

# sd TasTalk

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



In this issue: ▶ Agreement Updates ▶ AFS/SDA Scholarship Winner ▶ SDA Educational Scholarships

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### On the Cover

Left to right: newly appointed SDA delegate Aniela Harris, Vicki Drew, Kathleen Casey, Elise Vout and Cheryl Leeson in the front, Myer Hobart. Photograph taken just days before the devastating fire – see article page 10.

"Only a fool would try to deprive working men and working women of their right to join the union of their choice."

**Dwight D. Eisenhower**

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**As we approach the end of the year, we are also nearing an announcement of the coming election.**

What we have seen during the current term of the John Howard government has been cuts in pay and conditions of workers through the introduction of Australian Workplace Agreements.

We have seen unfair dismissal laws abolished, leaving workers in companies of less than 100 employees no recourse to argue their case if they have been sacked.

During 2006 the ACTU launched its 'Your Rights At Work' campaign in each State and Territory. This campaign has been extremely successful in alerting workers and the general community to the impact this legislation is having – by exposing real life cases in workplaces such as Spotlight, Video City and the Mornington Inn.

To counter this success and realising how unpopular Workchoices really is, the Federal Government introduced the so called 'Fairness Test', which essentially states that any award conditions that have been given away in AWAs are to be fully compensated. Unfortunately it does not identify what the compensation is and how it can be implemented – tea breaks, overtime, leave loadings and minimum hours and rates have not been restored.

It is most important that members fully understand the ramifications on their working arrangements if the Federal Liberal Government is returned at the forthcoming election.

On no less than two occasions during 2006, Finance Minister Nick Minchin and Prime Minister John Howard have made it clear that industrial changes in the Workchoices legislation have gone far enough.

However, the electorate was not told before the last election about Workchoices, therefore any fears

that workers or their representatives might now have are most certainly well founded.

The ALP has released its policies, which restore workers rights and perhaps more importantly, also restores an independent umpire to give employees the ability to challenge unfair dismissals.

The marginal seats of Bass and Braddon are two of the most important that the ALP needs to win. With Jody Campbell and Sid Sidebottom as the two respective candidates, current polling results from these two seats suggest they are in with more than a chance to win.

The SDA continues to provide protection for our members' rates of pay and working conditions through the union collective agreement process with negotiations continuing with Myer, Coles, Harris Scarfe and Pizza Hut.

Despite John Howard's comments that workers are far less represented by unions than they were in the past, our membership in the retail industry continues to rise with membership levels now higher than ever before.



Paul Griffin, General Secretary

**New name, new look!**

As you can see, *Talking Shop* has been revamped with a new name to better represent our membership and a fresh new layout to reflect the SDA and its future – positive and growing!

We trust you like the changes we have made and enjoy exploring everything the publication offers.

*SDA TasTalk* is YOUR journal so if there is information you would like to see included or know of something that might be of interest to your fellow members, please let us know. ▼

# Good wage increase at Millers

A new Agreement has been rolled out in the Millers Stores (Specialty Fashion Group) throughout the State – commencement date is from 1 October 2007 and it will conclude on 30 September 2010.

This new Agreement provides good wage increases and Millers is one of the companies now embracing the SDA claim for 20-year olds to be included in adult rates of pay.

## Ordinary pay rates for an SFG Sales Assistant 20 years and over will be –

	<i>Full Time</i> Weekly Rate	<i>Part Time</i> Hourly Rate	<i>Casual</i> Hourly Rate
Previous	\$590.77		
At commencement	\$606.30	\$15.96	\$19.15
From 6 October 2008	\$624.49	\$16.43	\$19.72
From 5 October 2009	\$645.10	\$16.98	\$20.37

## Junior rates apply to SFG Sales Assistants under the age of 20 –

16 years and under	50%
17 years	60%
18 years	70%
19 years	80%

## SFG 2ICs

An SFG 2IC is a team member who is engaged as such and also performs general duties within their knowledge and training.

Ordinary rates of pay for an SFG 2IC will be –

	<i>Full Time</i> Weekly Rate	<i>Part Time</i> Hourly Rate	<i>Casual</i> Hourly Rate
At commencement	\$630.55	\$16.59	\$19.91
From 6 October 2008	\$649.47	\$17.09	\$20.51
From 5 October 2009	\$670.90	\$17.66	\$21.19

## Rosters and Work Hours – Permanent

Each permanent team member will be provided a base two-week roster setting out days of work, plus start and finish times for the period.

Changes to a base roster may occur:

- (i) as mutually agreed; or
- (ii) following consultation with the Team Member and on giving seven days notice.

Family responsibilities and safe transport home will be considered as part of the consultation.

## Part Time Flex Up

- (a) Part-time team members' ordinary hours may be flexed up if the team member concerned agrees.
- (b) Flexed up hours may be cancelled as mutually agreed or by either SFG or the team member providing 24 hours notice.
- (c) Flexed up hours will be paid at ordinary rate of pay to a maximum of 76 hours in any two-week cycle.

## Indicative Rosters and Work Hours – Casuals

- (a) On a weekly basis SFG will provide indicative start and finish times and days of work for casual team members.
- (b) A casual team member will be advised of changes, if any, to their indicative roster prior to the start of their shift and SFG will endeavour to contact the team member and notify them of the change prior to their arrival at work.

## Overtime

- ▶ Overtime is paid at the rate of 150% for the first two hours and 200% after that.
- ▶ Sunday rate is 200%.
- ▶ Public holiday rate is 250%.

## Rest Breaks

	<i>Paid</i> Rest Break	<i>Unpaid</i> Meal Break
Work between 4 and 5 hours	10 minutes	None
More than 5 and up to 7 hours	10 minutes	45-60 minutes
More than 7 and up to 10 hours	2x10 minutes	45-60 minutes
More than 10 hours	2x10 minutes	2x45-60 minutes

**The SDA: achieving results for you! ▼**

# Overall increases at Best & Less

The SDA has been able to secure a 12.1% wage increase over a period of three years for workers at Best & Less, with allowances being increased in proportion to the wage rises.

Such increases over the life of the Agreement will provide \$68.87 for a full time Level 2 employee and proportionate increases for part-time and junior employees.

## Other improved benefits include –

### Improved Parental Leave

Parental Leave has been increased to 104 weeks with additional improvements to:

- Unpaid paternity leave at the birth of a baby has been increased from one week to four weeks.
- Full-time team members may return to work on a part-time basis following maternity leave.
- If a team member returns to work from parental leave and is the primary care giver, due consideration will be given to his/her genuine family responsibilities when preparing rosters.

### Bereavement Leave

- Upon the death of a spouse, parent or child bereavement leave has been extended to five days.
- Upon the death of a household member, leave has been extended to three days.

### Leave of Absence

This new entitlement is available only on request and includes personal time off for travel and study.

### Rosters

Under the previous agreement team members could be rostered up to 10.5 hours on two shifts per week. The new provision allows only one long shift per week but may be extended to more if requested by the employee.

### Tea Breaks

Under the new agreement tea breaks have now been extended from 10 to 15 minutes, including walking time to and from workstations.

Overall, this agreement provides a good wage increase and much improved conditions. ▼



SDA members Crystal Brown, Danielle Hodge and Carlie Monteith, Best & Less Glenorchy

## ► MYER

Many members would be aware that Myer stores no longer belong to the Coles Group and are now owned by a private equity group called Newbridge.

