kruize and Maria De Santis
Birchalls, Launceston



Maree Kennedy and Sharon Booth
Woolworths, New Norfolk



Brendan Leishman, Merilyn Mackrill and Tim Cocks
Woolworths Mowbray



Michael Harris and Jenny Porte
Birchalls, Launceston



Cheryl Burnett, Venecia Burns and Linda Presley
Coles, Newstead



Annette Geeves, Phillip Larkin, Marilyn Diren and Jayde Blacklow
Woolworths, Huonville



Lisa Watson and Lauren Turnball
Woolworths, Huonville



Jenna Fox Coles, Newstead



Linda Penno Woolworths, Mowbray



Pam Martin and Mandy Purton
Big W, Glenorchy



Kelli Digney and Alex Hodge
Woolworths, Mowbray



Liz Twining Big W, Glenorchy

Welcome to the SDA My Rewards Update

Summer is here and it's hard to believe that Christmas is upon us once again. If you're stuck for gift ideas then SDA My Rewards have some fantastic gift offers available guaranteed to please even the fussiest friend or family member. There are some fantastic discounts available from Growing Gifts, play4me.com.au, RedBalloon Days and Rainbow Designs.

Looking for ways to spend your holidays?

SDA My Rewards has an extensive range of getaways and experiences that allow you to spend your much deserved break at prices that won't break the bank. The team at RedBalloon Days offers SDA My Rewards members a range of great gifts and experiences at special member only rates. After an unforgettable experience? Gecko's Grassroots Adventures offer a 10% Discount for SDA My Rewards Members for all trips booked. If you're looking for a luxurious escape, you cannot go past a 50% Discount from Medina Executive Apartments.

For more great specials please visit the website and register for the e-news under my membership

Medina Executive Apartments

Medina Apartment Hotels

Medina offers savvy travellers Apartment Space, Hotel Service & Medina Style. The difference is lifestyle – your own private apartment, a place to work or entertain, space for the family and a great place to relax. Choose from Medina's great locations across Australia.

SAVE 50%



SDA My Rewards members receive a saving of 50% off rack rates on a minimum two-night stay, valid Friday, Saturday or Sunday Nights only. Subject to availability.



To receive your "members only" saving you must identify yourself as a SDA My Rewards member at the time of reservation and upon check-in. Please present your current membership card to reception. Call 1300 MEDINA (633 462) for bookings

Visit the website to view locations in Sydney, Brisbane, Melbourne, Canberra, Adelaide and Perth.

Gecko's Adventures

The adventure of a lifetime...

Gecko's Adventures are about getting to the heart and soul of the country you are visiting, grassroots style!

At Gecko's, with the help of your local leader, you will become immersed in a country's culture and customs, uncovering experiences you may never have found traveling alone.

With over 181 adventures to 50 countries, including Africa, Latin America, South East Asia, China and the Middle East, Gecko's has a trip to suit everyone!!



Call Gecko's Adventures on 1300 854 444 and quote "My Rewards" to receive a 10% discount on your booking.

SAVE 10%



play4me.com.au

play4me.com.au offers the best and most extensive range of CDs, DVDs, books, games and band merchandise in Australia.

SAVE 10%

With a mix of rare back-catalogue items, plus your chart favourites, the most discerning music and film lovers will be impressed.



play4me.com.au
the world's entertainment superstore

My Rewards Members receive a 10% Discount across the site.



To access this offer search on www.sdavic.org



Growing Gifts

The green gift choice

Growing Gifts offer a range of environmentally friendly plant and tree gifts presented in beautiful containers, designed to give lasting pleasure.

SAVE UP TO 15%

With increasing attention on climate change and water conservation, our eco-friendly tree gifts, water wise and feng shui plants are perfect to mark an occasion.



Members receive a **15% discount on all purchases with the exclusion of our baby gift tree range which attract a 10% discount.** Growing Gifts also donate **5% of all sales of their unique baby gift trees to Greening Australia.** Terms and conditions apply. Not available in conjunction with any other offer and excludes delivery charges.



To access visit www.growinggifts.com.au and enter 'My Rewards' in the Membership box for your discount

RedBalloon Days

As a member you receive great specials available to you from RedBalloon

Special Rates

Each month you will receive discounts on a range of special offers and you'll be sure to find something to thrill and excite

All RedBalloon experience gifts are backed by their 100% Pleasure Guarantee.

My Rewards members receive savings on experiences ranging from

- Chocolate Tasting
- Ballooning
- Yacht Rides
- Bushwalking
- Seaplanes
- Driving Courses
- Outdoor Adventures
- Cooking Courses
- Helicopter Rides
- Canoe Rides
- Romantic Getaways
- 4WD Adventures
- Wine Appreciation
- Horse Riding
- Pamper Packages

We are always adding to the range, so it is worth keeping an eye on the new experiences section.



Rainbow Designs

Rainbow Designs offers the Quirky Gift Alternative to Flowers and Hampers!

SAVE 10%

My Rewards members receive 10% off the funky gift packs from Rainbow Designs.

To receive your discount enter 'myrewards10' in the discount code area. Not valid in conjunction with any other offer.



My Rewards Coupons

Below are some coupons that can be presented at participating merchants. Simply remove them and present them to the merchant when you dine or make a purchase. Coupons may not be traded or resold and are not transferable. Make sure you carefully read the terms and conditions of the coupon before use and present your membership card and the coupon before you pay unless otherwise stated.

My Rewards coupons are exclusive and may not be combined with any other promotions or third-party discounts.

<p>15% DISCOUNT 15% off main courses</p> <p>TERMS & CONDITIONS: 15% discount off main courses. Not valid in conjunction with any other offer. Moonah Cafe Bar Bistro 99 Main Road Moonah Ph: 03 6228 2768.</p> <p>Offer expires: 31 March 2008</p>	<p>15% DISCOUNT 15% off all purchases</p> <p>TERMS & CONDITIONS: 15% discount off all purchases. Not valid in conjunction with any other offer. Red Grasshopper Pizza House. 16 Reibey Street, Ulverstone Ph: 03 6425 3353 Web: www.redgrasshopper.com.au</p> <p>Offer expires: 31 March 2008</p>
<p>15% DISCOUNT 15% off all bistro meals</p> <p>TERMS & CONDITIONS: 15% Discount on all bistro meals. One coupon per table. Not valid on Public Holidays. Not valid in conjunction with any other offer. Somerset Hotel 25 Wragg St Somerset. Ph:03 6435 2346</p> <p>Offer expires: 31 March 2008</p>	<p>50% DISCOUNT Buy a gourmet pie and get the 2nd half price</p> <p>TERMS & CONDITIONS: Buy one gourmet pie and receive the second one for half price. One coupon per customer. Not valid in conjunction with any other offer. Offer valid at Launceston, Burnie, Devonport, Kings Meadows, Mowbray and Wynyard. See website for addresses.</p> <p>Offer expires: 31 March 2008</p>
<p>20% DISCOUNT 20% off full price of 2 games and shoe hire package</p> <p>TERMS & CONDITIONS: Voucher must be presented for redemption at participating AMF Centres. Offer is valid for the voucher/card holder only. Not for use in league, tournament play or in conjunction with any other offer. Ph: 13 22 63 Web: www.amfbowling.com.au</p> <p>Offer expires: 31 March 2008</p>	<p>15% DISCOUNT 15% off cruises</p> <p>TERMS & CONDITIONS: 15% discount on cruises. Direct bookings only. Not valid in conjunction with any other offer. Tamar River Cruises Home Point Parade Launceston Ph: 03 6334 9900</p> <p>Offer expires: 31 March 2008</p>
<p>20% DISCOUNT 20% off a full set of acrylic nails</p> <p>TERMS & CONDITIONS: 20% discount off a full set of acrylic nails. Bookings essential. Not available in conjunction with any other offer. Just Beautiful Makeup and Nails Shop 1b, 64-68 Liverpool Street, Hobart Ph: 03 6231 3221</p> <p>Offer expires: 31 March 2008</p>	<p>20% DISCOUNT 20% off all beauty services</p> <p>TERMS & CONDITIONS: 20% off all beauty services. Flesh Therapy 7 Steele Street, Devonport Ph: 03 6423 2727</p> <p>Offer expires: 31 March 2008</p>

For an updated list and offer details please visit www.sdatas.asn.au

My Rewards Offer Guarantee:

In the unlikely event that a merchant does not honour the offer and the member has met all the current conditions*, My Rewards will refund the amount equivalent to the saving the member would have received. To receive your refund, simply send a copy of your bill to the address shown below. A refund cheque up to a value of \$50 will be sent to you.

