

sd TasTalk

AUTUMN
2008

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



In this issue: ▶ SDA Turns 100 ▶ Great Competition ▶ YRAW Continues

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On the Cover

Rose Stanton of SFG Millers Northgate being congratulated by General Secretary Paul Griffin on her long-standing SDA membership (see story page 4).

"Modern unions grew up from the struggle of workers to protect their just rights and have become an indispensable element of social life."

Pope John Paul II – in Laborem Exercens (On Human Work)

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Welcome to the first edition of SDA TasTalk for 2008.

Firstly, I am pleased to report that our ranks continued to grow in 2007. As at 31 December membership number stood at 6,119, the highest in the history of the union in Tasmania.

At every store induction held for new employees the result is almost 100% sign up when the benefits of SDA membership are outlined. With such high levels of membership in each company where SDA agreements are the employment instrument, we are able to exert greater power in negotiations and achieve better results on your behalf.

The other good news for this year is that the new Federal Government has introduced legislative amendments to the Workplace Relations Act.

This news was welcomed at the ACTU Leaders Forum held in January to assess the YRAW (Your Rights at Work) campaign leading up to the Federal election last November. Tasmanian SDA members were represented at the Forum by General Secretary Paul Griffin, where the timetable on changes to IR legislation was outlined.

It should never be forgotten that the YRAW union and community campaign was one of the

primary reasons for the defeat of the Howard Government.

In keeping with its pre-election promise, the Rudd Government has introduced a transitional bill designed to quickly abolish AWAs, as well as reform Award Safety Nets and legislated minimums.

The SDA has been rolling out a new national agreement in Coles stores and will soon be doing the same for Harris Scarfe. Negotiations are continuing with Pizza Hut (see page 4), meetings are scheduled in the first half of the year for commencement of discussion with Target and negotiations for Bunnings Traditional Stores are coming to a close.

During the term of Workchoices, enterprise agreements could not be certified without implementing all 'prohibited content', which means that certain clauses pertaining to union training or delegate rights could not be included. With Labor's new substantive legislation, prohibitive content will not exist.

The transitional bill is the beginning of the process to reinstate rights at work and also provides the opportunity to modernise awards – the ACTU is optimistic that the legislation could be passed by Easter. Shadow Workplace Relations Minister Julie Bishop initially opposed the new legislation and thought there should first be a Senate enquiry. However, following the urging of Liberal backbenchers, she has now agreed to support the legislation.

All in all, 2008 is shaping up to be an exciting year with plenty of challenges still facing the union in its ongoing fight for members' rights in the workplace. ▼

Paul Griffin, General Secretary

**It pays to belong...
to the SDA ▼**

Pizza Hut Agreement Update

For more than twelve months meetings have been taking place with this company in order to gain a reasonable wage increase, as well as establish a new enterprise agreement that will lock the company into guaranteed pay rises and employee entitlements.

In relation to wages the union was successful in implementing an interim pay increase of \$10.26 (the 2007 Fair Pay Commission national increase) to full-time adult employees.

This increase (pro-rata amounts for part-time and casual employees) was in members' pay packets from the pay period on or after 8 December 2007.

As we go to print negotiations are to shortly recommence in relation to a new agreement. However, with the success of the Rudd Federal

Government in the November election, the union is mindful of new legislation in respect of Minister Julia Gillard's award modernisation process.

The legislation will set down a new disadvantage test as well as a process to address industry rationalisation. This may mean that a particular award could underpin all the fast food industry, with particular agreements being negotiated from that base.

In the meantime, we will keep members posted in the workplace as results are negotiated. ▼

Agreement rollout at Coles



SDA organiser Carol Wadley briefing members at Coles Wellington Street on the process of endorsing (or otherwise) the proposed new Agreement.

The ensuing result around all stores in the state was almost a hundred percent endorsement. ▼

A record membership

Rose Stanton began her career in the retail industry with the fashion store Beverly Lee in March 1968. This month she is recognised as our longest serving member, celebrating 40 years of loyal SDA membership.

The pressure for sales was a factor of employment from the beginning, but Rose says she came to accept that as she became familiar with the business and began to enjoy the challenge.

In 1976 the store became part of Katies Fashions. During this period a branch was established to specialise in catering for larger sizes and Rose enjoyed being able to offer women the opportunity to feel confident and comfortable when shopping for their clothing.

In 2000 the store was given another new face under the Millers brand (now known as Millers SFG) and has become a specialty clothing outlet called Autograph.

Rose says she had thoughts of leaving some twelve years ago but Katies (at the time) persuaded her to continue. "I'm very glad I

stayed," says Rose, "because it's better than ever. I work 35 hours a week as Manager of this store and am able to virtually run my own show, which is very rewarding and satisfying."

Rose spends her spare time with her husband on their hobby farm, looking after the horses and dogs and growing lucerne.

The SDA appreciates the many years of support from Rose in its ongoing task of fighting for better conditions for workers. ▼



Brighter future for SDA members

Everything the SDA does is with the aim of improving the lives of members, both within and outside the workplace.

The union exists to support its members and Agreement negotiations for better pay and conditions are a prime focus. Our success in this area is made possible by the strength and solidarity of the membership that enables us to fight for your rights, now and into the future.

However, the number and diversity of additional benefits provide an incredible range of goods and activities to enhance the daily lives of members and their families – everything from free insurance to financial assistance for education and discounted goods and travel.

The facts...

Union negotiated Agreements provide better pay and conditions than non-union Agreements in the retail and fast food industry sectors.

Figures show that union Agreements are three times more likely to provide penalty rates on Sundays and public holidays, overtime rates, annual leave loading and wage increases beyond the Australian Fair Pay Commission increase.

In retail a comparison also revealed that Union Agreements provided positive wage outcomes for members in all ten areas of review, while non-union Agreements resulted in negative wage outcomes in nine out of ten areas of the industry.

Conclusion: Union Agreements deliver better pay and benefits for members.

The higher the level of union membership in a company the better the wages and conditions.