The union has met with the Myer negotiating team on no less than four occasions and, as we go to print, we are able to report that a log of claims has been presented to the company that includes what we believe is a reasonable wage increase – considering the length of time our members have been without one.

The company was demanding the right to roster all employees on a Sunday however, following lengthy negotiations they have now agreed to preserve the savings provisions for all current staff. The SDA is pleased with this outcome and is awaiting confirmation from the company prior to presenting a proposed Agreement to members.

Results of discussions as they progress will be promptly advised to members. The union has consistently advised the company that the longer this matter is drawn out the larger the wage increase that will be sought.

## ► PIZZA HUT

Discussions have taken place at a national level regarding the possibility of an Agreement to cover both company owned and franchise operated stores in Tasmania, Victoria, Queensland, NSW and the Northern Territory.

The principle company of Pizza Hut, YUM, seems reasonably positive to the idea and any future progression with this proposal will depend on the overall responses from the franchise owned stores.

## ► HARRIS SCARFE

As we go to print meetings between the SDA and the company have been concluded and agreement in principle reached.

When formatting of documents has been completed the full proposal will be rolled out to members for perusal, following which the formal steps will be undertaken to hold a ballot for members to vote in favour of the Agreement or otherwise.

## ► COLES SUPERMARKETS

Despite the forthcoming sale of Coles Group Divisions such as Coles Supermarkets, Kmart, Officeworks, Target and Coles Express, negotiations have continued between the parties in relation to a new Agreement for Coles Supermarkets. In order to reach a conclusion before the end of the year the union held meetings with the company on two occasions in September and, as we go to print, a further two meetings are scheduled for early October.

The SDA continues to push for a proper and reasonable wage increase in light of the recent interest rate rise and the possibility of another increase in the near future. The company appears to be equally determined to remove or reduce penalties and savings provisions.

The current Agreement is due to expire on 28 February 2008.

## ► STOP PRESS!

As we go to print it has been reported that **SPOTLIGHT** has decided to abandon the AWAs implemented under the Workchoices legislation.

After numerous approaches by the union and faced with increasing difficulties encountered with individual agreements, the company has now initiated discussions with Joe de Bruyn of the SDA in relation to a union collective agreement. These discussions are expected to take place in early October. ▼

## LOW PAY IN A RICH COUNTRY

Three hard-working Americans toured Australia in August, warning of the dangers of heading down the United States path to an economy based on jobs with low wages, where working families struggle to afford housing and healthcare.

At a meeting held in Launceston the Americans – a cleaner, a porter and a bus driver – shared their daily life experiences of working in a deregulated economy and surviving on low wages in the richest country in the world.

Their visit was hosted by Australian unions as part of the grassroots community campaign against the Howard Government’s unfair IR laws, which is in its final stages leading up to the expected Federal election.

The visitors were –

- ▶ Iris Flores, a 36-year old full time bus driver who earns US\$11 an hour and also works part-time as a cleaner for US\$8 an hour to make ends meet. She has three children and lives in a trailer home. Iris has no paid annual leave, no paid sick leave and cannot afford health insurance.
- ▶ Allen White, 41 and working full-time as a day porter/janitor for a building complex for US\$9 an hour. After tax and pension contributions he takes home just US\$220 a week, has no paid sick leave and despite being at the same firm for ten years, has only five days paid annual leave.
- ▶ Dolores McCoy, a 74-year old cleaner who benefits from a union agreement that covers her workplace. She cleans 21 floors of an office five nights a week and earns US\$13 an hour, has four weeks paid annual leave, ten days paid sick leave, health insurance and a pension fund.

ACTU President Sharan Burrow said, “Australia is becoming more and more like the United States



James Russell and Paul Griffin with the visiting US workers.

and these workers gave testament to how hard it is to be a low paid worker in a rich country. They also provided a warning that life could get a lot tougher on Australian working families. Our safety net of award wages and conditions is being undermined and individual contracts are becoming more widespread.”

Unions Tasmania Secretary Simon Cocker said, “Many Tasmanians are losing their entitlement to paid sick leave and annual leave by becoming casuals. Penalty rates and overtime are being cut, while salaries for well off executives are skyrocketing and Australian company profits are at record levels.

“CPI figures released by the Australian Bureau of Statistics confirm the recent pay rise of between \$5 and \$10 for minimum wage workers awarded by the Fair Pay Commission is below the rate of inflation – the Commission underestimated the increases in the cost of living for working families.

“No wonder Tasmanian working families are struggling to cover rising rents and housing costs. The data shows that the real income of more than a million Australians has gone backwards under the current IR laws.” ▼

## Welcome to new President Karyn

Following the retirement of Brian Harradine as our longstanding Branch President, nominations for this important position were called in November 2006 and duly advertised in the three major state newspapers.

As Vice President at the time, Karyn Synnott has been a valued SDA member for more than ten years, a State Councillor for the past eight years and she was subsequently appointed unopposed to the position of President.

Karyn is a delegate at Coles Kingston and is well respected by members. ▼



## Louise is off to Italy in 2008!

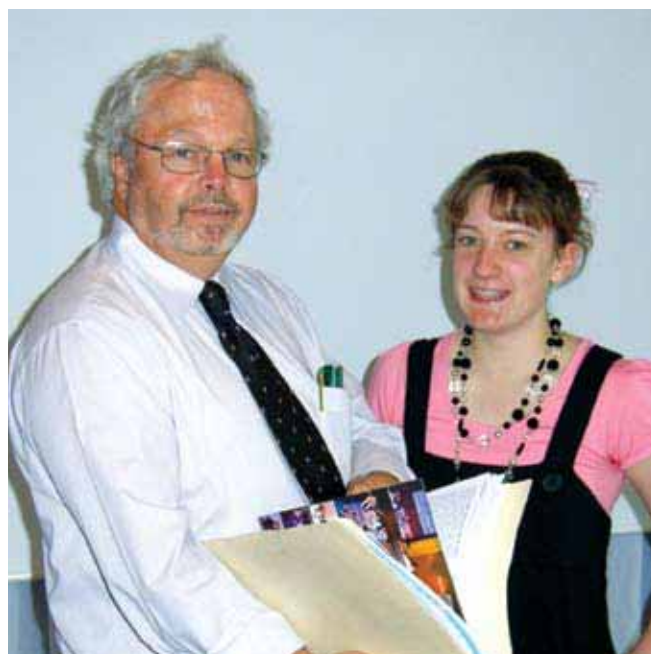
As the lucky recipient of an AFS/SDA overseas scholarship next year, Louise Maxwell is excited about the wonderful opportunity provided and looking forward to the experience of a lifetime.

Louise is currently a Grade 11 student at Don College and also works at Coles Supermarket in Ulverstone. She is easygoing, enjoys meeting people and her ability to empathise with people from all walks of life will serve her very well on the exchange.

She firmly believes she is extremely lucky to be part of a fantastic family. With three brothers she particularly loves young Ashley's sense of humour and, as his big sister, helps him with homework and shares his chores. Louise is also very close to her Mum and stepfather and values their advice.