My Rewards, PO Box 622 Carnegie VIC 3163.

MY REWARDS OFFER CANCELLATIONS:
My Rewards makes every effort to ensure that the offers shown are correct at the time of printing. However the merchant does reserve the right to change, modify or cancel the offer without notice. *To access up-to-date offer details please go to the website shown on your membership card. If you are unsure or do not have access to the Internet feel free to call the SDA My Rewards Hotline on 1300 852 732.

2007 - A BIG YEAR FOR YOUR SUPER FUND

As the year draws to a close it's a good time to reflect on what has undoubtedly been a big year for your super fund – Tasplan.

Celebrating 20 years in business, we negotiated improved insurance coverage for our members, launched the TasPension products for those contemplating retirement and became a Public Offer fund. This means that anyone can join and gain the benefits of membership of Tasmania's leading industry fund, irrespective of their employment status.

Members also benefited from another year of solid returns. The majority have their money in the Balanced Investment option, which featured double digit returns for the third year in a row (this year the fund returned 14.7%).

Tasplan has been recognised on a national level as well. We were identified as the top Tasmanian entity (ranked on growth) in the Business Review Weekly's Top 500 private companies, ranking 141 – up ten places from last year. The list ranked Tasplan as the market leader (financial services) in the State.

We were also acknowledged as a finalist in the national Rising Star awards conducted by Super Ratings. These awards recognise significant enhancements in service by super funds in order to provide greater value for money to members. Tasplan was one of five national finalists in the awards and this augurs well for members and the fund's future.

The Australian superannuation industry has gone from strength to strength over the last decade. Current estimates for investment in the Australian super industry are between 1-1.5 trillion dollars. Tasplan now has over \$1billion in Funds under Management.

Remember, you can request a worksite visit from one of our Client Services Managers (CSMs). They can visit your workplace and present a free compact session to you about your super and other services on offer. These can be conducted during a morning tea or lunch break. We know employers don't have



Neil Cassidy, General Manager

a lot of time to explain super to you, that's why we will happily do it for you – at no cost.

Employers are happy because it doesn't cut into precious production time, you're happy because you'll know a little bit more about your super and the services Tasplan offers and we are happy because as a 'profits-to-members' industry super fund, our role is to inform members about their superannuation which can become their greatest asset in retirement. Call one of our CSMs today.

We hope you've had a productive 2007 and look forward to helping you maximise your super options in 2008.

On behalf of the Board and staff I would like to take this opportunity to thank you for your support during the year and wish you and your family a Merry Christmas and safe and Happy New Year.



Mike Dalton

(03) 6270 4820
0438 216 170

mdalton@tasplan.com.au



Rex Burdon

(03) 6270 4813
0437 554 252

rburdon@tasplan.com.au



Sonya Buckley

(03) 6334 9430
0438 216 168

sbuckley@tasplan.com.au

Visit the Tasplan website at www.tasplan.com.au

or call 1800 005 166 for assistance.

Remember that by registering for Tasplan Online, you can have internet access to your account details at any time.

You should read Tasplan's Product Disclosure Statement (PDS) before making any decisions about Tasplan Super.

Please call 1800 005 166 to obtain a copy of the Tasplan PDS.

Tasplan Ltd: ABN 13 009 563 062, AFS Licence No. 235391, RSE Licence No. L0000680, Tasplan Super: RSE No. R1000924.



TASPLAN

Your Choice for Super

ABN 14 602 032 302
AFSL 235391

2008 SDA EDUCATIONAL SCHOLARSHIP WINNERS

The following members have received a voucher to the value of \$120 to assist with educational expenses for themselves or a family member in 2008.

Vouchers can be redeemed at Birchalls, Angus & Robertson and Co-op Book Shops throughout Tasmania.

REMEMBER ... vouchers MUST be redeemed by the end of March 2008!

ABBLITT Nicole	Woolworths Eastlands	BLAKE Melissa	Woolworths Smithton
ADAMS Vanessa	Big W Kingston	BOAK Deborah	Woolworths Glenorchy
ADASZYNSKI Monika	Myer Hobart	BONNEY Madison	Woolworths Ulverstone
ALBURY Alison	Big W Kingston	BOOTH Kathryn	Coles Northgate
ALLEN Tahlia	Woolworths Prospect	BOSWORTH Caitlin	Woolworths Devonport
ANDERSON Robyn	Coles Racecourse	BOURKE Kylie	Kmart Devonport
ANDERSON Mikaela	Kmart Burnie	BOURN Hayley	Kmart Burnie
ANDRESEN Susan	Coles Kingston	BOURN Nicole	Kmart Burnie
ARCHER Jane	Hungry Jacks Kingston	BOXHALL Katie	Academy of Modelling
ARCHER Sheree	Woolworths George Town	BOYD Nikki	Big W Kingston
ARMSTRONG Carli	Coles Sandy Bay	BOYD Rachael	Woolworths Kings Meadows
ARMSTRONG Rachael	Bunnings Launceston	BRADSHAW Nigel	Woolworths New Norfolk
ARMSTRONG Christine	Coles Racecourse	BRAIN Deanna	Kmart Launceston
ARNOLD Bradley	Coles Wellington Street	BRAMICH Cindie	Kmart Devonport
ARNOLD Deborah	Big W Glenorchy	BRANSDEN Cynthia	Myer Launceston
ASHCROFT Howard	Bunnings Moonah	BRASLIN Chantelle	Woolworths Glenorchy
ATKINSON Josiah	KFC Burnie	BRAZENDALE Karen	Coles Kings Meadows
ATKINSON Luke	Woolworths Ulverstone	BRENNANHAIGH Annastasia	Big W Rosny Park
AUSTIN-STONE Raylee	Woolworths Kings Meadows	BRIGGS Rowena	Kmart Devonport
AYLETT Steven	Pizza Hut Devonport	BRITTAIN Hayley	Big W Glenorchy
BAILEY Catherine	Kmart Eastlands	BRITTAIN Donna	Millers Glenorchy
BAILEY Nathan	Coles Charles Street	BROCKLEHURST Racheal	Coles Wellington Street
BAILEY Sharlene	Kmart Launceston	BRODERICK Mollie	Woolworths Wynyard
BALYM Tammie	Woolworths Mowbray	BRODERICK Kim	Woolworths Wynyard
BANNISTER Anne	Big W Glenorchy	BROKATE Lauren	Myer Hobart
BANTOFT Christina	Big W Glenorchy	BROWN Alison	Woolworths Howrah
BARLOW Virginia	Coles Racecourse	BROWN Jonathon	Woolworths Mowbray
BARNARD Kim	Woolworths Burnie	BROWN Rachel	Kmart New Town
BARNES Rachel	Woolworths Shoreline	BROWN Donna	Big W Glenorchy
BARR Matthew	Big W Glenorchy	BROWN Nicole	Coles Bridgewater
BARRETT Leanne	Woolworths George Town	BROWN Petra	Woolworths Scottsdale
BARRY Tania	Woolworths Sandy Bay	BROWN Lydia	Woolworths Glenorchy
BAUERMEISTER Nicholas	Target Glenorchy	BROWN Rees	Birchalls Launceston
BAYLIS Taliesha	Kmart Launceston	BROWN Cheryl	Birchalls Launceston
BEASEY Kim	Coles Racecourse	BROWN Gillian	Woolworths Sorell
BEATTIE Liam	Woolworths Scottsdale	BROWN Georgina	Coles Charles Street
BEATTIE Jayden	Woolworths Scottsdale	BUCHANAN Scott	Woolworths Devonport
BEAUMONT Donna	Target Burnie	BUMFORD Amanda	Woolworths Huonville
BELLINGER Donna	Kmart Devonport	BURGESS Katrina	Bunnings Moonah
BELLINGER Lisa	Woolworths Deloraine	BUSSCHER Andrea	Woolworths Mount Street
BENNETT Karenne	Woolworths Kings Meadows	BUTLER Christina	Coles Launceston
BENNETT Mary	Big W Kingston	BUTLER Samuel	Coles Kings Meadows
BENNETT Monique	Coles Kings Meadows	BUTTERS Olivia	Myer Hobart
BENTLEY Christine	Woolworths Claremont	BYGRAVE Renee	Woolworths Eastlands
BERWICK James	Woolworths Sandy Bay	BYRNES Rebecca	Woolworths Legana
BESSELL Roxanne	Woolworths Scottsdale	CAIRNS Ashlee	Woolworths Eastlands
BEYENE Yorandos	Woolworths Moonah	CAMPBELL Duncan	Woolworths Kings Meadows
BINNIE Zachary	Woolworths Devonport	CAMPBELL Emily	Myer Launceston
BINNIE Rebekah	Woolworths Devonport	CAMPBELL Laura	Kmart Burnie
BIRD Courtney	Woolworths Devonport	CANTRELL Andrew	Coles Kingston
BIRD Miranda	Pizza Hut Devonport	CARR Emily	Kmart Devonport
BIRRELL Angela	Coles Kings Meadows	CARTWRIGHT Selena	Woolworths Kings Meadows
BLACKBERRY Karla	Woolworths Scottsdale	CASEY Sharon	Woolworths Huonville
BLAIR Jaclyn	Myer Launceston	CASHION Robyn	Coles Eastlands
BLAIR Tracey	Woolworths Legana	CASHION Caitlin	Coles Eastlands