A review of the pay and conditions in SDA Agreements across the industry revealed the most unionised company in the sector has the highest pay rates.

Conclusion: The more people who become union members, the better position we are in to negotiate strongly to improve working conditions.

Stores with high SDA membership and active union delegates have fewer problems than similar stores with fewer members and/or no delegates.

When there is an unusual level of contact from one store it will invariably be a workplace with low membership and no representation. The other scenario is that if there is no delegate in the store, members do not have advice and

assistance on the job to resolve an issue. Where good delegates are in place, employees find that working life runs far more smoothly. This is the result of having high SDA membership and active delegates who can resolve issues on the shop floor.

Conclusion: High membership numbers and active delegates deliver results for members.

The future...

The SDA in Tasmania is committed to achieving the best possible working conditions in the future for our members in the retail, fast food and hairdressing industry sectors. Past experience shows that YOUR future depends on high levels of membership, active delegates and strong enterprise bargaining with employers.

To ensure that we continue to provide you with the best representation, help us to achieve the highest possible membership levels in your workplace – YOU need to be the union's ambassador for membership.

Learn about the SDA...

Well informed members gain the most benefits from membership and have the ability to influence others in the workplace.

Get to know the delegates in your store so you know who to ask for advice and assistance when you have a work-related problem. If your workplace does not have a union delegate you only need to contact the SDA office – we are ready to help!

Spread the message...

Talk to friends and workmates who may not belong to the SDA about the benefits of being a member, for example –

- Better wages and conditions,
 - Fewer workplace problems,
 - Safer workplaces,
 - Confidential advice and support,
- PLUS
- Incredible additional benefits to please all the family.

Let's work together...

The future will be brighter if all members strive to encourage optimum levels of membership to provide the strength in unity that achieves a better life for all. ▼



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Breaking down the boundaries

At just 19 years old Caroline McGregor is making her mark on a predominantly male field – the cricket field!

Caroline works as a casual at Coles Kings Meadows in Launceston and has been an SDA member since starting her employment there. She is also undertaking a TAFE Business Administration Certificate 3 course to enhance her skills in computing, finance and MYOB to enhance her career opportunities. Not content with that, she intends to progress to Certificate 4 level and possibly add in some additional night courses to broaden her horizons as much as possible.

Underlying all this activity is a love of sport – particularly cricket. As the youngest in a family of five children who enjoyed playing backyard cricket during their growing years, Caroline is the only one who developed and maintained a passion for the game.

When she reached Grade 8 in school she began playing in a girls cricket team in Westbury and enjoyed playing against the boys, but unfortunately that team folded when the coach moved to Hobart.

Being relegated to the ranks of keen spectator again brought the realisation that she really missed being part of the game so she began watching the umpiring role very closely, thinking that could be a good avenue of involvement.

After contacting the NTCA she went along to a training session, learned the rules more thoroughly, was given a start and is now in her third season of umpiring. Caroline is the only female umpire in the association and says the guys probably wondered what she was doing in the first season. “I guess they thought I wouldn’t last,” she says, “but I think I now have the respect of the teams.”

She now umpires A-Grade matches in NTCA, has umpired Greater Northern Cup matches,



two Under-19 national womens carnivals and in January was part of the Cricket Australia Cup carnival held in Brisbane.

Caroline’s five-year goal is to umpire womens cricket at an international level and then progress to the big league of mens international games.

The next step towards that admirable goal is to umpire more matches with the TCA in Hobart (she is already on the state panel of umpires) to attain recognition in order to get to a national (then international) level. This will involve a lot of time, commitment, self-based assessments, captains reports, selectors choice ...and gaining lots of experience.

Career-wise Caroline has also considered joining the police force and may still apply in the future, depending on the success of her umpiring goals. She loves the challenge and wants to see how far she can take it, therefore keeping weekends free during the cricket season in the immediate future is essential. Caroline also realises that umpires can cop a lot of flack. “But I can take it,” says this diminutive lady.

Another goal for Caroline is to see more females follow her lead. “We need more umpires, so come on girls!”

When she’s not ‘cricketing’ or working Caroline enjoys listening to bands, playing soccer and bushwalking and thinks we are so lucky to live in Tassie where, she believes, we have the best of everything. ▼



Caroline in action on the field

Celebrating a Century

Your Union – the SDA – celebrates its 100th anniversary this year.

It's been an extraordinary journey for a fragmented group of state branches that eventually became Australia's largest and most influential union.

National Secretary Joe de Bruyn says the SDA has much to be proud of.

“We celebrate a century of achievement, knowing the SDA has been at the forefront of not only advancing the wages and conditions for all its members, but in pioneering changes that have improved the lives of all workers and their families.

“The SDA was one of the first unions to demand compulsory superannuation in an Agreement, and was the first union to appoint a Women's Officer to work towards equal opportunity in the workplace.

“More recently, the SDA was in the front line of the union campaign to overturn the workers' modern day enemy – WorkChoices.”

Throughout the year, we will take you on a journey through the life of the SDA, starting with this – the first period from 1908-1933.



**First Executive (Amalgamated) Grocers and Drapers 1908-09
Makers of the First Award**

The need for unions to represent retail and warehouse workers was obvious towards the end of the 19th century.

During the depression of the 1890s, people were forced to work longer hours on less pay. Shop workers in particular had little protection.

In most States, shops could stay open until 7 pm on week days and 10 pm on Saturdays and, although State Government laws restricted trading hours, retailers were prepared to ignore them.

There were several groups formed to represent retail workers in the late 1890s and early 1900s, but a significant event happened in May 1908 when the Shop Assistants' and Warehouse Employees' Federation of Australia was registered.

The Victorian, New South Wales, South Australian and Queensland branches were the first to be registered under the new national Shop

Assistants banner that year – this is what we are celebrating exactly 100 years later.

During this time, Australia's fledgling industrial relations system was developing.

The *Victoria: Factories and Shops Act* (1896) set up Wages Boards which were the first in Australia and the model for other States.

It meant that, for the first time, shop assistants had representation on various Wages Boards which were set up to regulate wages and hours of work.