School is a big part of Louise's life – she makes the most of her studies and gets involved in as many activities as possible, especially theatrical productions, musical performances and public speaking. She has been playing the ute for many years and also participates in local musical eisteddfods – in fact, she hopes to become a professional musician.

However, Louise says that her favourite involvement outside school is her part-time job at



General Secretary Paul Griffin congratulating Louise on her overseas scholarship.

Coles. It provides her with a great link to people in the Ulverstone area and she loves chatting and sharing a brief part of their day. While she admits it can be tough sometimes, she says most days are fantastic and leave her smiling as she walks out the door.

With that approach to life it is obvious that Louise will be a very successful exchange student and we wish her the best of luck when she embarks on her journey and look forward to hearing about her experiences while she is in Italy. ▼

## NEED A NEW CAR?

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## An inspiring lady...

**Bernadette Doyle (Bernie) is a very happy SDA member who leads an extremely busy life.**

Apart from working full time as Bakery Manager at Coles Kingston and taking care of her family she enjoys bushwalking, photography, scrap booking and socialising with friends. In addition she is heavily involved in the local netball community, coaching young teams and umpiring at numerous games through the week and on weekends. And somewhere in between she manages to go camping with the family to visit many of the beautiful areas around the state.

However, in July 2005 Bernie felt her life came to a standstill when she was diagnosed with Hodgkins Lymphoma, a type of cancer. Large tumours were discovered under her arms and around the collarbone, plus a few spots on her lungs and kidneys. "Just ask anybody at Coles Kingston," says Bernie. "I had a barking cough for two months that nearly drove everybody mad!"

While undergoing fortnightly chemotherapy treatments, Bernie continued working for three days a week. "I often came to work looking a bit green, but my colleagues always humoured me," said Bernie. "Management and staff at Coles Kingston were fantastic – they were all supportive and kept my spirits up."

Hodgkins Lymphoma is a type of cancer that can be attacked very efficiently with high doses of chemo but, while the chances of survival are high, there is a 60% chance of getting it again. But it seemed Bernie had managed to beat it – after six months of intensive treatment she was declared to be in remission in January 2006.

"Life got back to normal fairly quickly," said Bernie. "My hair grew back, very grey but a dose of brunette colour from Coles soon fixed that. I traveled to Sydney to watch my daughter play netball and resumed my own schedule of playing, coaching and umpiring – I was enjoying life once again."

Unfortunately that was short lived – in November the cough came back and Bernie's worst fears were confirmed when she had a relapse in December. The cancer had returned with tumours in her spleen above the kidneys and near her lungs, but luckily not in any major organs.

More aggressive treatment began in January 2006, including a transplant of her own bone marrow which had fortunately been harvested the previous September – just in case! Although she had to attend Royal Hobart Hospital every day for blood tests she managed to stay at work until mid March. However, with strong chemo and the start of marrow infusions, she became increasingly



General Secretary Paul Griffin congratulating Bernie on her return to work at Coles Kingston.

weak. Bernie's immune system was very low and after catching a bug she spent almost a month in hospital. She then had an allergic reaction to one of the antibiotics and was slipping backwards fast. It was thought the Hickman Catheter in her chest (through which she received blood transfusions and chemotherapy) could be the cause of the infection – it was removed and her 40 degree temperature subsided and she was allowed to go home to recover.

"It was a very frightening time for all the family, but they knew I would pull through," says Bernie. "It's harrowing when the white line that keeps you on this earth is creeping slowly towards you. But I managed to stay within the lines and a slow recovery followed. I was unable to work for four months and the wonderful staff at Coles Kingston organised a few social events for me."

Bernie is so grateful to Jude and helpers for the quiz night and thanks everyone for their support and good wishes throughout her emotional journey.

She is also blessed with a loving and supportive family comprising husband Danny, son Jarrod (20) who also works at Coles Kingston and daughter Simone (18) who became the third family member at the store before heading to Queensland for a six month sojourn.

The SDA wanted to acknowledge Bernie's courage and presented her with a catamaran trip to Peppermint Bay, which she and Danny will thoroughly enjoy taking when the weather warms up a little.

"I have had the pink beanie for six months now," says Bernie "and am looking forward to having a 'burning of the beanie' ceremony when my hair grows a bit more. It's great to get back to work and enjoy life once again – life is definitely worth living!" ▼

## FIRE DEVASTATION AT MYER HOBART

**Saturday 22 September was a black day for the central business district in the City of Hobart when the iconic Myer store was completely destroyed by fire.**

When the SDA first became aware of how massive the fire had become our initial reaction was to ensure the safety of members, as the blaze had broken out during trading hours. It was a great relief to all that everyone had been successfully evacuated and that fortunately there were no injuries

General Secretary Paul Griffin travelled to Hobart on Sunday and met with Delegate Kath Casey and other members at the site. The next important task was to hold discussions that day with Myer management in Melbourne in relation to the immediate future of employees.

It was quickly established that the company would extend itself to provide maximum support for all its workers. The decision was made that permanent full-time and part-time employees would be paid at their full rate for the next twelve months, regardless of when the company can recommence trading. Casuals are also being looked after and will be paid until Christmas at a rate that has been averaged from hours worked over the previous three months. This was welcome news for the SDA on behalf of its members and the attitude of the company was appreciated.

As well as continuing to pay wages, the company also committed to meeting the replacement cost of any personal items lost in the fire, which could include such things as clothing or house and car keys.

At the meeting held between management and staff on Monday 24 September, Hobart Store Manager Peter Monachetti announced that in spite of the devastation caused by the fire, Myer will definitely rebuild its business in the Hobart CBD.

On that basis the union will be continuing its negotiations with the owners on a new Agreement to improve wages and secure working conditions under the ownership of Newbridge (as outlined on page 6).

The fire has been traumatic experience for everyone involved – the company, its employees, the owners of the building, business operators in the surrounding area and the Hobart community in general. Paul Griffin has been appointed to the task force that has been formed by government and retail employer groups to deal with the ongoing issues.

As decisions are made and arrangements put in place for Myer to commence trading again and begin to plan for the future, employees will be kept up to date with progress and notified regarding how and when they will be needed.

In the meantime our members can rest a little easier knowing that the company, supported by the union, is doing everything it can to ensure their continued employment and a positive future. ▼



Delegate Kath Casey with Myer Hobart Store Manager Peter Monachetti



SDA members at the meeting with Myer management on Monday 24 September. The company's prompt reaction in convening the meeting and providing assurances was of great comfort to employees.



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... personally escorted from Launceston



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Ken



Kay



Darren



Pam

## A TASTE OF EGYPT

Ken was the lucky tour guide for a local group when they visited Egypt in August.

About 5,000 years ago a remarkable civilisation grew along the banks of the Nile River in Egypt. Last month, together with 17 fellow travelling companions, I had the very good fortune to visit this fascinating country.

Our trip commenced with a three-day stopover in Dubai in the United Arab Emirates. From the timeless tranquillity of the desert to the lively bustle of the souk, Dubai offers a kaleidoscope of attractions. It has a population of 1.25 million, over 600 high-rise buildings currently under construction and is one of the most attractive cities I have ever visited. There were two main highlights – indulging in High Tea at the Burj Al Arab where, for the equivalent of \$AUD120.00 per person, our group experienced the food and beverages of the world's most luxurious hotel and, in a city where the outside temperature averages 35 degrees, a visit to the world's only indoor ski field.