CHATWIN Robert	Coles Wellington Street	DUNIAM Tiana	Woolworths Scottsdale
CHEEMA Anmole	Myer Launceston	EASTLEY Annabel	Woolworths Mount Street
CHILCOTT Therese	Big W Kingston	EASTON Prue	Target Glenorchy
CHILLER Sarah	Harris Scarfe Burnie	EDMUNDSON Alisha	Hungry Jacks Glenorchy
CHOI Sook	Target Launceston	EDWARDS Danielle	Woolworths Wynyard
CLARK Liam	Woolworths Ulverstone	ELLIS Hayden	Big W Rosny Park
CLARK Peter	Coles Burnie	ELLIS Leigh	Big W Rosny Park
CLARKE Cory	Woolworths Ulverstone	ENNISS Louise	Woolworths Kings Meadows
CLARKIN Debbie	Big W Glenorchy	EVANS Debbie	Target Hobart
CLAYTON Stephanie	Myer Hobart	FAHEY Natalie	Woolworths Kingston
COCKSHUTT Olivia	Bunnings Moonah	FAY Ella	Kmart Launceston
COCKSHUTT Sally	Coles Bridgewater	FEATHERSTONE Petra	Woolworths Sorell
COKER-WILLIAMS Shelley	Woolworths Eastlands	FELMINGHAM Andrea	Woolworths Scottsdale
COLBECK Beverley	Coles Kings Meadows	FELMINGHAM Cindy	Woolworths Scottsdale
CONLEY Karyn	Coles Kingston	FELMINGHAM Amanda	Academy of Modelling
CONNELL Jacquelyn	Woolworths Riverside	FENSOM Neil	Coles Kings Meadows
CONWAY Maxwell	Kmart Launceston	FIELD Rebecca	Coles Sandy Bay
COOLEY Genevieve	Target Launceston	FISHER Bradley	Coles Kingston
COOPER Debbie	Myer Launceston	FISHER Debbie	Coles Kingston
COSKER Kate	Woolworths Scottsdale	FITZPATRICK James	Kmart New Town
COSTELLO Jennifer	KFC Devonport	FLYNN Celesta	Woolworths Wynyard
COWEN Sarah	Coles Kingston	FOLEY Adam	Coles Wellington Street
CRACKNELL Sharlene	Big W Glenorchy	FORRESTER Teresa	Woolworths Prospect
CRELLIN Tina	Woolworths Moonah	FOSTER Serena	Woolworths Devonport
CRIPPS Lauren	Kmart Launceston	FOSTER Kelly	Woolworths Devonport
CRIPPS Rebecca	Kmart Launceston	FOWLER Sarah	Bunnings Launceston
CROSSWELL Suzanne	Big W Glenorchy	FRANSDEN Mai	Myer Launceston
CROUCH Natalie	Big W Glenorchy	FRANKS Melanie	Target Burnie
CROWDEN Corey	Woolworths Devonport	FREEMAN Angela	Kmart Burnie
CUMMINGS Michele	Myer Launceston	FRY Julie	Kmart Burnie
CURTIS Anna-Maree	Myer Hobart	FULHAM Deb	Myer Hobart
CUSACK Heather-Jo	Target Burnie	GABRIEL Steven	Woolworths Glenorchy
DABNER Sharon	Kmart Devonport	GAITERO Sharon	Kmart Eastlands
DALZELL Ann	Woolworths Scottsdale	GALE Leanne	Kmart Devonport
DARKO Alison	Woolworths Lindisfarne	GARDAM Tracey-Lee	Big W Glenorchy
DARRAGH Karen	Kmart Burnie	GARVEY Jane	Target Glenorchy
DAVIS Melinda	Target Devonport	GEARD Dianne	Coles Bridgewater
DAVIS Hayley-Dawn	Coles Racecourse	GEIER Liam	Woolworths Prospect
DAVIS Rebecca	Kmart Burnie	GEORGE Cindy	Target Hobart
DAVIS Callum	Woolworths Riverside	GIANNAROS Maria	Target Hobart
DE PAOLI Elizabeth	Coles Wellington Street	GIBBINS Bradley	Woolworths Prospect
DEANE Thomas	KFC Mowbray	GIBBINS Vicki	Kmart Burnie
DELANEY Jessica	Big W Glenorchy	GIBBINS Alex	Wattyl Paints Launceston
DENNIS Carolyn	Kmart Launceston	GIBSON Karlene	Woolworths Ulverstone
DENNIS Meggan	Academy of Modelling	GIBSON Simon	Woolworths Kings Meadows
DENT Danielle	Hungry Jacks Mowbray	GILES Brendan	Kmart Rosny Park
DICK Alina	Kmart Devonport	GILLAM Danah	Kmart Burnie
DICKENSON Kirsty	Big W Rosny Park	GILMOUR Thomas	Woolworths Devonport
DOBBER Nicole	Target Launceston	GIOVANOF Mark	Woolworths Deloraine
DOBSON Nicola	Target Launceston	GITTUS Annette	Big W Rosny Park
DOCHERTY Jacob	Woolworths Mount Street	GOLDING Leeanne	Kmart New Town
DODSON Nathan	Woolworths Campbell Street	GOLDSMITH Greta	Woolworths Sorell
DONALDSON Kerri-Ann	Kmart Launceston	GOLDSMITH Sharon	Woolworths Sorell
DONNELLY Roxanne	Myer Launceston	GOLDSWORTHY Harry	Big W Kingston
DORLING Catherine	Woolworths Sorell	GOMERSALL Angela	Kmart Launceston
DOUCE Breeanna	Coles Devonport	GOOD Casey	Kmart Burnie
DOUGLAS Tess	Woolworths Devonport	GOOD Jane	Kmart Burnie
DOYLE Amanda	Woolworths Kingston	GORDON Theresa	Big W Kingston
DOYLE Joanne	Woolworths Huonville	GORRINGE Gayle	Bunnings Launceston
DOYLE Nathan	Kmart Devonport	GRAHAM Tracey	Big W Glenorchy
DREW Vicki	Myer Hobart	GRAY Janelle	Kmart Rosny Park
D'SILVA Kristen	Target Glenorchy	GREAVES Amanda	Big W Glenorchy
DUGGAN Ann	Kmart Rosny Park	GREGSON Sasha	Woolworths Scottsdale
DUGGAN Leeann	Target Hobart	GREY Phillip	Tas Ag Services Campbell Town
DUNCAN Dianne	Coles Devonport	GRIFFITHS Cheree	Kmart Devonport
DUNCAN Kerry	Coles Devonport	GRIFFITHS Leeann	Coles Devonport