An Industrial Appeals Court was set up in 1903.

Victorian Wages Boards operated in parallel with the Commonwealth Court of Conciliation and Arbitration, which was set up in 1904 and devised the concept of a Basic Wage in 1907.

In 1927, the Commonwealth Arbitration Court granted a 44 hour week to the Amalgamated Engineers' Union.

of Our Union

This was intended to flow on to the States but the Great Depression, followed by World War II largely prevented this.

Trading hours remained the major issue for the Shop Assistants' Union right through these early days.

But the onset of the Great Depression saw wages drop and saw the first real survival test for the union movement.

In February 1931, the Commonwealth Arbitration Court brought down a 10% reduction in the Basic Wage. This was unprecedented. Most of the Wages Boards, including the Shop Assistants', followed that lead.

Wages did not reach the February 1929 rate again until February 1941!

Unemployment among trade unionists rose from 7.1% in 1923 to 10.8% in 1928 to 19.3% in 1930 to a high point of 29.0% in 1932.

The ACTU was set up by a Trade Union Congress in Melbourne in 1927, mainly to protect the interests of Trades and Labour Councils, which were under attack by the conservative Bruce/Page Federal Government.

But unions had a stunning victory in the 1929 Federal Election when extremely unpopular changes to the industrial relations system cost the Nationalist-Country Party Government the election, and Prime Minister Stanley Bruce his seat.

History repeated itself last year of course, with John Howard and his Government suffering a similar fate for trying to push through IR legislation which was extremely unpopular with workers and their unions.

The union movement and the SDA were now well and truly on their way.

Over time, the SDA has grown from a membership of about 15,000 in 1930 to more than 220,000 today.

☛ *Next edition: 1934-1958*

Then... and Now

In 1908...

A loaf of bread (680g) cost the equivalent of 2.4 cents

A pound of butter (500g) cost the equivalent of 11.6 cents

Australia's population was about 4.2 million

A shop assistant earned, on average, £1 s18 d9 (\$3.88) a week

In 1933...

A 680g loaf of bread cost the equivalent of 3.4 cents

A pound of butter (500g) cost the equivalent of 17.1 cents

Australia's population was approximately 6.6 million

A shop assistant earned, on average, £3 s12 d3 (\$7.23) a week

The Shop Assistants' and Warehouse Employees' Federation of Australia had about 15,000 members

Today...

680g of bread costs \$3.39

500g of butter costs \$3.26

Australia's population is around 21.2 million

A shop assistant earns, on average, \$587 a week

The Shop Distributive & Allied Employees' Association has more than 220,000 members

Your Branch...

Queensland: formed in 1889; joined the Federation in 1908

Newcastle: formed in 1890; joined the Federation in 1964

Victoria: formed in 1900; joined the Federation in 1908

New South Wales: formed in 1902; joined the Federation in 1908

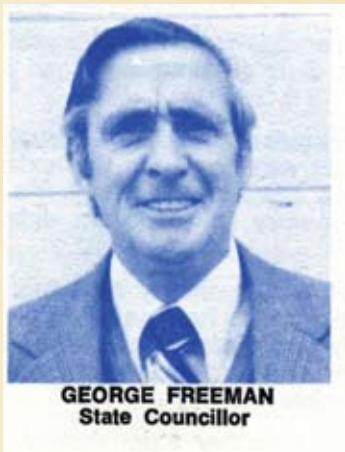
Tasmania: formed in 1962; joined the Federation in 1963

Western Australia: formed in 1911; joined the Federation in 1960

South Australia: formed in 1892; joined the Federation in 1908



The Tasmanian



While nationally the SDA celebrates its 100th anniversary this year, the Tasmanian branch was not formed until many years later.

On 11 September 1962 a meeting was convened at the Trades Hall in Wellington Street, Launceston, with approximately 75 shop assistants in attendance. The minutes of that meeting show that it was ‘moved by Mr Leo Foley that Mr Tas. McDermott act as Chairman of the meeting and seconded by L. Stubbs, with the motion carried unanimously’.

The Chairman explained the purpose of the meeting and introduced Ernie O’Dea from Victoria, who was the Federal General Secretary of the Shop Assistants and Warehouse Employees Federation. Ernie spoke about the history of shop assistants in Tasmania and recorded of his appreciation of their work.

He said he had come to consolidate those efforts and form a branch of the Shop Assistants and Warehouse Employees Federation in Tasmania, in particular to obtain a five-day week throughout the state and secure higher rates of pay for females.

Discussion ensued on these matters and it was moved by Leo Foley that:

“We, being shop assistants in Tasmania, desire to become members of the Shop Assistants and Warehouse Employees

Federation of Australia and request the Federal Secretary of the Federation, Mr E. C. O’Dea, here present, to take all necessary steps to establish the union in Tasmania on a sound basis.

We further request the Federal Executive of the Shop Assistants and Warehouse Employees Federation of Australia to appoint Mr R.W.B. Harradine to represent it in this State, as we have benefited considerably from his representation in the past.” The motion was carried unanimously.

On the following evening a similar meeting was held at the Trades Hall in Davey Street, Hobart, where Mr W Greenwood took the Chair.

Ernie O’Dea again spoke about shop assistants in Tasmania and the same motion was moved, seconded and carried unanimously that the union be established in Tasmania and that Brian Harradine be appointed to represent the State.

The next general meeting was held in Hobart on 18 February 1963, where Brian Harradine read a letter from Ernie O’Dea stating that meetings be held in Hobart and Launceston to approve Rules and elect Provincial Officers. Nominations were called for a Returning Officer and Officers of State Council.

Perspective

The Secretary reported on the successful claim for junior rates and the application for three weeks annual leave that was before the State Wages Board.

He also reported on negotiations with the State Government for a uniform five-day week.

The following evening a similar meeting was held in Launceston and it was at this meeting that the Secretary was able to report on the success of the claim for three weeks annual leave.