From the clean and modern city of Dubai, we travelled on to the dirty and ancient city of Cairo. The Great Pyramids of Giza were certainly the highlight and I was able to climb down into the burial chamber of Khafre's Pyramid – a somewhat claustrophobic experience, but one I would strongly recommend. The Cairo Museum was an attraction that I had looked forward to visiting for many years but I was disappointed – it houses the largest collection of Egyptian artefacts in the world, but quite a percentage is on loan to other museums and what is displayed is poorly catalogued.

Mt Sinai was a further personal conquest. Seven of our group left St Catherine at 1.15am and rode for an hour on camels to the first camp at the base of the mountain. We then walked for three hours to reach the summit by sunrise. The view was awe-inspiring and while I don't profess to be overly religious, to stand on the spot where the Ten Commandments were delivered to Moses and see St Catherine's Monastery on the site of the Burning Bush was an experience to behold.

From here we travelled through the desert to the coastal resort city of Alexandria where the Pharos Lighthouse once stood (one of the seven wonders of the ancient world). The Fort of Quit Bay now occupies the site, and all that remains of the lighthouse is a small piece of granite weighing approximately 200kg.

If ever the opportunity arises to visit this fascinating place, don't miss it – this is just a taste of the experiences!

Ken



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## HELPING OUR ASIAN NEIGHBOURS

**In late October, General Secretary Paul Griffin was part of an Australian contingent that met in Malaysia at the Uni-APRO Conference.**

This conference meets every four years to promote higher social, labour and economic standards and a stronger voice in society for trade unions and all workers in the Asia-Pacific. The Secretariat has its office in Geneva and deals with issues as they arise from countries within the region.

The SDA has been a member of Unions Network International for many years and has been a major player in improving lives in the Asian region. Our union fully understands that Australia has to be part of the Asian economy otherwise it will be left behind in a world that has so rapidly become globalised, with countries becoming very dependent on trade with their neighbours .

The Regional President of this organisation is the National Secretary of the SDA, Joe de Bruyn, and he opened the conference where he welcomed trade union representatives from 21 countries of the South East Asia and Pacific regions.

In his speech Joe made particular mention of how important it is to participate in the globalisation that is occurring in order to improve the lives of working men and women.

“Whether we like it or not we have no alternative but to participate – globalisation has to be harnessed to spread its benefits more evenly across the world,” he said. “Never before have working people faced such a wide and serious challenge to the very existence of their jobs and their ability to earn a decent standard of living for themselves and their families.”

He urged unions to press governments to adopt policies that are necessary for the prosperity that is available through the globalisation process to be shared more equally among the citizens of each country. He told the conference that sixty percent of working children are in the Asia & Pacific region. Unions and other organisations have an enormous task ahead of them to eradicate child labour – much of which is in the informal economy. These children should be in school receiving the education they need to survive in a globalised world” .

The SDA also plays a significant part in the Womens Committee that exists to help union activists attempting to get better living standards for themselves and their families. In South East Asia only about ten percent of the total workforce belongs to the organised (union) sector – the remaining ninety percent is unorganised.

Nearly one half of this number are women who do not have fixed wages – not even the minimum wage mandatory by law. They do not have any terminal benefits, no health insurance, no job security, improper working conditions, no leave or travel allowances and no maternity leave – all these basic facilities are denied to



them. In addition these women face the additional threat of sexual harassment, not only by their employer, but also by their colleagues.

In rural India the living and working conditions of women are appalling – oxen work far less hours than they do and even basic amenities like toilets are denied to them. They are caught in a vicious circle – denied education due to poverty, they continue to remain poor as they cannot secure employment because of their lack of formal education. ▼



**To Paul Griffin**

With the recent release of many fantastic movies such as Shrek the Third and Order of the Phoenix, the tickets I received from you have been very handy.

I would just like to thank you for going to the trouble of getting them for me in replacement of the tickets to Six Dance Lessons in Six Weeks, which I was unable to attend.

I have thoroughly enjoyed my prize, along with my friends who have loved the extra chances to attend the cinema!

Keep up the great work  
**Louise Maxwell**

**Dear Mr Griffin**

This letter is to advise you of my resignation, both as Store Delegate and members of the SDA. I have recently gained employment in the disability services sector and have therefore relinquished my position as a service assistant at Officeworks, which I have held for four years.

I would like to take this opportunity to thank all SDA staff for their encouragement, support and willingness to help in any situation, as well as the help with my university books through educational scholarship vouchers. I greatly appreciate the work done by all staff in the SDA, which helped to make my experience in the retail industry a very positive one.

Yours faithfully  
**Lisa Kingshott**

**Dear James**

I would like to thank you for your time addressing our students. Your explanation of the role of the union was clear and helpful.

We are still working on Industrial Relations and with so many areas to cover it can become confusing for some.

I look forward to continuing and developing a working relationship to help with the education of these young people.

Thank you once again.  
**Sally Jones**  
**Teacher, Start @ TAFE, Alanvale Campus**

**Dear Paul and James**

Just a note to say 'thank you' for my coffee, framed certificate, wine and picture tickets you gave me for my retirement.

You both do a fantastic job and have always been there for me when I have had any queries or problems.

Keep up the good work.  
Cheers  
**Renee Yost**

**HAPPY WINNERS**

The lucky winners of tickets to the John Williamson concert plus dinner for two from the last edition were –

**Sue Webber** Coles, Sandy Bay

**Gregory Douce** Wells & Sons, Latrobe



Gregory Douce ... very pleased with his win.

**WIN! WIN! WIN!**



**TWO  
SILVER TICKETS  
to  
SIR ELTON JOHN  
in concert  
at his  
ROCKET MAN  
SOLO TOUR  
on 8 December 2007 at  
AURORA STADIUM in  
LAUNCESTON**

Billed as a 'Knight Under The Stars' this concert already has most Tasmanians entranced with the idea of seeing and hearing the legendary **Elton LIVE!** What an opportunity – these two tickets are worth **\$125.00 each** so the extremely lucky winner of this competition will be very happy.

These tickets were secured early to ensure we could offer a wonderful treat for one lucky member. So get your entry in NOW and you might be taking someone to this amazing concert ... courtesy of the SDA.

Only current SDA members are eligible to enter and the first correct entry drawn will win the prize.