GRIGGS Michelle	Woolworths Huonville	JOHNSON Jessica	KFC Launceston
GUARD Vicki	Kmart Devonport	JOHNSON Allan	Coles Logistics
GUY Samantha	KFC Launceston	JOHNSON Penny	Woolworths Devonport
HAAS Georgie	Coles Charles Street	JOHNSON Katherine	Woolworths Prospect
HALES Kim	Myer Launceston	JOHNSON Melissa	Woolworths Kings Meadows
HALL Jesse	Big W Kingston	JOHNSTON Melissa	Myer Launceston
HALL Suzanne	Big W Kingston	JONES Kirsty	Woolworths Prospect
HALLAM Justine	Woolworths Glenorchy	JONES Aaron	Woolworths Prospect
HAMMOND Janice	Woolworths Kingston	JONES Angela	Myer Launceston
HANSSON Sarah	Coles Kingston	JONES Michelle	Woolworths Claremont
HARMON Kenneth	Woolworths Riverside	JONES Andrew	Pizza Hut Devonport
HARMON Konstance	Coles Kings Meadows	JOYCE Alicia	Woolworths Prospect
HARRIS Katie	Target Launceston	KAINE Sandra	Kmart Devonport
HARRIS Rachel	Kmart Rosny Park	KAY Mitchell	Woolworths Smithton
HARRIS Nicole	Target Hobart	KEARNES David	Coles Express
HARRISON Marcus	Coles Kingston	KEEP Mandy	Coles Devonport
HART Michael	Woolworths Sorell	KELLNER Ben	Woolworths George Town
HASKELL Bronwyn	Myer Launceston	KELLY Sharee	Woolworths Scottsdale
HASLEWOOD Michael	Woolworths Kingston	KENDALL Michael	Woolworths Kingston
HAWTONE Sarah	Target Hobart	KIELY Andrew	Howard Silvers
HAYES Vanessa	Coles Northgate	KIELY Valerie	Jerry Hampton North Hobart
HAYES Madeleine	Big W Rosny Park	KING Samantha	Kmart Launceston
HAYES Nicholas	Big W Rosny Park	KINSELLA Karen	Big W Rosny Park
HEGER Mitchell	Woolworths Devonport	KIRKBY Anthea	Coles Kings Meadows
HENDERSON Rebecca	Woolworths Campbell Street	KITCHIN Kylie	Woolworths Prospect
HENNESSY Vince	Wattyl Paints Launceston	KOLODJASHNIJ Luke	Coles Racecourse
HILL Chiara	Coles Northgate	KOP Kylie	Target Glenorchy
HINDS Jamie	Woolworths Kingston	KOPRA Brenton	Big W Kingston
HINGSTON Vicki	Kmart Devonport	KOPRA Jarred	Big W Kingston
HIRD Lorraine	Kmart Burnie	KOPRA Mandie	Big W Glenorchy
HIUGHES Amanda	Woolworths Eastlands	KRAMBOUSANOS Cheryl	Myer Hobart
HOARE Zara	Coles Devonport	LACY Nicole	Big W Glenorchy
HODGE Samantha	Kmart New Town	LACY Matthew	Big W Glenorchy
HODGETTS Maree	Woolworths Claremont	LANE Eloise	Coles Sandy Bay
HODGETTS Sheree	Woolworths Mount Street	LANE Caroline	Millers Devonport
HOLLOWAY Sheryl	Coles Kingston	LANGE Maree	Coles Ulverstone
HOLMES Shalissa	Target Launceston	LANGENBERG Adam	Big W Rosny Park
HONIG Christine	Coles Kingston	LAST Ashleigh	Woolworths Wynyard
HOOGESTEGER Mawson	Coles Charles Street	LAWLER Craig	Wattyl Paints Moonah
HOOPER Lara	Myer Hobart	LAWLESS Angela	Big W Kingston
HORUAT Adam	Woolworths Devonport	LESLIE Kerrie	Coles Racecourse
HOUSE Sarah	Coles Sandy Bay	LIDSTER Erin	Big W Kingston
HOUSE Thomas	Woolworths Smithton	LIDSTER Kim	Big W Kingston
HOUSTON Natalie	Coles Wellington Street	LINGER Ann	Coles Kings Meadows
HOWARD Elisha	Woolworths Mowbray	LOCKLEY Robyn	Woolworths Kingston
HOWARD Amanda	Coles Wellington Street	LONG Michael	Coles Kings Meadows
HOWARD Amelia	KFC Launceston	LORING Linda	Coles Eastlands
HOWARD James	Big W Kingston	LOVEGROVE Matthew	Woolworths Scottsdale
HOWARD Karina	Coles Sandy Bay	LOWE Lovelia	Myer Launceston
HOWARD Robyn	Woolworths Lindisfarne	LUDFORD Isobel	Big W Glenorchy
HOWARD Thomas	Woolworths Sandy Bay	LUKE-PHILPOTT Jo-anne	Kmart Burnie
HOWE Vicki	Target Glenorchy	LYALL Maree	Kmart Eastlands
HOWELL Tanya	Kmart Launceston	LYND Gerrard	Big W Rosny Park
HUDSON-SMART Jacob	Coles Devonport	MACKRILL Belinda	Woolworths Mowbray
HUGHES Debra	Woolworths Devonport	MAHONEY Jan	Kmart Devonport
INGRAM Cameron	Woolworths Riverside	MAHONEY Luke	Coles Devonport
JACKMAN Brennen	Kmart Burnie	MAHONEY Toby	Coles Devonport
JACKSON Kristy	Woolworths Burnie	MAKIN Angela	Big W Glenorchy
JAGO Mark	Pizza Hut Devonport	MAKIN Adam	Woolworths Glenorchy
JAMES Jodie	Woolworths Scottsdale	MANN Tamara	Coles Kingston
JAMES Sarah	Myer Hobart	MANUELA Linda	Woolworths Kingston
JARVIS Matthew	Woolworths New Norfolk	MARSHALL Suzanne	Myer Launceston
JENKINS Joanne	Woolworths George Town	MARSHALL Jared	Woolworths Ulverstone
JENKINS Wendy	Woolworths Smithton	MARSHALL Melissa	Officeworks Launceston
JOHNS Sharyn	Big W Kingston	MARSHALL-PONTING Amberlee	Woolworths Scottsdale
JOHNSON Emma	Myer Launceston	MASHIRI Maria	Coles Sandy Bay

MASON Robert
 MASTERMAN Sarah
 MATHERS David
 MCCARTHY Angela
 McCARTHY Erica
 McCLENAGHAN Shane
 McDERMOTT Brad
 McDERMOTT Lauren
 McDOUGALL Julianne
 McGEE Susan
 McGREGOR Claire
 McGUIRE Robert
 McHUGH Kathryn
 McKAY David
 McKAY Tania
 McLAUGHLIN Michelle
 MCLEAN David
 McPHERSON Karen
 MCQUADE Glenis
 McVILLY Danielle
 McVILLY Danny
 McVILLY Kristina
 McVILLY Lisa
 MEDCRAFT Jessie
 MEDCRAFT Ruth
 MEISSNER Rebecca
 MERRY Kate
 MESKELL Mathew
 MIDGLEY Coralea
 MILLHOUSE Briana
 MILNE Rosemary
 MINEHAN Nicole
 MOIR Nick
 MOLLOY Lisa
 MOORE Cherrie
 MORGAN Tracey
 MORICE Danielle
 MORLEY Brendan
 MORLEY Paula
 MORONEY Chaz
 MORRISON Gemma
 MORSE Stuart
 MORTON Kristy
 MORTON Susan
 MUIR Jackie
 MURRAY Julie
 MURRAY Laura
 MUSKETT Gabrielle
 NAGY Tammy
 NARRACOTT Katrina
 NEAL Sam
 NICHOLSON Annette
 NIELSEN Christine
 NILSSEN Laura
 NOBES Justin
 NORTON Sam
 NORTON Shaun
 NUTTING Colleen
 OATES Alison
 O'BRIEN Christine
 O'CONNOR Michelle
 O'GAREY Justin
 O'KEEFE Rebecca
 O'ROURKE Mandy
 O'SHANNESSY Wayne
 O'SHANNESSY Rebecca

Coles New Town
 Kmart Launceston
 Big W Kingston
 Coles Ulverstone
 Coles Kingston
 Allgoods Launceston
 Woolworths Legana
 Woolworths Legana
 Woolworths Scottsdale
 Kmart Devonport
 Coles Kings Meadows
 Bunnings Moonah
 Pizza Hut Sandy Bay
 Coles Logistics
 Woolworths Riverside
 Kmart Devonport
 Coles Logistics
 Big W Glenorchy
 Kmart Launceston
 Coles Bridgewater
 Coles Bridgewater
 Coles Bridgewater
 Coles Bridgewater
 Coles Devonport
 Coles Devonport
 Big W Glenorchy
 Woolworths Sandy Bay
 Woolworths Legana
 Big W Glenorchy
 Target Hobart
 Coles Burnie
 Coles Kingston
 Woolworths Eastlands
 Kmart Launceston
 Woolworths Kings Meadows
 Big W Kingston
 Kmart Launceston
 Kmart New Town
 Kmart New Town
 Woolworths Mount Street
 Officeworks Hobart
 Coles Kingston
 Coles Racecourse
 Officeworks Launceston
 Woolworths Devonport
 Myer Launceston
 Coles Kings Meadows
 Coles Kingston
 Kmart Eastlands
 Big W Kingston
 Woolworths Prospect
 Coles Kings Meadows
 Woolworths Smithton
 Coles Ulverstone
 Hungry Jacks Wellington Street
 Kmart Burnie
 Woolworths Mount Street
 Millers Burnie
 Myer Hobart
 Woolworths Mowbray
 Woolworths George Town
 Big W Rosny Park
 Woolworths Shoreline
 Kmart Burnie
 Myer Hobart
 Myer Hobart