In 1968 Mr Greenwood and Brian Harradine resigned from their respective positions of President and Secretary and, in fact, swapped roles. Brian Harradine was elected as General President, a position he held until his retirement in 2007.

It was also at this time that Ken Bennet became an organiser for the Association in the north of the State, having been given leave of one week per month from the Federated Clerks Union.

In 1969 Ken became a fulltime organiser for the SDA in the north and in 1970 became General Secretary of the union on a fulltime basis, holding this position until his retirement in 1986.

During the 1970s and 80s Ken faced many issues that were confronting shop assistants, particularly Saturday trading hours, where at different times there was

all day trading in Hobart and only half day trading in the north and vice versa.

As well, had to deal with the constant challenge of the ongoing battle for control of unions between the left and right wing factions of the Labor Party at the time.

Fortunately for the SDA, during this time our Hon. President Harradine was also elected as Secretary of the powerful Tasmanian Trades and Labor Council. Through this role he was able to exert pressure to achieve improvements in wages and entitlements for workers.

The two State Councillors (pictured) gave enormous service to the SDA during the 1970s, 80s and 90s.

George Freeman, who worked at Allgoods in Launceston, served on State Council from 1970 until 1996.

Robert Watling commenced work with the Tasmanian Branch as an organiser in Hobart in 1972. He went on to become Secretary of the Tasmanian Trades and Labour Council in 1975 and in 1973 was appointed to the Tasmanian Industrial Commission.

This was an exciting era when government and employers were faced with the strength of a unified employee base, fighting for improved working conditions.



KEN BENNET,
General Secretary,
Editor.



ROBERT WATLING
State Councillor

In the next three editions of SDA TasTalk during this centenary year of the union, we will examine its activities and achievements through the 1980s, 90s and the new millennium... from a Tasmanian perspective.

Wotif we congratulated you?

Matthew Reeves from Coles Bridgewater has won a 2 night stay at Edgewater, Devonport.



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Wotif.com is the accommodation shop that never closes.
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UPDATES AND TIPS FOR HOLIDAYMAKERS

...the following information is provided by the experienced team at Travel 360 to make your travel free of unnecessary hassle.

UPDATES

Keppel Island

The resort on this beautiful little island near Rockhampton has been razed to the ground... to make way for new luxury accommodation. Over the years Keppel has varied from family resort to a party island and work on the new up-market resort is expected to start in early 2009.

South America

Access will be easier with new flights being planned by Qantas later this year, direct Sydney/Buenos Aires, while may offer a direct flight Sydney/Santiago, subject to the delivery of their new Boeing 787.

Adventures in Europe for the over 50s

For baby boomers who previously backpacked or travelled through Europe on a Contiki/Top Deck Under 35 Tour, there is a new type of adventure.

Walking and cycling tours have become very popular, allowing more time to enjoy a particular country or region. Another innovation is the combined barge/cycle tour, where travellers are accommodated on a barge and can choose to cycle from destination to destination, cycle halfway and travel halfway on foot, walk to the destination, or stay on board and cruise between destinations.

Early bookings are recommended as demand is increasing – European Waterways now has its 2009 cruises on sale.

MAKING OVERSEAS TRAVEL EASIER

Whether its a first overseas trip or you are an experienced traveler, you should register with the Australian Government.

This can be done on www.smarttraveller.gov.au or by telephoning 1300 139 281 before leaving Australia.

In the event of any emergency overseas it enables the government to make contact with you. The same website offers travel advisories and passport on-line, plus travel and health warnings.

Hand luggage on international flights

New rules for carrying liquids, aerosols and gels through security and on international flights became operative in March 2007.

Liquids such as eye drops, deodorants and medicines should be carried in a clear plastic bag and must not be more than 100 mls for any item. Larger items such as hair shampoos and medicine bottles must be put in your suitcase.

This can also affect duty free shopping so if you plan to stock up on duty-free alcohol and perfumes etc. you will need to check with the store and advise where your flight is stopping en route.

Some countries are confiscating these purchases when passengers alight for refueling – so buyer beware!

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LOOKING FOR THE BEST-PRICED AIRFARES?

It can sometimes be confusing to know just what the best deal is when there is a barrage of advertisements offering the best price, lowest fare, unbeatable deal etc.

As travel agents with many years of experience, we often find that the lowest base price is not always the best deal. Budget airlines offering no frills look appealing, but we are finding that the full service carriers are more than competitive.

So... before you opt for the 'best price', contact us so we can do a full comparison for you.

Full service carriers often have more leeway with ticketing deadlines, allowing accommodation and touring to be finalised before committing to non-refundable fares.

Let us compare – you may be surprised what we can do for you.

WIN! WIN! WIN!

What a great competition...

...an amazing 3-night getaway staying at top class properties – plus a hire car to get there!

One lucky member will win this fantastic holiday package that includes a night for two people at each of three Federal Group properties, followed by sumptuous buffet breakfasts each morning.

The getaway includes –

Wrest Point Casino, Hobart (City Mountain View Room)

A spectacular location on the sparkling River Derwent offering first-class accommodation, fine dining, a range of entertainment and million dollar views.

Freycinet Lodge, Coles Bay (Freycinet Cabin)

On its picturesque site in coastal bushland by the tree-fringed shores of Great Oyster Bay, the lodge blends perfectly into its natural environment and provides an ideal base for exploration of the magic scenery, hidden coves and sheltered inlets.

Country Club Resort, Launceston (Deluxe Room)

Surrounded by natural bush, parklands, lakes and an international standard golf course, this property is a true country retreat – just a few minutes drive from the heart of Launceston.

PLUS – Four days car hire in a compact automatic Corolla (or similar) from Europcar to get you to each destination.



WIN! WIN! WIN!

There is no doubt this 4-day/3-night escape is a wonderful prize so don't miss your opportunity to reap the benefits.



WIN! WIN! WIN!

Just fill out the entry form, answer the questions and send YOUR entry in NOW!
Only current SDA members are eligible to enter. First correct entry drawn after the closing date will win.