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

**QUESTIONS**

1. Which country did General Secretary Paul Griffin visit to attend a conference in September? (See page 13)      A. \_\_\_\_\_
2. What date is Pink Ribbon Day held?      A. \_\_\_\_\_
3. Who is the new Branch President of SDA Tasmania?      A. \_\_\_\_\_

SURNAME: \_\_\_\_\_ FIRST NAME: \_\_\_\_\_

POSTAL ADDRESS: \_\_\_\_\_

POSTCODE: \_\_\_\_\_

EMPLOYER: \_\_\_\_\_ EMPLOYER LOCATION: \_\_\_\_\_

**ENTRIES CLOSE ON FRIDAY 26 OCTOBER 2007**



Sarah Bennett & Kristie Dobson,  
Woolworths Mount Street Burnie



Anna Thompson & Rebecca Hannon,  
Best & Less Eastlands



Danielle Cooplemen & Louise Jones,  
Best & Less Glenorchy



Maurita Giusti & Florida Rickard-Kerr,  
Myer Hobart



Rosalie Stanton & Mel Hansson,  
Katies Glenorchy



Peter Cox & Elaine Williams,  
Myer Hobart



Piera Caberica,  
Myer Hobart



Nick Witzerman,  
Best & Less Glenorchy



Deborah Fulham,  
Myer Hobart





Chris Balcombe,  
Hungry Jack's Glenorchy



Luke Crossin,  
Hungry Jack's Glenorchy



Matt Bromfield,  
Hungry Jack's Glenorchy



Emma Lewis,  
Harris Scarfe Moonah



Lorraine Munro,  
Harris Scarfe Moonah



Kristy Schiebel, Felipa Jarzynka, Ellen Palfreyman & Shaun Hevey,  
Hungry Jack's Glenorchy



Callie Sutton, Tayla Holmes, Alisha Edmundson & Patrice Marriott,  
Hungry Jack's Glenorchy



Linda Loring, Robyn Cashin & Robert Bird,  
Coles Eastlands



Tammy pictured with her Australian Apexian of the Year Award.

**Tammy Walters has risen above adversity in the last few years to forge a new life on the North West Coast for herself and her three children.**

She now works at Millers in Devonport and is a long standing SDA member. She believes a key element of making a fresh start was when she became involved with the Latrobe Apex Club. Encouraged by her partner Noel (a member of Apex for many years), Tammy quickly found that this was her niche and has gone from strength to strength in a very short space of time.

Not only has she now taken on the role of Apex District Governor for the North West Coast, which covers clubs from Deloraine to Smithton, but recently created history when she became the first woman ever to be awarded the highly esteemed title of Australian Apexian of the Year.

Whilst receiving the award was a very proud achievement for Tammy, primarily she thrives on the great fellowship provided by Apex and the opportunity of making a contribution to the community and helping others.

But it hasn't stopped there – Tammy has now been nominated for another achievement award by Norma Jamieson MLC and could be celebrating further success in November.

Congratulations Tammy – we wish you every success in your future endeavours. ▼



# 2008 SDA EDUCATIONAL SCHOLARSHIPS

Don't miss your chance to receive this valuable assistance with educational expenses for the school year in 2008.

**Scholarships are available to members to use for themselves or a dependent child – only ONE scholarship per member.**

They can be used for a wide range of educational requirements and applications close on Friday 23 November 2007 – **make sure you get yours in on time.**

**An SDA Educational Scholarship is –**  
\$120 voucher to help purchase school requisites such as textbooks and stationery.

**Scholarship vouchers can be redeemed at –**  
Any Birchalls or Angus & Robertson store throughout Tasmania.

**Eligible people are –**  
SDA members or their dependent children who are students at any level of study.

**Vouchers must be redeemed by –**  
31 March 2008.

If successful you will be advised in writing or by personal contact after applications close. Scholarship winners will also be listed in the next edition of *SDA TasTalk*.

**Make sure you fill out ALL THE DETAILS below, in particular your MEMBERSHIP NUMBER – and remember that each SDA member is entitled to apply for only ONE scholarship voucher:**

MEMBER NAME: \_\_\_\_\_ SDA MEMBER No.: \_\_\_\_\_

POSTAL ADDRESS: \_\_\_\_\_

POSTCODE: \_\_\_\_\_

EMPLOYER: \_\_\_\_\_ EMPLOYER LOCATION: \_\_\_\_\_

**Details of member or child to whom the scholarship will apply:**

NAME: \_\_\_\_\_

School attended in 2007: \_\_\_\_\_

School to be attended in 2008: \_\_\_\_\_

Expected year or level in 2008: \_\_\_\_\_

In respect of this application I acknowledge that it will be subject to a ballot conducted by the State Council of the SDA and I hereby agree to accept the results of the ballot as final.

I realise that if I receive a scholarship for myself or my child, it must be redeemed by 31 March 2008.

Send your application to – SDA Educational Scholarships, PO Box 1289, LAUNCESTON TAS 7250

**Don't forget - applications must be lodged by 23 November 2007!**

## LEAVERS' DINNERS WILL SOON BE HERE...

...and the SDA Academy of Beauty is offering members some great packages at discounted prices!

Package 1	Eyebrow wax and spray tan	<b>\$35</b>
Package 2	Eyebrow wax and makeup	<b>\$40</b>
Package 3	Makeup and express Pedicure	<b>\$45</b>
Package 4	Half leg was, makeup, finger/toe file buff and polish	<b>\$90</b>
Package 5	Spray tan, makeup, finger/toe file buff and polish	<b>\$75</b>
Package 6	Makeup, pedicure, spray tan	<b>\$90</b>
Package 7	Manicure, pedicure, spray tan	<b>\$95</b>
Package 8	Makeup, spray tan, manicure, pedicure, eyebrow was	<b>\$130</b>

### Other special prices being offered for Leavers Dinners are –

Makeup	\$35	Spray tan (full body)	\$25
Spray tan (half body)	\$15	Manicure	\$25
Pedicure	\$35	Eyebrow wax	\$6
Acrylic nails	\$50	Temporary tips	\$40
Nail art (per nail)	from \$5	Eyelash tinting	\$15



Kate Boxhall,  
Principal of the Academy

**For appointments phone 6331 8166 or 0410 050 119**

The Academy of Beauty is located in the SDA Head Office at 72 York Street, Launceston.

## YOUR CHANCE TO GAIN TRAINING IN BEAUTY COURSES

A number of different courses are available – all delivered by a qualified trainer and students receive a Certificate of Achievement.

A 10% discount applies to SDA members and each student receives a \$50 product voucher that can be used to purchase products from the Academy.

### COURSES INCLUDE –

#### Application of acrylic nail enhancement

(8 week course, 1 day per week)

- ▶ Acrylic application
- ▶ French and natural acrylic application
- ▶ Acrylic extensions
- ▶ Infilling and rebalancing
- ▶ Nail science
- ▶ Filing Techniques
- ▶ Nail Art (1 day training)
- ▶ Airbrushed nails
- ▶ Gems/rhinestones
- ▶ Foil/painted/glitter art
- ▶ Transfers

#### Makeup design (4 week course, 1 day per week)

- ▶ Learn to apply makeup for day, evening and special occasions.

#### Manicure and Pedicure

(4 week course, 1 day per week)

- ▶ Hand and foot therapy
- ▶ Massage
- ▶ Paraffin treatments
- ▶ Paining techniques/French manicures

#### Makeup refresher course (2 days)

- ▶ In-depth study of applying your own makeup for catwalk and photographic – ideal for anyone who has completed a modeling and department course.

#### Makeup for me (1 day)

- ▶ Learn what suits you best, how to change your look and makeup for day and evening.

**WINNER** of the set of acrylic nails from the last edition of the journal was –

**Jonelle Ungerhofer** Gunns, George Town

# wot about a weekend escape?

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



Visit [www.sdatas.asn.au](http://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.

# TASPLAN INCREASE SERVICES AND PRODUCTS

This has been one of the biggest years since Tasplan's inception in 1987 as we have implemented Government changes to super, passed significant milestones as a company and introduced new and improved services for members.