O'SHEA Cindy
 OWERS Peta
 PANTON Lilyan
 PARKER Helen
 PARRY Mitchell
 PATERSON Lyn
 PEAKE Nerissa
 PEART Matt
 PEART Kaye
 PEARTON Lisa
 PECK Jennifer
 PEPPER Krystal
 PERRI Kathy
 PERRY Sarah
 PERRY Alison
 PETRACK Naomi
 PHAIR Rebecca
 PHAIR Jessica
 PHILLIPS Oscar
 PHILLIPS Barbara
 PIKE Matthew
 PILCHER Brendan
 PINE Jane
 PIPER Lauri
 PITCHFORD Jayne
 POKE Laura
 POPOWSKI Christine
 PORTER Leanne
 POST Ronda
 PRESTON John
 PRICE Anita
 PRICE Danae
 PRINGLE Marina
 PROBERT Kristy
 PURDON Allison
 PURTON Mandy
 QUILLIAM Angela
 QUINN Melinda
 RADFORD Jessica
 RAINBOW Gerdina
 RALPH Kristina
 RANALLI Melina
 RANSOM Hayley
 RANSOM Courtney
 RANSOM Meghan
 RATAJ Kristy
 READER Elizabeth
 REHRMANN Lisa
 REID Jake
 REID Rebecca
 REVELL Patricia
 RHODES Belinda
 RISELEY Katrina
 ROBERTSON Amy
 ROBERTSON Natalie
 ROLLS Julie
 RUMNEY Suzanne
 RUNDLE Sharon
 RUSSELL Megan
 RUSSON Paul
 SAMUELSON Aviva
 SANDERS Gillian
 SAPWELL Joanne
 SARGENT Aryelle
 SAUNDERS Luke
 SAUNDERS Rachel

Spotlight Hobart
 Woolworths George Town
 Big W Rosny Park
 Officeworks Launceston
 Woolworths Wynyard
 Coles Kings Meadows
 Woolworths Moonah
 Woolworths Riverside
 Big W Glenorchy
 Kmart Launceston
 Myer Launceston
 Myer Hobart
 Coles Kings Meadows
 Academy of Modelling
 Woolworths Devonport
 Kmart Launceston
 KFC Kings Meadows
 KFC Kings Meadows
 Hungry Jacks Mowbray
 Lenah Valley School
 Kmart Launceston
 Coles Kingston
 Harris Scarfe Ulverstone
 Coles Racecourse
 Coles Charles Street
 Woolworths Smithton
 Woolworths Smithton
 Woolworths Moonah
 Woolworths Prospect
 Coles New Town
 Myer Hobart
 Woolworths Riverside
 Kmart Burnie
 Woolworths Scottsdale
 Coles Kings Meadows
 Big W Glenorchy
 Woolworths Scottsdale
 Myer Launceston
 Woolworths Mount Street
 Woolworths Scottsdale
 Myer Launceston
 Myer Hobart
 Target Glenorchy
 Woolworths Moonah
 Woolworths Moonah
 Kmart Devonport
 Coles Eastlands
 Myer Launceston
 Woolworths George Town
 Woolworths Sorell
 Target Hobart
 Myer Hobart
 Woolworths Sorell
 Woolworths Devonport
 Woolworths Scottsdale
 Kmart Burnie
 Woolworths Kingston
 Woolworths Devonport
 Target Burnie
 Big W Kingston
 Big W Kingston
 Woolworths Sandy Bay
 Woolworths Sorell
 Woolworths Wynyard
 Coles Burnie
 Coles Kings Meadows

SAUNDERS Susan
 SCANLON Crystal
 SCHADE Emily
 SCHWAN Jacqueline
 SHAW Kate
 SHERRIFF Christa
 SHERRIN Elizabeth
 SHRIMPTON Joseph
 SIA Joel
 SILVER Kerrie
 SIM Irene
 SIMMONS Kahlia
 SKEGGS Anika
 SLANINKA Ann
 SMITH Mark
 SMITH Karen
 SMITH Libbie
 SMITH Sharyn
 SMITH Linda
 SMITH Helen
 SMITH Peter
 SMITH Tracey
 SMITH Stuart
 SMITH Susanne
 SNARE Kynan
 SPENCER Kelly
 SPRINGER Mitchell
 STAFFORD Adam
 STEE Penny
 STEPHENS Michael
 STEVEN Erin
 STEWART Shirlene
 STEWART Naomi
 STOKES Katie
 STOKES Jamie
 STOLTENBERG Johann
 STOWARD Christine
 STUBBS Kerry
 SUSHAMES Colleen
 SUTCLIFFE Shannon
 SUTTON Amelia
 SUTTON Julie-ann
 SWAINE Wendy
 SYKES Helen
 SYMMONS Joanne
 SZABO Matthew
 TALBOT Dianne
 TARGETT Renae
 TAYLOR Julia
 TAYLOR Cathryn
 TAYLOR Wesley
 TEESDALE Jessica
 TELFORD Susan
 THOLLEY John
 THOMAS Sonya
 THORBURN Julie
 THORNTON Jeffrey
 THORP Ethel
 THOW Sarah
 TOPE Julie
 TOWELL Elaine
 TOWNSEND Julia
 TRUDGEON Belinda
 TSAKIRIS Krisoula
 TURNER Gavin
 TURNER Maree
 TURNER Matthew

Coles Burnie
 Target Launceston
 Woolworths Sandy Bay
 Kmart New Town
 Myer Hobart
 Woolworths George Town
 Big W Kingston
 Woolworths Legana
 Woolworths Mowbray
 Kmart Rosny Park
 Myer Hobart
 Woolworths Scottsdale
 Best & Less Launceston
 Kmart Launceston
 Target Launceston
 Big W Glenorchy
 Coles Devonport
 Woolworths Lindisfarne
 Coles Bridgewater
 Woolworths Scottsdale
 Coles Devonport
 Woolworths Sandy Bay
 Kmart Launceston
 Myer Launceston
 Woolworths Mount Street
 Coles Kings Meadows
 Coles Kingston
 Woolworths Mount Street
 Reece Plumbing Hobart
 Wattyl Paints Launceston
 Coles Ulverstone
 Coles Devonport
 Woolworths Devonport
 KFC Devonport
 KFC Devonport
 Harris Scarfe Launceston
 Kmart Launceston
 Coles Launceston
 Myer Hobart
 Big W Glenorchy
 Woolworths Kingston
 Kmart Eastlands
 Coles Devonport
 Coles Sandy Bay
 Millers Devonport
 KFC Launceston
 Just Jeans Bellerive
 Woolworths Scottsdale
 Woolworths Devonport
 Coles Kings Meadows
 Coles Charles Street
 Myer Launceston
 Woolworths Deloraine
 Myer Hobart
 Myer Hobart
 Myer Hobart
 Woolworths Claremont
 Kmart Launceston
 Myer Launceston
 Big W Glenorchy
 Bunnings Launceston
 Woolworths Kingston
 Woolworths George Town
 Woolworths Glenorchy
 Woolworths Legana
 Woolworths New Norfolk
 Woolworths Deloraine