QUESTIONS

1. Which birthday is the SDA celebrating this year? A. _____
2. In which year was the first meeting of the Tasmanian Branch of the SDA held? (See page 10) A. _____
3. In which city is Wrest Point Casino located? A. _____

SURNAME: _____ FIRST NAME: _____

POSTAL ADDRESS: _____

POSTCODE: _____

EMPLOYER: _____ EMPLOYER LOCATION: _____

ENTRIES CLOSE ON FRIDAY 18 APRIL 2008

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



Felicity Cameron, Robert Chatwin and Lucy Howell
Coles, Wellington Street



Katrina Smith and Victoria Wallace
Woolworths, Legana



Daniel Wilcox and Michelle Williams
Coles, Racecourse Cresnet



Damian Probert
Woolworths, Legana



Jayne Pitchford and Alisha Green
Coles, Charles Street



Melissa Carpenter and Katrina Smith
Woolworths, Legana



Janet Downs, Danielle Page and
Shelley Keen (Delegate) Target Burnie



Jo Summers
Coles, Burnie



Kirsten Riley and Karen Allen
Woolworths, Wynyard



Alister Bizjak
Coles, Charles Street



Sam Crooks
Woolworths, Riverside



Richard Harney
Woolworths, Riverside



Mikhaela Gargiulo and Melissa Bullock
Coles, Charles Street



Marika James
Woolworths, Riverside



Christy Delphin
Coles, Charles Street



Anita McGee and Annie Lupo
Woolworths, Riverside



Kylie Alderson
Woolworths, Wynyard



Mark Jago
Pizza Hut, Devonport



Danielle Moore and Sharon Morice
Woolworths, Legana



Raelene Roberts
Woolworths, Wynyard



Tracey Dobson and Naomi Shepperd
Target, Burnie

Dear Mr Griffin

Re: Educational Scholarship Voucher

I am writing to thank you for the voucher I received recently. I was very pleased to win the voucher as I commence Year 11 next year and have quite a large reading list for English and some very expensive science books so it will be put to very good use.

Thanks again

Oscar Phillips

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 begin my collection of literature resources with the voucher I received from 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

Just a short thank you for choosing us for a \$120 scholarship voucher.

Keep up the good work and thank you for keeping us all well informed and up to date.

Kim Lidster and family

Dear Mr Griffin

Thank you for the \$120 SDA Educational Scholarship Voucher. I truly appreciate it and will definitely use it to help buy university textbooks.

Have a Happy Christmas and a Blessed New Year.

Yours sincerely

Celesta Flynn

Dear Mr Griffin

Just a note to thank you for the support you have shown the Grey family with the SDA Educational voucher to the value of \$120.00.

Phillip has kindly donated this voucher, once again, to our school.

The voucher will be used to purchase new resources for our library

Yours sincerely

Steve Plowright

Principal

Campbell Town District High School

Dear Mr Griffin

Thank you for your letter and the scholarship vouchers for my two children and they are gratefully accepted.

I also didn't realise I had been an SDA member for 21 years – time really does fly.

Also, a special thank you to my union rep Kathleen Casey.

Regards

Lyn Le-Clezio

Dear Paul

Thank you for your recent letter of congratulations; it's an honour to be re-elected to represent the people of Lyons.

As you know Federal Labor will be working towards replacing the extreme and unfair Workchoices legislation with a simpler and fairer system that will benefit all working people.

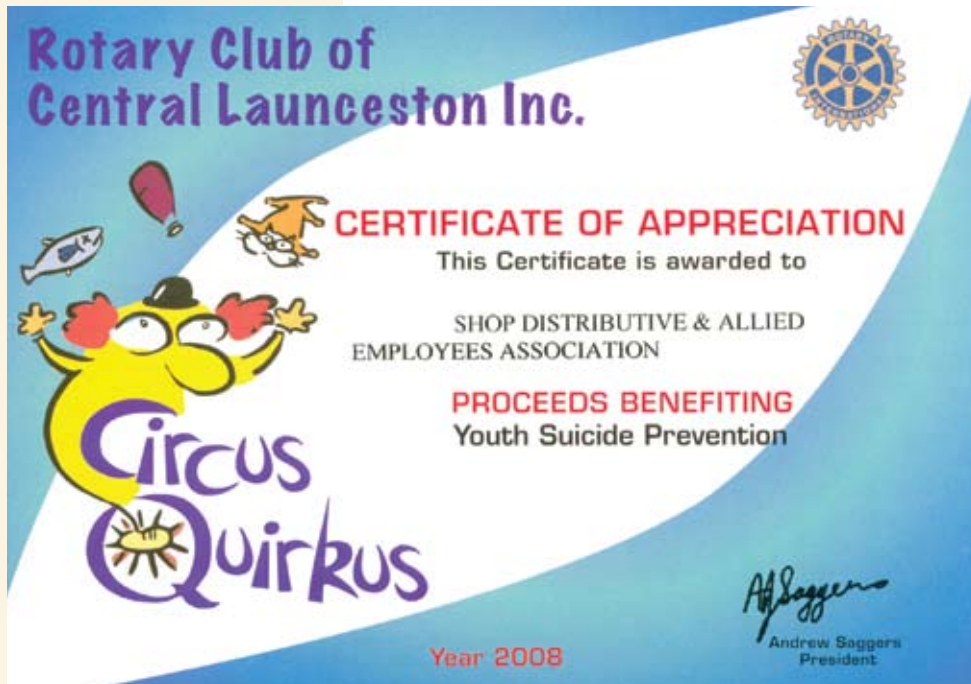
Now that we have a Federal Labor Government we have a real chance to make a difference.

Thank you again for your support and I look forward to continuing our good relationship and working with you and your members in the future.

Yours sincerely

Dick Adams

Federal Member for Lyons



Dear Mr Griffin

I would like to begin this letter by thanking you for your support and sponsorship of \$100 toward my trip to Vaucluse Sydney to compete in the 44th Australian Sabot National Championships. Last December our Tasmanian team of ten began the process of the competition against approximately 64 sabot sailors of Australia. This was a great opportunity to compete against these elite young sailors and experience the joy of sailing for my team on the beautiful Sydney Harbour.