## INVESTMENT RETURNS

Returns have been solid for the last financial year with our Balanced investment option returning 14.7% and our Equities (or share) option returning just under 20% for the second year in a row.

Since then financial markets have become far more volatile and while this turbulence looks set to continue, unless the housing problem precipitates a major downturn in the US economy, the underlying equity market fundamentals remain quite positive.

## PUBLIC OFFER

On 1 October 2007 Tasplan will become a Public Offer Fund, meaning there are no restrictions on who can join, irrespective of their employment status. This is a major opportunity for us to grow and widen our membership, while strengthening our position in the marketplace.

## ENHANCED PRODUCTS

Tasplan has appointed a new insurance provider and, as a result, has negotiated very competitive premiums for a range of insurance options.

Members can choose from Death and Total and Permanent Disability cover and even take out Income Protection insurance at very competitive rates. It's all part of Tasplan's aim to provide a range of extra services to members (on top of their super) that protects them throughout their working life and well into their retirement.

We have also introduced a new pension product – TasPension – for those who are retired or about to retire. Members can now receive a regular pension or a Transition to Retirement pension (to ease into their retirement while still working part-time).

## EDUCATION

Our education website featuring Superant is up and running and we have received very positive feedback. All aspects of super are explained in an easy-to-understand format. Tips on budgeting and insurance let members know the importance of being prepared when it comes to finances. We are sure you will find it a useful and fun tool to brush up on what is normally considered to be pretty dry material.

**Superant's website is at  
[www.superant.com.au](http://www.superant.com.au)**

Our Client Services Managers (CSMs) can visit your workplace and present a free compact session to you about your super and other services on offer. This can be conducted during a morning tea or lunch break. We know employers don't have a lot of time to explain super so we will do it for you – at no cost.

Employers are happy because it doesn't cut into production time, employees are happy because they learn a bit more about their super and the services Tasplan offers.

Let us to keep you up-to-date on all aspects of your super and you can get on with running your life – it's win-win!



**Mike Dalton**  
(03) 6270 4820  
0438 216 170  
[mdalton@tasplan.com.au](mailto:mdalton@tasplan.com.au)



**Rex Burdon**  
(03) 6270 4813  
0437 554 252  
[rburdon@tasplan.com.au](mailto:rburdon@tasplan.com.au)



**Sonya Buckley**  
(03) 6334 9430  
0438 216 168  
[sbuckley@tasplan.com.au](mailto:sbuckley@tasplan.com.au)

Visit the Tasplan website at [www.tasplan.com.au](http://www.tasplan.com.au)  
or call 1800 005 166 for assistance.

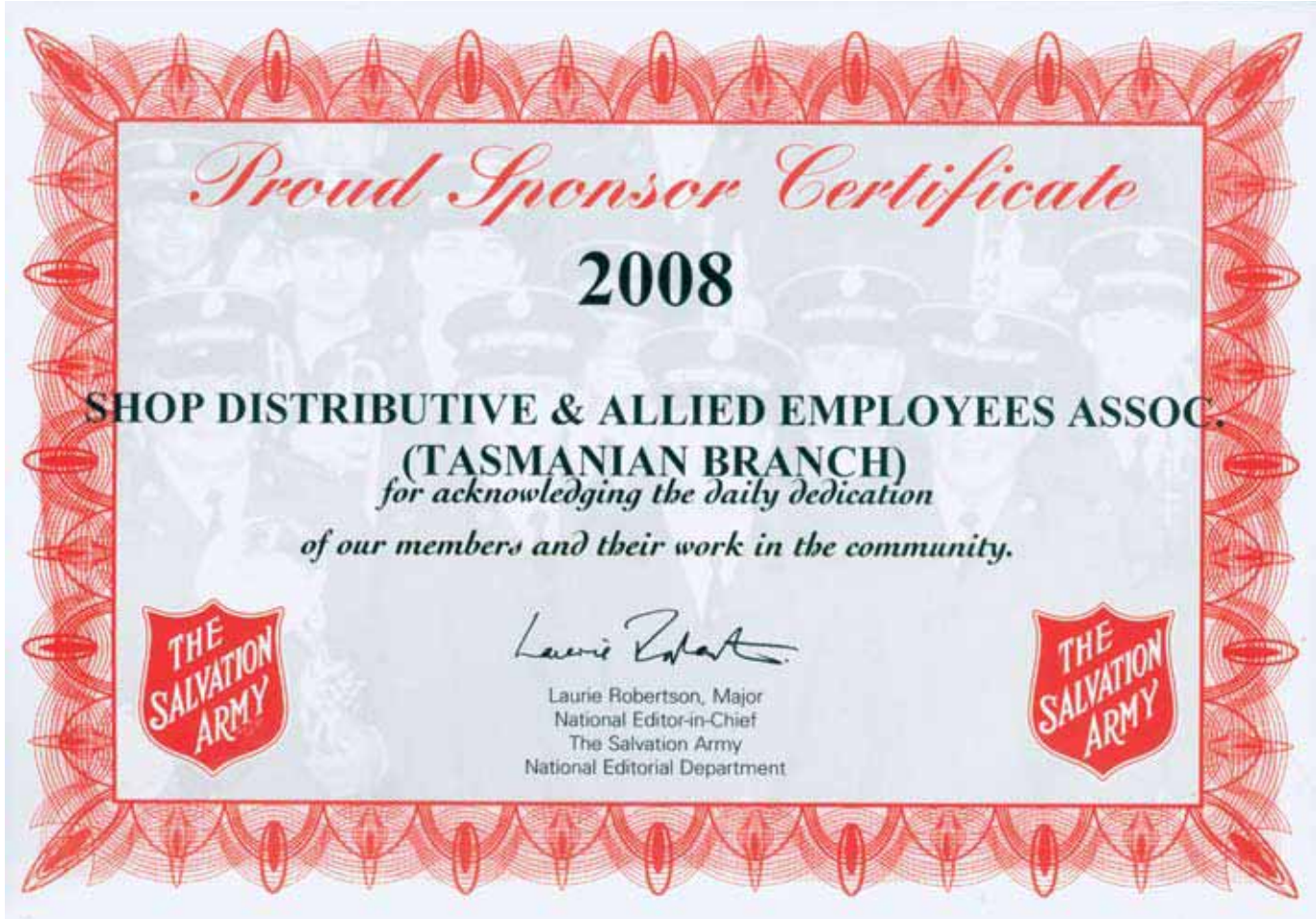
Remember that by registering for Tasplan Online, you can have internet access to your account details at any time.

*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



SDA proudly sponsors the work of the Salvos.

# PRIDECLEAN

## 10% DISCOUNT TO SDA MEMBERS AND FAMILIES IN NORTHERN TASMANIA

Paul Wilson offers a wide variety of services to assist with those jobs you never get around to –

- Exterior home washing
- High pressure paver/path and driveway cleaning
- Window cleaning
- Ovens
- Flues
- Guttering



For more information and a **FREE QUOTE** contact Paul on **0409 100 429**

## Welcome to the Spring Update

### Thinking of something to keep the kids occupied?

As an SDA My Rewards member you're able to access great savings for the school holidays. There are exclusive member only deals for theme parks, accommodation and subscriptions. There are offers to suit any family's interests and budget, whether you would like to spend your deserved break on Dreamworld's thrill rides or relaxing at home with your favourite magazine.