TURNER Luke
 TWINING Ashlee
 TWINING Elizabeth
 UNSWORTH Kellie
 VAN DUIVEN Ryan
 VAN NOORD Helen
 VENN Tania
 VERMA Kunal
 VINEY Lynette
 VOLMER Lynette
 VOSS Linda
 VOUT Elise
 WADE Micah
 WAKELING Maree
 WALKER Karine
 WALKER Robbie
 WALTERS Tammy
 WALTERS Jamie
 WALTERS Lee-Anne
 WALTERS Donna
 WALTON Hayley
 WARREN Leanne
 WEBB Natasha
 WEBB Kirra-Lee
 WEBBER Susan
 WELLARD Sharon
 WELLS Maria
 WENDEHORST Kristina
 WHELDON Caroline
 WHERRETT Joseph
 WHILEY Jarrod
 WHITE Tamiaka
 WHITEHOUSE Joshua
 WHITELEY Jodie
 WHITEMORE Scott
 WHITEROAD Jessie
 WHITFIELD Allison
 WHYMAN Charmaine
 WIGGINS Annette
 WILKIE Joshua
 WILLIAMS Kristy
 WILLIAMS Jason
 WILLIAMS Mishka
 WILLIAMS Isaac
 WILLIS Imogen
 WILSON Belinda
 WISH-WILSON Jacquelynn
 WITTEN Edward
 WOLF Tammi
 WOLFE Wendy
 WOLFE Joanne
 WOODHEAD Vickie
 WOODWARD Kathleen
 WOODWARD Sophie
 WOOLFORD Sarah
 WORKER Tim
 WRIGHT Bridget
 WRIGHT Karen
 WYLIE Melanie
 YATES Anita
 YATES Hannah
 YATES Zoe
 YOUNG Verity
 YOUNG Raquel
 ZAGODA Tomas
 ZOTSCH Ashley

Woolworths Ulverstone
 Big W Glenorchy
 Big W Glenorchy
 Big W Glenorchy
 Woolworths Mowbray
 Kmart Launceston
 Coles Kings Meadows
 Myer Hobart
 Woolworths Glenorchy
 Bunnings Launceston
 Coles Rosny Park
 Myer Hobart
 Woolworths Wynyard
 Myer Launceston
 Coles Bridgewater
 Coles Bridgewater
 Millers Devonport
 Woolworths Kings Meadows
 Woolworths Kings Meadows
 Coles Kings Meadows
 Coles Kingston
 Coles Charles Street
 Big W Kingston
 Woolworths Eastlands
 S'wide Ind W'salers Moonah
 Woolworths Ulverstone
 Bunnings Moonah
 Kmart Launceston
 Woolworths Kings Meadows
 Big W Kingston
 Woolworths Devonport
 Woolworths Scottsdale
 Woolworths Wynyard
 Kmart Devonport
 Woolworths Legana
 Kmart Launceston
 Woolworths Sorell
 Harris Scarfe Launceston
 Coles Rosny Park
 Woolworths Mount Street
 Big W Kingston
 Woolworths Devonport
 Target Burnie
 Woolworths Scottsdale
 Woolworths Kingston
 Coles Devonport
 Woolworths Riverside
 Woolworths Sorell
 Coles Kingston
 Coles Kingston
 Big W Kingston
 Coles Kingston
 Target Burnie
 Woolworths Sandy Bay
 Coles Bridgewater
 Woolworths Scottsdale
 Kmart New Town
 Bunnings Moonah
 Woolworths Claremont
 Woolworths George Town
 Harris Scarfe Hobart
 Harris Scarfe Hobart
 Woolworths Scottsdale
 Big W Rosny Park
 Target Launceston
 Woolworths Eastlands

An excellent year for REST

It has been another great year and members were issued with their statements and REST's annual report during October and November.

Key things to check when you receive this information include:

Tax File Numbers (TFN)

Members need to provide their TFN to the fund before 30 June 2008. If this is not received all employee contributions (including salary sacrifice and any contributions claimed as a tax deduction if more than \$1,000 in the financial year) will be taxed at the top tax rate of 45% – rather than 15% plus Medicare levy).

However, for those who have joined REST after 1 July 2007, the higher rate of tax will also apply to all employer contributions. In addition, if REST does not have your TFN, the fund will not be able to accept any after tax contributions.

Investment returns and options

The performance of all the investment options over the past 12 months has been outstanding, with the fund returning over \$1.7 billion to members. The default Core Strategy performed particularly well, with a 15.61% crediting rate.

Another highlight for this financial year was the number of members receiving co-contribution payments from the government. In total, \$170.8 million has been received since the offer started.

Simpler super changes

Following a huge media campaign, the government's proposed super reforms came into effect on 1 July 2007. The new rules change the way we plan for our retirement so it is good to be aware of how the changes affect you. Key changes under the new rules include:

- Providing Tax File Numbers
- Tax on all super benefits for people aged 60 and over has been removed
- No maximum payment thresholds for pensions
- Tax rules for people taking their money out of super have been simplified
- Removal of Reasonable Benefit Limits (RBL)
- Removal of the compulsory cashing rules
- Restrictions on paying a reversionary pension to children
- Widening the eligibility for the government co-contribution
- Introduction of new limits to the amount of contributions (both before and after tax) that you can make to super
- Asset test taper rate will be halved from \$3.00 to \$1.50
- Tax on employment termination payments have been changed

Co-contribution scheme

The scheme is now available for the self-employed who earn less than \$58,980 and meet other eligibility criteria.



by Joe Debruyne

Eligible members can boost their super with up to \$1,500 from the government by making a voluntary contribution to their super account.

New benefits for REST members

Continuing the tradition of offering members exclusive benefits, REST has partnered with AIG Australia to give members access to savings of up to 40%* on travel insurance. This is in addition to the great deal members receive on health insurance with Manchester Unity, fantastic home loan rates with Members Equity Bank and access to personal financial advice through Money Solutions+.

Zest!

REST's annual report has taken on a super savvy travel theme this year. There are great prizes to be won for members who sign up to REST's 'No more paper' and/or transfer their lost super into their REST account. Lastly, if members register for MemberAccess at www.rest.com.au, next year you can select to have your statement delivered online.

*The savings are calculated by comparing with AIG Australia's full price premiums as detailed at www.aig.com.au current at 15 June 2007. Savings apply to standard insurance premiums without optional extras and do not include pre-existing medical assessment fees.

+Money Solutions Pty Limited AFSL 258145. Money Solutions personnel are not representatives of the REST trustee. Any financial product advice given by Money Solutions is provided under the Money Solutions AFSL.

To contact REST for advice and assistance –

Phone: 1300 300 778

Fax: 0500 507 378

**Mail: PO Box 350,
Parramatta, NSW 2124**

Email: contact@rest.com.au

Internet: www.rest.com.au



Wotif you win 2 nights at Edgewater, Devonport?

HURRY! Competition closes 31 December

SIGN UP to our free newsletter and you could **WIN** a 2 night stay at Edgewater, Devonport.



Visit www.sdatas.asn.au to enter.



wotif.com
first in online accommodation

Wotif.com is the accommodation shop that never closes.
With an easy-to-use site and great rates on a broad range of accommodation, it's no wonder we're the most popular way for Australians to book accommodation online.

**SHOP, DISTRIBUTIVE AND ALLIED EMPLOYEES
ASSOCIATION,
TASMANIAN BRANCH**

OPERATING REPORT

The State Council presents its report on the operations of the Union for the year ended 30 June 2007.

State Council

The names of each person who has been on the State Council during the year and to the date of this report are:

General President	Karyn Synnott
Branch Vice President	James Fitzpatrick
General Secretary	Paul Griffin
State Councillors	Kathleen Casey
	Tania Venn
	Scott Bryan
	Leanne Porter
	Annette Jordan
	Katrina Barr
	Lyn Logan
	Brian Harradine
	Suzanne Aliphon

Mr Paul Griffin is a Director of the Tasplan Superannuation Fund.

Principal Activities

The Union's principal continuing activity during the year was to promote the interests of its members.

Results

	2007	2006
Operating profit/(loss)	\$28,188	\$49,722

Significant Changes in the State of Affairs

There have been no significant changes in the Union's state of affairs.

Matters Subsequent to the End of the Financial Year

There is at the date of this report no matter or circumstance which have arisen since 30 June 2007 that has significantly affected or may significantly affect:

- the Union's operations in financial years subsequent to 30 June 2007;
- the results of those operations; or
- the Union's state of affairs in financial years subsequent to 30 June 2007.

Likely Developments and Expected Results of Operations

No significant changes in the operations of the Union have been proposed at the date of this report.

Details of Members and Rights of Members to Resign

The Shop, Distributive and Allied Employees Association, Tasmanian Branch had 5,719 members at 30 June 2007 which includes both honorary and lifetime members.

Details of the right of members to resign from the Union are in Rule 12 of the Rules of the Shop, Distributive and Allied Employees Association, Tasmanian Branch.

Employees

The Shop, Distributive and Allied Employees Association, Tasmanian Branch had 7 full time equivalent employees at 30 June 2007.