Although we didn't have a full team we tried our best and enjoyed our time doing so and I thank all those for making this possible.

Not only did I get to sail against (and with) some of the best sailors, I achieved a good score and I would like to thank you for supporting my goal and helping me get there.

Sincerely

Taliesha Baylis



Hi Carol

Thank you for working with our Grade 10 girls. What you have done for them over the past few months has been amazing. Unless you offered courses like this the girls from the northern suburbs would never have a chance of attending a modeling/grooming/deportment course. They now have a belief in themselves and it certainly showed last night.

They were and are a credit to you and I sincerely thank you. I hope we can work with you again in the future.

Cheers

**Tania McNear
Brooks High School**

Hi Carol

Just wanted to say a big thank you once again from myself and Karen for coming in, giving up your time and teaching our students as well as us!

I hope to work with you again next year in continuing our BT&PG classes and would love to be able to put on a fashion parade, which was our original idea taken over by the grade 10s.

I will be in touch when the school year commences for 2008.

Kind regards

**Natasha Nesbit
Queechy High School**

WINNERS! WINNERS! WINNERS

SDA GROCERY GIVEAWAY

\$100 GROCERY VOUCHER WINNERS



Congratulations to the following five lucky members who each won \$100 grocery voucher to ease the strain of feeding the family after the holiday season.

- | | |
|------------------------------|-------------------------------|
| Lynette Marney | Woolworths Kingston |
| Marcus James Stafford | Coles Burnie |
| Maree Turner | Woolworths New Norfolk |
| Meaghan Roberts | BigW Glenorchy |
| Monique Bennett | Coles Kings Meadows |



Southern Organiser Kelly Whitehouse with Lynette Marney(l) and Maree Turner(r). General Secretary Paul Griffin with Monique Bennett

The SDA's Turning 100
WINNER
Rose Milne, Coles Burnie

Leading the way

At the end of January the ACTU held a Leaders Forum to assess the 'Your Rights at Work' campaign leading up to the Federal election last November, explore ways of eliminating John Howard's industrial laws and how the union can best contribute to Australian society in the future.

General Secretary Paul Griffin represented Tasmania at this important meeting and was greatly encouraged by the outcomes.

The forum outlined the Federal Government's timetable on changes to industrial relations including the transitional bill to abolish AWAs and reform Award Safety Nets and legislated minimums.



When passed the transitional bill will prevent any new AWAs being put in place by –

- creating interim transitional employment agreements (ITEAs);
- removing the 'fact sheets' that the Howard Government required all employers to distribute to existing employees by last October, under threat of fines;
- introducing a new 'no disadvantage test' for new agreements;
- enabling the AIRC to start modernising awards.

It is intended that comments on the draft will be due in April, with final comment expected by June.

It is also intended that all of Labor's IR system will be in place by 1 January 2010 – that is when awards will have been modernised and the new industrial umpire should be in place.

The substantive legislation to be finalised this year will deal with unfair dismissals as well as a number of other matters.

Everyone agreed that Workchoices is dead! ▼

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

Your Rights at Work

Our campaign goals



At last year's election the Australian people voted overwhelmingly to reject WorkChoices and to restore the rights of working Australians.

Unions are determined to carry on the Your Rights at Work campaign to ensure the voices of the Australian workers and their families continue to be heard. We will campaign for laws that provide:

1. No AWA individual contracts

The former Liberal Government's AWA individual contracts have cut the pay and conditions of thousands of workers. Australian voters have sent a clear message that there should be no new AWAs.

2. Right to union membership and representation

Every worker should have the right to join and be collectively represented by a union, to access advice and information from their union in the workplace and to have a say about decisions that affect their work.

3. Collective bargaining rights

All workers should have the democratic right to collectively bargain on all matters if a majority of the workers in their workplace want to.

4. Protection from unfair dismissal

Job security and protection from being unfairly dismissed are important rights that all Australian workers deserve.

5. A strong safety net

Australian workers must have a decent and comprehensive safety net. There should be a combination of legal minimum standards and a modern and easy to understand award system to provide a floor of dignity for all workers in Australia.

6. An independent umpire

A genuinely independent workplace umpire should be established to resolve disputes.

Your Rights at Work the campaign continues...

The Your Rights at Work campaign could not have happened without the dedication of people like you.

But we cannot allow the arrogance of a few politicians and big business bosses to ignore the will of the Australian people who voted for workplace rights.

We need to continue the campaign to restore workers' rights, to build stronger unions and to achieve a better society in which all Australians share in a fairer, more sustainable and prosperous future.



WHAT CAN YOU DO...



Tell your local MP or Senator how important your rights at work are. Ask the Government members to keep you informed of their progress and when the Liberals try to block fair workplace laws in the Senate, make sure they are reminded that the Australian people voted for rights at work.

Get involved in union campaigns and public events around important issues for Australian workers and their families such as paid maternity leave and superannuation.

Make sure employers who exploit workers are kept in check. Contact the Union Hotline on **1300 362 223** if you know someone being forced on to an AWA or being hurt by the legacy of the former Liberal Government's laws.

Be active through your union – strong unions are the best way to protect your rights at work and improve your wages and conditions. If you are not already a union member call the Unions Australia hotline on **1300 4 UNION (1300 486 466)**.

Sign up to Email updates – Join nearly 200,000 supporters on the Rights at Work website www.rightsatwork.com.au/joinin



WHATEVER YOU DO... DON'T PANIC!



2008 started with the Australian sharemarket on a rollercoaster, partly due to the final quarter of 2007 and overshadowed by the US sub-prime crisis.

On 22 January the Australian stock market suffered its worst one-day fall in value in a decade due to fears of a possible US recession and slowing global economy, but the next day saw the market recover nearly 5%.

Sub-prime mortgages are essentially high-cost lending, or the practice of providing home loans to borrowers who don't qualify for the best market interest rates because of their deficient or adverse credit history. Generally, sub-prime borrowers are low-income applicants, which makes sub-prime lending risky for both lenders and borrowers – for lenders because people with poor credit histories are involved and, for borrowers, because they may financially commit to a mortgage that's beyond their means to repay.