### Feel like spoiling yourself without blowing the bank?

With a saving of up to 80%, Luxor's 100% pure Egyptian cotton pile is sure to impress. Coonawarra Lavender offers a saving of 20% and has a great range of natural handmade skincare products.

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

## Luxor Egyptian Cotton Pile

Luxor silky smooth bed linen will make you long for your bed. The sateen gives a subtle sheen to go along with its Luxurious softness extra deep fitted sheet beautifully crafted flat sheet and pillowcases.

Luxor Egyptian cotton Towel is spun from super soft two ply Egyptian cotton yarn that combines luxury and silky softness without sacrificing absorbency or performance.

All Luxor products are made to the highest quality standards from the world's best quality Egyptian cotton and offer you a money back guarantee if you are not completely satisfied.

Save up to 80% off retail price.



To access this offer search on [www.sdatas.asn.au](http://www.sdatas.asn.au).

SAVE UP TO  
80%

LUXOR  
EGYPTIAN COTTON  
COLLECTION



## iSubscribe Magazines for all occasions!

# iSUBSCRIBE!

SAVE 10%

As a member, you are entitled to receive an additional 10% off the current price of any of the 1,250 magazine and newspaper subscriptions. Huge savings on subscription to the likes of **National Geographic, donna hay magazine, Madison, Better Homes and Gardens, Delicious, Shop Til You Drop, WHO, Men's Health** plus an additional 10% discount.

A subscription is not only great value but it makes a great gift – it's the gift that keeps giving all year long.



To subscribe and receive your "member only" saving... Visit [www.sdatas.asn.au](http://www.sdatas.asn.au), log into My Rewards and search for 'iSubscribe'. You are only a few clicks away from enjoying all the benefits of subscribing plus your membership discount.



## Coonawarra Lavender Skin Care

Coonawarra Lavender offers members a 20% discount on purchases of \$40 or more.

Coonawarra Lavender's handmade skin care products are all Product Rangenatural. Check out their range of gorgeous natural lavender products available. The Lavender Skincare and Bodycare range is suitable for all skin types, including sensitive skin.



Visit [www.sdatas.asn.au](http://www.sdatas.asn.au) for a full product range and prices. To receive the discount, quote "rewards" in the promotion code panel at checkout.

SAVE 20%



## Going to Queensland?

### Theme Parks Tickets

Are you ready to experience one of the most cutting edge water ride parks in the world?

**WhiteWater World**, the newest theme park in Australia is open and making a big splash. Located right next door to **Dreamworld**, the park offers a wonderful adventure packed day. It is filled with wild rides and attractions never before seen in Australia. Combining adrenaline pumping thrills with family-style fun in the quintessential Aussie beach paradise.

SDA My Rewards and Dreamworld now have instant tickets and great new prices.

- Buy online for express entry - access the "e-ticket" express gate on arrival at the parks.
- E-Tickets are sent to you via email upon the completion of the purchase process. E-Tickets need to be printed out (colour or black'n'white printer) and presented upon arrival at the park gate.
- Ticket Prices are valid until 30 November 2007, unless otherwise stated in specific campaigns.
- Tickets are valid for travel as outlined in special promotions or unless otherwise specified for 12 months from the date of purchase.

SAVE 15%



To access this offer search on [www.sdatas.asn.au](http://www.sdatas.asn.au).

## HotelClub

HotelClub is a world-leading online accommodation specialist offering great service and discounted hotel rates.

HotelClub offers highly competitive rates and last-minute deals with over 21,000 hotels in 109 countries worldwide. From budget to boutique, luxury and apartments, HotelClub has all your accommodation needs covered.

HotelClub has a worldwide network, comprising of offices in key cities in Europe, Asia, Americas and Australia.

As a member you can now access this fast and secure service offering savings of up to 60% on accommodation from a great selection of over 600 two to five star hotels all across Australia and thousands more around the world.



SAVE UP TO  
60%

HotelClub



To access this offer search on [www.sdatas.asn.au](http://www.sdatas.asn.au).



## 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.

### 15% DISCOUNT

15% off all bistro meals



TERMS & CONDITIONS: 15% Discount off all Bistro meals. One per table. Not available on Public Holidays. Not to be used in conjunction with any other offer. Campbell Town Hotel, 118 High Street, Campbell Town. Ph: 03 6381 1158.



Offer expires: 30 November 2007

### FREE ENTRY



Free 'Float, Bubble & Steam Baths entry for two with any couples day spa service

TERMS & CONDITIONS: Free 'Float, Bubble & Steam Baths entry for two with any couples day spa service. Free 'Float, Bubble & Steam Baths entry for two with any couples day spa service. Not valid in conjunction with any other offer or gift voucher. Savoy Bath, Lower Level 38 Elizabeth Street, Hobart. Ph: 03 6224 1586. Web: [www.savoybaths.com.au/home.html](http://www.savoybaths.com.au/home.html).



Offer expires: 30 November 2007

### 20% DISCOUNT

20% discount on lunch food bill



TERMS & CONDITIONS: 20% discount on food lunch bill. (15% off December-April). Not valid in conjunction with any other offer. Kabuki By The Sea, Rocky Hills Tasman Hwy, Swansea. Ph: 03 6257 8588. Web: [www.kabukibythesea.com.au](http://www.kabukibythesea.com.au).



Offer expires: 30 November 2007

### 10% DISCOUNT

10% off full price merchandise



TERMS & CONDITIONS: 10% off full price merchandise. Not to be used in conjunction with any other offer. Please visit the web site for store locations. Roger David. Web: [www.rogerdavid.com.au](http://www.rogerdavid.com.au). Discount code: **MY**.



Offer expires: 30 November 2007

### 20% DISCOUNT

20% off a full price 2 games and shoe hire package



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. When coupon has expired please visit the web site for updated coupon details. AMF Bowling, Bookings Hotline: 132 263. Web: [www.amfbowling.com.au](http://www.amfbowling.com.au)



Offer expires: 30 November 2007

### 2 WEEKLY RENTALS FREE

Hire any New Release Movie and receive 2 Weekly Movie Rentals FREE



TERMS & CONDITIONS: Standard membership conditions and extended rental rates apply. Not valid on Saturdays, public holidays or on New Release Weeklies. Valid at participating stores only. Not valid in conjunction with any other offer. Please call the number below or visit our website for store locations. Civic Video, 13 22 12. [www.civicvideo.com.au](http://www.civicvideo.com.au).



Offer expires: 30 November 2007

### TRAVELLING INTERSTATE?

GO ONLINE TO PRINT MORE COUPONS OR PURCHASE A BENEFITS DIRECTORY FOR THAT STATE FOR ONLY \$6 PLUS POSTAGE. CALL MY REWARDS TO ORDER.



### \$5.95 LARGE PIZZA



Large pizza from \$5.95 each  
Valid for pick up only

TERMS & CONDITIONS: Large Pizza from \$5.95 each. Valid for pick up only. Must present My Rewards membership card. Large pizzas valid on Thin'n Crispy & Perfecto only. Not valid with any other coupon, offer or discount. Surcharges apply for chicken Pizzas, Half'n Half, additional toppings, Deep Pan Pizzas, Stuffed Crust Pizzas & public holidays. Mention coupon when ordering & surrender to redeem offer. Available in participating Tasmanian stores only. Code BG. Pizza Hut. Ph: 131 166. Web: [www.pizzahut.com.au](http://www.pizzahut.com.au)



Offer expires: 30 November 2007

For an updated list and offer details please visit [www.sdatas.asn.au](http://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.