K. Synnott
State Council

P. Griffin
State Council

Signed at Hobart this 9th day of October 2007

DECLARATION BY STATE COUNCIL

The State Council of Shop, Distributive and Allied Employees Association, Tasmanian Branch declares that the concise financial report for the financial year ended 30 June 2007 as set on pages 6 to 9:

- Complies with Accounting Standard AASB 1039: Concise Financial Reports; and
- Is an extract from the full financial report for the year ended 30 June 2007 and has been derived from and is consistent with the full financial report of Shop, Distributive and Allied Employees Association, Tasmanian Branch.

This declaration is made in accordance with a resolution of the State Council dated 9th October 2007.

K. Synnott
State Council

P. Griffin
State Council

Signed at Hobart this 9th day of October 2007

DISCUSSION AND ANALYSIS OF THE FINANCIAL STATEMENTS

Information on Concise Financial Report

The concise financial report is an extract from the full financial report for the year ended 30 June 2007. The financial statements and disclosures in the concise financial report have been derived from the 2007 Financial Report of Shop, Distributive and Allied Employees Association, Tasmanian Branch. A copy of the full financial report and auditor's report will be sent to any member, free of charge, upon request.

The discussion and analysis is provided to assist members in understanding the concise financial report. The discussion and analysis is based on Shop, Distributive and Allied Employees Association, Tasmanian Branch financial statements and the information contained in the concise financial report has been derived from the full 2007 Financial Report of Shop, Distributive and Allied Employees Association, Tasmanian Branch.

Income Statement

Revenue has increased by 13% to \$1,383,983. This has primarily been driven by increased membership numbers.

Net profit for the year after income tax amounted to \$28,188. The decrease in profit was primarily due to expenditure associated with employee benefits.

Balance Sheet

There was no significant change in the composition of assets and liabilities during the year.

Cash Flow Statement

Cash flows remained consistent in relation to 2006.

Members access to financial records

Pursuant to subsection 272(5) of the RAO Schedule, the following information is drawn to the attention of members:

- (1) A member of a reporting unit, or a Registrar, may apply to the Association for specific prescribed information in relation to the Association to be made available to the person making the application.
- (2) The application must be in writing and must specify the period within which, and the manner in which, the information is to be made available. The period must not be less than 14 days after the application is given to the Association.
- (3) The Association must comply with an application made under the subsection (1).

INDEPENDENT AUDIT REPORT

Report on the concise financial report

The accompanying concise financial report of Shop, Distributive and Allied Employees Association, Tasmanian Branch comprises the balance sheet as at 30 June 2007, the income statement and cash flow statement for the year then ended and related notes, derived from the audited financial report of Shop, Distributive and Allied Employees Association, Tasmanian Branch for the year ended 30 June 2007, and the discussion and analysis. The concise financial report does not contain all the disclosures required by Australian Accounting Standards.

State Council's responsibility for the concise financial report

The councilors are responsible for the preparation and presentation of the concise financial report in accordance with Accounting Standard AASB 1039: Concise Financial Reports+A26 (including the Australian Accounting Interpretations), statutory and other requirements. This responsibility includes establishing and maintaining internal control relevant to the preparation of the concise financial report; selecting and applying the appropriate accounting policies; and making accounting estimates that are reasonable in the circumstances.

Auditor's responsibility

Our responsibility is to express an opinion on the concise financial report based on our audit procedures. We have conducted an independent audit, in accordance with Australian Auditing Standards, of the financial report of Shop, Distributive and Allied Employees Association, Tasmanian Branch for the year ended 30 June 2007. Our audit report on the financial report for the year was signed on 10 October and was not subject to any modifications. The Australian Auditing Standards require that we comply with relevant ethical requirements relating to audit engagements and plan and perform the audit to obtain reasonable assurance whether the financial report for the year is free from material misstatement.

Our procedures in respect of the audit of the concise financial report included testing that the information in the concise financial report is derived from, and is consistent with, the financial report for the year, and examination on a test basis of evidence supporting the amounts, discussion and analysis, and other disclosures which were not directly derived from the full financial report. These procedures have been undertaken to form an opinion whether, in all material respects, the concise financial report is presented fairly in accordance with Accounting Standard AASB 1039: Concise Financial Reports.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Independence

In conducting the audit we followed applicable independence requirements of Australian professional and ethical pronouncements.

Audit Opinion

In our opinion the concise financial report including the discussion and analysis of Shop, Distributive and Allied Employees Association, Tasmanian Branch complies with Accounting Standard AASB 1039: Concise Financial Reports.

Davern Dixon
Chartered Accountants

P.C. Dixon
Partner

Date: 10 October 2007
26 Elizabeth Street, Launceston, Tasmania

INCOME STATEMENT FOR THE YEAR ENDED 30 JUNE 2007

	Notes	2007	2006
		\$	\$
Revenue	2	<u>1,383,983</u>	<u>1,221,122</u>
Administration expenses - other		62,439	31,572
Advertising		22,577	10,736
Affiliation fees - SDAEA National Office		102,904	94,065
Affiliation fees - SDAEA International Fund		30,871	28,220
Affiliation fees - Union Tasmania		25,759	19,854
Affiliation fees - ALP Tasmania		2,813	-
Audit fees		8,500	8,581
Branch journal		59,566	91,582
Campaigns		35,636	29,132
Commissions paid to employers		117,197	93,213
Computer expenses		6,819	14,224
Consulting		20,247	18,763
Contractors		3,714	4,245
Delegates expenses		1,331	10,883
Depreciation		43,291	35,984
Employee benefits - officials		66,668	61,091
Employee benefits - employees		288,097	213,336
Fares and organising expenses		31,474	46,206
Fringe benefit tax		6,137	8,096
Functions		11,711	23,733
Gifts and presentations		15,099	12,405

Grants and donations	6,273	5,358
Interest	92	-
Legal fees	4,913	3,786
Light & power	3,242	3,315
Loss on sale of fixed assets	7,740	21
Meeting expenses	413	281
Modelling Division expenses	16,017	11,57
Motor vehicle expenses	38,550	33,432
Movie tickets	58,750	55,843
National council expenses	2,161	1,301
Newsletters and publications	1,055	12,152
Postage and freight	17,067	15,564
Presidential card	40,407	24,639
Printing and stationery	40,715	46,134
Rates and taxes	9,469	9,125
Repairs and maintenance	15,284	11,569
Scholarship vouchers	81,208	38,180
Subscriptions	990	1,946
Telephone	48,599	41,259

Total expenses	<u>1,355,795</u>	<u>1,171,400</u>
Profit before income tax expense	28,188	49,722
Income tax expense	-	-
Net Profit	28,188	49,722

BALANCE SHEET AS AT 30 JUNE 2007

	2007	2006
	\$	\$
Current assets		
Cash assets	1,315,077	1,315,522
Inventories	2,259	9,971
Receivables	<u>71,152</u>	<u>66,191</u>
Total current assets	<u>1,388,488</u>	<u>1,391,684</u>
Non-current assets		
Property, plant and equipment	551,554	511,685
Total non-current assets	<u>551,554</u>	<u>511,685</u>
Total assets	<u>1,940,042</u>	<u>1,903,369</u>
Current liabilities		
Payables	42,808	40,295
Provisions	79,668	78,02
Total current liabilities	<u>122,476</u>	<u>118,316</u>
Non-current liabilities		
Provisions	11,860	7,535
Total non-current liabilities	<u>11,860</u>	<u>7,535</u>

Total liabilities	134,336	125,851
Net assets	<u>1,805,706</u>	<u>1,777,518</u>
Members funds		
Retained profits	1,642,490	1,614,302
Reserves	163,216	163,216
Total members funds	<u>1,805,706</u>	<u>1,777,518</u>

NOTES TO THE CONCISE FINANCIAL REPORT

Note 1 : Basis of Preparation of the Concise Financial Report

The concise financial report is an extract from the full financial report for the year ended 30 June 2007. The concise financial report has been prepared in accordance with Accounting Standard AASB 1039: Concise Financial Reports, and Schedule 1B Registration and Accountability of Organisations (RAO) Schedule and Urgent Issues Group Consensus Views.

The financial statements, specific disclosures and other information included in the concise financial report are derived from and are consistent with the full financial report of Shop, Distributive and Allied Employees Association, Tasmanian Branch. The concise financial report cannot be expected to provide as detailed an understanding of the financial performance, financial position and financing and investing activities of Shop, Distributive and Allied Employees Association, Tasmanian Branch as the full financial report.