The sub-prime market comprises about 15 per cent (or \$1.3 trillion) of the mortgage market in the US. Recent estimates put the number of sub-prime loans in Australia at 1% of the total mortgage market.

Tasplan's General Manager Neil Cassidy thinks now is the perfect time to remember a couple of points when it comes to superannuation.

"Firstly, super is a long-term investment, so rather than looking at returns for a month or even a year, it

makes more sense to look at your investment over ten years. Most super funds have returned double digit figures for the last four years so any negative return should be viewed against the cyclical nature of the sharemarket. The 2007 December quarter was the first quarter of negative performance in the Australian sharemarket since the second quarter of 2006.

"Secondly, any form of investment is a balance between risk and return. Super funds give members the choice of how they want their money invested, according to the risk they are prepared to take. Superannuation funds invest in a broad range of assets and a lot of people are in so-called balanced portfolios (carrying a mix of defensive and growth investments).

"The majority of Tasplan's 100,000 members have their super in the Balanced investment option, which has averaged a return of more than 10% over the last five years. The last time Australians suffered widespread negative returns on their superannuation was in 2002, when shares fell more than 12% for the year," Mr Cassidy said.

As Jeff Bresnahan, Managing Director of the Australian superannuation research company Super Ratings points out, you should expect fluctuations or dips in something as volatile as the sharemarket.

"The recent volatility (in the sharemarket) has done nothing to affect the long term success of many superannuation funds' results. Australians have enjoyed nearly five years of sustained returns that are well in excess of everyone's expectations," he said.

As an individual, now is a good time to reflect on what type of investment you have your super in. The challenge for you in making your investment choice is to balance your desired returns with the degree of risk you are comfortable with. If you need help working through the various options call your super fund. Industry funds such as Tasplan offer free financial advice from licensed financial planners regarding members' super accounts. Now is the perfect time to take an interest in and review your super and 'where you are at'... because after all, it's your money.



TASPLAN
Your Choice for Super

ABN 14 602 032 302
AFSL 235391

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.

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**10%
INCREASE
IN BENEFITS PAYABLE**

sda

FREE

\$38,500

**ACCIDENT
INSURANCE**

For many years, all financial members of the SDA have been covered by our free Accident Insurance Scheme. From 1 July 2006, it was increased by 10 per cent to \$38,500 – still at no cost to you.

The SDA Accident Insurance Scheme is intended to cover you at all times when you are not covered by workers' compensation. In this way you have 24-hour cover:

- workers' compensation while at work, and
- the SDA Insurance Scheme at other times.

SDA members aged up to 80 are covered by the policy world-wide, irrespective of where the accident occurs – and it is absolutely free to every financial member of the SDA.

Accidents Can Happen

The SDA's Accident Insurance Scheme covers you in the event of:

- death,
- total incapacity to work in the job you were trained and/or educated to perform,
- the breaking of bones,
- loss of limbs, sight or hearing, and
- other defined injuries as listed in the policy,

when they are caused by violent, external and visible means outside working hours and are not attributable to an illness. The benefits of the SDA Accident Insurance Scheme are not affected if you have other insurance cover.

What You Save

The SDA Insurance Scheme is absolutely free for every financial member of the Union. If you had to insure yourself with a similar type of policy, it would cost you about \$190 each year. The buying power of more than 230,000 SDA members nationally enables the SDA to cover you for free.

MORE INFORMATION

For more information about the SDA's Accident Insurance Scheme, including how to make a claim, please talk to your Union Delegate, Organiser or contact the SDA office on 6331 8166.

Please note: claims must be made within 30 days of an accident.



Boosting Retirement Income

Over the past nine months, earnings in superannuation funds have been hit by turmoil and uncertainty in investment markets.

In part this has been caused by doubts that many low-income people in the United States, who have taken out mortgages to buy their homes, will be able to continue their repayments on these loans and these problems have affected financial markets around the world – including those in Australia.

The Co-Contribution Scheme

Working people in Australia, looking to boost their incomes in retirement, should look carefully at the Government's Co-Contribution Scheme.

Under this generous scheme, 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.

This can more than double your investment of personal contributions and provide a good basis for investment earnings in the future.

How the Co-Contribution Works

An eligible worker earning below \$28,980 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 Co-Contribution is up to \$1,000 a year, the maximum Government payment is \$1,500 per annum.

Where a worker earns above \$28,980 per annum, the Co-Contribution is reduced.

When a worker's income reaches \$58,980 per annum, the Co-Contribution is reduced to zero.

Start Contributing Now!

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

If you are eligible but not yet participating, you should consider making your own contributions to your super account in order to gain the Government's free matching 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 – contributions for each year must be received no later than 30 June.



by Joe Debruyn

For more information on the Co-Contribution Scheme, please phone the Union for assistance.

REST INSURANCE PAYMENTS

Total and Permanent Disablement

| Month | Number of Members | Age of members | | Total Insurance Payment |
|--------------|-------------------|----------------|----------|-------------------------|
| | | Oldest | Youngest | |
| Sept 2007 | 32 | 63 | 25 | \$1,315,323 |
| Oct 2007 | 16 | 63 | 32 | \$ 752,260 |
| Nov 2007 | 13 | 61 | 25 | \$ 771,917 |
| Dec 2007 | 27 | 64 | 22 | \$1,376,100 |
| Jan 2008 | 2 | 61 | 60 | \$41,640 |
| Total | 90 | | | \$4,257,240 |

Death

| Month | Number of Members | Age of members | | Total Insurance Payment |
|--------------|-------------------|----------------|----------|-------------------------|
| | | Oldest | Youngest | |
| Sept 2007 | 23 | 60 | 18 | \$1,447,742 |
| Oct 2007 | 30 | 64 | 19 | \$1,692,032 |
| Nov 2007 | 32 | 63 | 19 | \$1,897,914 |
| Dec 2007 | 33 | 61 | 18 | \$2,025,259 |
| Jan 2008 | 39 | 64 | 16 | \$2,258,702 |
| Total | 157 | | | \$9,321,649 |

Grand Total 247 \$13,578,889

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



Workplace grievances

We all know how difficult it can be when faced with an issue or dispute at work. You might end up feeling upset, helpless and frustrated with being unable to resolve the problem and not knowing who to ask for help.