## MEMBER MONEY POURS INTO REST

**Members have poured a record \$495 million into their REST superannuation accounts in the last financial year.**

In the audited accounts for REST for the year to 30 June 2007, member contributions more than doubled from the previous year.

Much of this money has been attracted by the generous Co-Contribution Scheme in which the Government pays \$1.50 for every \$1 contributed by an eligible employee up to a maximum of \$1,000 per annum paid by the employee.

The rapid growth of member contributions since the scheme started is shown below –

Year to 30 June	Member Contribution to REST
2003	\$34 million
2004	\$68 million
2005	\$137 million
2006	\$241 million
2007	\$495 million

### How the co-contribution works

An eligible worker earning below \$28,000 per annum can contribute up to \$1,000 into his/her superannuation account each year. For every \$1 invested by the member, the Government pays a matching \$1.50 co-contribution into the worker's super account.

Since the worker contribution eligible for the scheme is up to \$1,000 a year, the maximum Government payment is \$1,500 per annum.



by Joe de Bruyn

Where a worker earns above \$28,000 per annum, the Co-Contribution is reduced and when income reaches \$58,000 per annum, the co-contribution reduces to zero.

### Start contributing now!

The SDA has been promoting the Co-Contribution Scheme among its members since it commenced in 2003, because most members are eligible.

If you are eligible but not yet participating, consider making your own contributions to your super account in order to gain the Government's free co-contribution.

Your employer should be able to deduct your contribution from your pay and send the money to REST – alternatively you can send your contributions to REST direct.

Your contributions for each year must be received no later than 30 June.

For more information, please ring the Union for assistance.

### \$10 MILLION INSURANCE PAYMENTS FROM REST

#### DEATH CLAIMS

Month	Number	Age of Member (Years)		Insurance Payment
		Oldest	Youngest	
May 2007	36	64	18	\$2,062,384
June 2007	17	64	21	\$ 774,516
July 2007	16	65	16	\$1,147,780
August 2007	34	65	20	\$2,209,346
<b>Total</b>	<b>103</b>			<b>\$6,194,026</b>

#### DISABLEMENT CLAIMS

Month	Number	Age of Member (Years)		Insurance Payment
		Oldest	Youngest	
May 2007	14	62	33	\$878,890
June 2007	23	63	34	\$1,241,551
July 2007	31	60	30	\$1,573,210
August 2007	15	62	19	\$ 793,430
<b>Total</b>	<b>83</b>			<b>\$4,487,081</b>

**GRAND TOTAL 186 \$10,681,107**

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](mailto:contact@rest.com.au)

Internet: [www.rest.com.au](http://www.rest.com.au)



## DELEGATES KEEPING UP TO SPEED

Training courses were held recently in Launceston, Ulverstone and Hobart. Delegates believe they gain great benefit from these courses as they are kept up-to-date on all types of issues, enabling them to provide better support for members in their stores. ▼



Delegates at the Launceston training course



Julie Walker & Val Majcen, Woolworths Mount Street Burnie, at the Delegates training course in Ulverstone.

Tasplan's northern representative Sonya Buckley addressed both training courses.



### WHAT A RECORD!

The SDA has many long-term members and these people each recently clocked up 25 years. We congratulate them and appreciate such committed and ongoing support.



Denise Frost from Kmart Launceston happily accepted her certificate from General Secretary Paul Griffin.



Renee Yost of Neil Pitts in Launceston with James Russell (Assistant to the General Secretary) – James was very pleased to return to his old stamping ground and present the certificate to a work colleague from some years ago.



Wayne Barber from Kmart Launceston enjoying his congratulatory kiss from Carol Wadley of the SDA.



### BACK ON THE JOB

Paul Griffin was very pleased to catch up with Bruce Vince from Myer Hobart who has faced serious health issues. Paul wished him well and presented him with a gift from the SDA that might help a little during the tough times. ▼

### NEW DELEGATE

Aniela Harris has been appointed as a Delegate at Myer Hobart and will be assisting Kath Casey with member issues. ▼



### WELCOME TO THE WORLD

Shane Hyatt, a delegate at Kmart Burnie, became a very proud Dad when Ariel Grace entered the world on 11 July 2007. Our congratulations to Shane and mum Merinda on the birth of their beautiful daughter. ▼

## PARENTS NEED BETTER SUPPORT

**New research shows that 76% of Australians support a national system of paid maternity leave and 85% agree that 'more needs to be done in Australia so that mothers can spend more time with their newborn babies'.**

The ACTU has welcomed the research, undertaken by the National Foundation for Australian Women and President Sharan Burrow said, "This survey shows that it is now time to elect a Federal Government that will respond to the needs of families today."

Improving maternity leave encourages women to participate in the workforce and has not been a disincentive to employ women. Since the 1979 Test Case on (unpaid) maternity leave, women's participation in the workforce has increased from 46% to 66%. However, despite these improvements,

Australia still lags behind in employment rates for mothers with young children when compared to other OECD countries.

The ACTU has called on the Federal Government to provide –

- ▶ A national system of government funded 14 weeks paid maternity leave and two weeks paid paternity leave;
- ▶ Better access to more affordable high quality child care; and
- ▶ The right for parents to request secure part-time work or flexible working hours until their children are in school. ▼

## PINK RIBBON DAY 2007

**October is internationally recognised as Breast Cancer Month, with fundraising activities over the month culminating on Pink Ribbon Day – in 2007 Pink Ribbon Day falls on Monday 22 October.**

Australians are asked to wear a pink ribbon or wristband to show support for women and their families who are dealing with a breast cancer diagnosis by raising vital funds for research. With new merchandise available this year including nail files, pens and fridge magnets, all Australians will have the opportunity to participate.

In addition to new merchandise sold in store, the NBCF has launched an online merchandise shop at [www.pinkribbonshop.org.au](http://www.pinkribbonshop.org.au) which features an exciting range including pink ribbon t-shirts, make-up bags and thongs.

Breast cancer is the most common cancer among women in Australia with more than 13,000 new cases expected this year, plus it is expected that 95 men will also be diagnosed.

More than 2,600 women die from the disease in a single year, making it the leading cause of cancer-related death in females. However, with continued

support and funding from organisations like the National Breast Cancer Foundation, improvements in research mean that survival rate is on the rise.

The National Breast Cancer Foundation is Australia's only non-profit organisation that funds research across the country into every aspect of breast cancer. Since its inception in 1994, the Foundation has provided over \$27.5 million for 158 research projects through its corporate and community fundraising activities.

October is the Foundation's most important fundraising period and the 2007 Pink Ribbon Campaign aims to raise \$4.3 million. ▼



# 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
	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			
38 HOUR WEEKLY 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)	17.5% Annual leave loading on 4 weeks leave	
	\$	\$	\$	\$	\$	\$	\$	\$
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](mailto:secretary@sdatas.asn.au)

Website: [www.sdatas.asn.au](http://www.sdatas.asn.au)

# IT'S YOUR UNION!