The financial report of Shop Distributive and Allied Employees Association, Tasmanian Branch comply with all Australian equivalents to International Financial Report Standards (AIFRS) in their entirety. The presentation currency used in this concise financial report is Australian dollars. No adjustments were required to opening balances as a result of the adoption of AIFRS.

Note 2: Revenue

	2007	2006
	\$	\$
Operating Revenue		
Members' subscriptions	<u>1,272,211</u>	<u>1,131,942</u>
Movie money tickets	17,041	12,789
Interest received	34,035	46,025
Car park rents received	6,955	6,501
Modelling Division	8,284	12,748
Reimbursements	-	608
Other	<u>45,457</u>	<u>10,509</u>
	<u>111,772</u>	<u>89,180</u>
Total Revenue	<u>1,383,983</u>	<u>1,221,122</u>

Note 3: Segment information

The Association provides industrial advocacy services to members through out two locations in Tasmania - Launceston and Hobart.

Note 4: Subsequent Events

There has not been any matter or circumstance that has significantly affected, or may significantly affect, the operations of the Association, the results of those operations, or the state of affairs of the Association in future financial years.

CASH FLOW STATEMENT FOR THE YEAR ENDED 30 JUNE 2007

	2007	2006
	\$	\$
Cash flows from operating activities		
Receipts from members and other third parties	1,344,987	1,241,059
Interest received	34,035	46,025
Payments to suppliers and employees	(1,288,567)	(1,160,588)
Net cash provided by/ (used in) operating activities	<u>90,455</u>	<u>126,496</u>
Cash flows from investing activities		
Proceeds from sales of property, plant and equipment	30,703	7,323
Payment for property, plant and equipment	(121,603)	(24,077)
	<u>(90,900)</u>	<u>(16,754)</u>
Net increase in cash held	(445)	109,742
Cash at beginning of the financial year	1,315,522	1,205,780
Cash at the end of the financial year	<u>1,315,077</u>	<u>1,315,522</u>



RETAIL TRADES AWARD

MINIMUM WAGE RATES EFFECTIVE 1 AUGUST 2007

DOES NOT APPLY TO **WOOLWORTHS, COLES, MYER, TARGET, COUNTRY ROAD, ROCKMANS, BIG W, PETROL PLUS, KMART, HARRIS SCARFE, JUST JEANS, OFFICEWORKS, K&D WAREHOUSE, VEHICLE INDUSTRY, BUNNINGS HARDWARE, MILLERS, BETTS & BETTS, PRICELINE AND PRICE ATTACK, WATTYL PAINTS AND FAST FOOD WORKERS.**

	ORDINARY HOURS							SUNDAY RATES AT DOUBLE TIME
	38 HOUR WEEKLY RATE	7 am to 6.30 pm Monday to Friday		6 pm to 9.30 pm Thursday & Friday		7 am to 6.30 pm Saturday		
		HOURLY RATE		HOURLY RATE		HOURLY RATE		
		Full-time and part-time (15 hrs or more per week)	Casual and part-time (less than 15 hrs per week)	Full-time and part-time (15 hrs or more per week)	Casual and part-time (less than 15 hrs per week)	Full-time and part-time (15 hrs or more per week)	Casual and part-time (less than 15 hrs per week)	
	\$	\$	\$	\$	\$	\$	\$	\$
RETAIL EMPLOYEE GRADE 1 ADULT ENTRY Less than six months experience Sales, stores, clerical function (graded after 6 months) Cleaner	556.30	14.64	17.57	12.78	14.48	17.04	18.74	389.41
RETAIL EMPLOYEE GRADE 2 Shop assistant, clerical officer (basic) Storeman, van salesman	585.80	15.42	18.50	13.86	15.71	18.48	20.33	410.06
RETAIL EMPLOYEE GRADE 3 Section 21/C senior sales assistant, front-end 21/C supervisor, clerical officer, storeperson (supervising up to 10), corsetiere	602.20	15.85	19.02	14.51	16.44	19.34	21.27	421.54
RETAIL EMPLOYEE GRADE 4 Section manager in charge of two including self Front-end controller (supervising up to 15), nightfill supervisor, senior clerical officer, trades person	620.90	16.34	19.61	15.44	17.49	20.58	22.64	434.63
RETAIL EMPLOYEE GRADE 5 Section manager in charge of three to four employees including self Front-end controller (managing 15 or more) Clerical officer (supervising up to four clerical staff)	641.80	16.89	20.27	15.75	17.85	21.00	23.10	449.26
RETAIL EMPLOYEE GRADE 6 Section manager in charge of five or more Administrative officer supervising five or more	662.60	17.44	20.92	16.38	18.56	21.84	24.02	463.82
RETAIL EMPLOYEE GRADE 7 Senior administrative officer, reflects grades six and seven from Clerical and Administrative Employees (Private Sector) Award	681.50	17.93	21.52	18.45	20.91	24.60	27.06	477.05
JUNIORS								
Under 17 years 50%	292.90	7.71	9.25	7.11	8.25	9.20	10.12	205.03
17 to 18 years 54.5%	319.26	8.40	10.08	7.75	8.99	10.04	11.04	223.48
18 to 19 years 67.5%	395.41	10.41	12.49	9.60	11.14	12.44	13.68	276.79
19 to 20 years 79.5%	465.71	12.25	14.71	11.30	13.11	14.64	16.10	326.00
20 to 21 years 83.1%	486.80	12.81	15.37	11.80	13.69	15.32	16.85	340.76
FLORISTRY APPRENTICES								
1st year 42%	252.92	6.66		6.20		8.18		177.04
2nd year 55%	331.21	8.72		8.11		10.70		231.85
3rd year 75%	451.65	11.89		11.06		14.60		316.15
4th year 88%	529.94	13.95		12.99		17.12		370.96
NIGHTFILL EMPLOYEES								
Grade 2	732.25	19.27	22.35					
NIGHTFILL JUNIORS								
Under 18 years	399.08	10.50	12.60					
18 years	494.26	13.01	15.08					
19 years	582.13	15.32	17.71					
20 years	608.50	16.01	18.57					

SDA MEMBERSHIP APPLICATION FORM

Surname: _____

Given Names: _____

Postal Address: _____

Suburb: _____ Post Code: _____

Home Phone No: () _____ Mobile No: _____

Email Address: _____ Date of Birth: _____

Employer: _____

Employer Location: _____

Occupation: _____

Type of Employment: Full Time (20 hours or more) Part Time (10 to 20 hours) Casual (less than 10 hours)

How many hours a week do you expect to work? _____ Are you a student? Yes No

I hereby agree to become a member of the Shop Distributive and Allied Employees' Association, Tasmanian Branch. I pledge myself to comply with the Rules of the Association, and with any amendments or additions which may be duly made to such Rules.

Signature: _____ Date: / /

SDA CHANGE OF ADDRESS/EMPLOYMENT FORM

PREVIOUS

Surname: _____ Given Names: _____

Postal Address: _____

Suburb: _____ Post Code: _____ Member No.: _____

Employer: _____

Employer Location: _____

PRESENT

Surname: _____ Given Names: _____

Postal Address: _____

Suburb: _____ Post Code: _____ Member No.: _____

Employer: _____

Employer Location: _____

Please return this form to Paul Griffin, General Secretary, SDA, PO Box 1289, Launceston, 7250



FREE

member benefits

- ▶ \$38,500 Accident Insurance
- ▶ Educational Scholarship Fund
- ▶ Employment Advice
- ▶ Union Journal
- ▶ Wage Claims
- ▶ Workers' Compensation Advice
- ▶ Workers' Compensation Legal Assistance
- ▶ Workers' Compensation Arbitration
- ▶ Rehabilitation Arrangements
- ▶ Insurance Brokerage
- ▶ Financial Advice
- ▶ Counselling Service
- ▶ Welfare Advisory Service
- ▶ Member Competitions

PLUS -

- ▶ Free first visit to an SDA union solicitor
- ▶ SDA Holiday Discount Coupons
- ▶ SDA Discount Home Loans
- ▶ SDA Computer Discounts
- ▶ SDA Optical Benefits

For more information about the SDA...

Union Head Office
72 York Street (PO Box 1289)
Launceston TAS 7250
Phone: 6331 8166

Hobart office
Phone: 6234 1118

Email: secretary@sdatas.asn.au

Website: www.sdatas.asn.au

IT'S YOUR UNION!