It is inevitable that from time to time a work related problem will arise and no matter how big or small it may be, it needs to be dealt with quickly and professionally through the accepted grievance procedure.

Grievances cover a wide and diverse range of issues – a personality clash with a co-worker

or management, unrealistic or unfair rostering, underpayment of wages, difficulty in accessing leave entitlements or maybe a wrong work classification.

Sometimes it is best not even to try and resolve the issue yourself as it may actually result in an escalation of the problem.

Your union delegate is there to help or, if you happen to be in a workplace where there is no delegate, just phone the SDA for prompt advice and assistance. ▼

Leave of Absence

Members often require extended periods of time away from the workplace for a variety of reasons – study leave, time to care for an elderly or sick parent or relative, or even an extended holiday.

When this occurs it is not unusual to find that they do not have the necessary hours available through normal leave accruals.

However, many people are not aware that a number of Enterprise Agreements now contain clauses that allow for extended unpaid periods of leave from an employee's place of work.

Generally speaking, an employee may apply for unpaid leave with certain provisos. In most companies:

Periods of unpaid leave are between 1 and 52 weeks.

The period of leave must be authorised by the company.

Employees do not have an absolute right to unpaid leave, however the company must not unreasonably withhold it.

Any accrued leave must be exhausted prior to accessing unpaid leave.

Although an employee on unpaid leave does not break their continuity of service, entitlements to annual leave and long service leave will be frozen from the date of commencing such leave to the date of returning.

Many Agreements have similar clauses regarding unpaid leave, but they DO vary so it is absolutely vital that members make sure of their particular entitlements before applying for such leave.

Talk to your delegate or contact the SDA office if you are not sure what entitlements apply in your workplace.

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.



Welcome to the Autumn Update

As the summer season nears the end and the days seem to get shorter, why not opt for some indoor entertainment to see you through 'til autumn. Snuggle up and keep warm this season with Luxor's 100% pure Egyptian cotton pile, with savings of up to 80%! That's one great reason to stay at home! Or if you're interested in a luxurious weekend away or planning ahead for the Easter break, Rendezvous Hotels and Resorts International offers members a 5% discount on the best available rate. Finally, you can go shopping and save at the same time by purchasing vouchers to receive special members only discounts between 5% to 10% off at leading stores such as Just Jeans, Sportsgirl, Jay Jay's, Jacqui E, Peter Alexander, Dick Smith Electronics, Woolworths and more! Ever wanted a gift that just kept on giving all year round? Well now you can! iSUBSCRIBE offers members a 10% discount off their entire product range of magazine subscriptions. There is something for everyone!

For more great specials please visit the website and register for the e-news under 'My Membership'.

FANTASTIC OFFER

Luxor Egyptian Cotton Pile

Luxor's sateen gives a subtle sheen to go along with the luxurious softness of their extra deep fitted sheets beautifully crafted flat sheets 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.

SAVE UP TO
80%

LUXOR
EGYPTIAN COTTON
COLLECTION



To access this offer search on www.sdatas.asn.au.

Vouchers & Gift Cards

Save on groceries, electrical items, petrol and more! **As a member you can purchase vouchers and receive special member only discounts of between 5% to 10%.**

SAVE UP TO
10%

Access savings from stores you know and love including Just Jeans, Sportsgirl, Jay Jay's, Jacqui E, Peter Alexander, Dick Smith Electronics, Woolworths and more.

Please note: Delivery fees, method and times vary depending on the product ordered. Payment is by credit card only. We do our best to fulfil orders as soon as possible.



To access this offer search on www.sdatas.asn.au. You can then download an order form. See the member website for offer terms and conditions.



JACQUIE

partmans



Get Out Of Town

Rendezvous Hotels & Resorts International operates in 11 cities with over 2,850 rooms and total commitment to quality service.

As a member you are offered a **5% discount on their Best Available Rate**. This is equal to a saving of up to 45% discount off their Rack or Hotel Rates!

This offer is valid across their entire hotel chain in Australia, New Zealand, Singapore, and China. This also includes The Marque Collection of Hotels in Sydney, Brisbane, Melbourne and Canberra.

SAVE UP TO
45%

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To access these offers visit www.sdatas.asn.au and click on **myrewards**.

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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, CLEO and Men's Health.**



A subscription is not only just great value, 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, 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.

Federal Group Tasmania

Discover the total Tasmania experience by staying with Federal Group Tasmania. There's a warm welcome waiting for you at Wrest Point, Hobart; Country Club Tasmania and Country Club Villas, Launceston; Freycinet Lodge, Coles Bay; Cradle Mountain Chateau, Cradle Mountain and Strahan Village, Gordon River Cruises and West Coast Wilderness Railway, Strahan.

SAVE UP TO
50%



FEDERAL GROUP
TASMANIA

My Rewards members receive 10% off the best available rate at: Wrest Point Hobart, Country Club Tasmania and Villas, Cradle Mountain Chateau, Strahan Village, Freycinet Lodge. (Discount is not to be greater than 50% off rack rate. See website for details.)

10% off rack rate for experiences: Gordon River Cruises, West Coast Wilderness Railway.

To receive your 'members only' saving you must identify yourself as a SDA My Rewards member at the time of booking and present your current membership card to reception at check-in. To make a reservation please call 1800 420 555.



Chaos.com

CDs, DVDs, books, games and more...

SAVE 10%

Chaos is Australia's leading online entertainment store offering a huge catalogue of new release and hard to find CDs, DVDs, books, games and more, for discerning entertainment lovers.

Chaos staff are focused on delivering the best in music and entertainment to its online community. They offer the right mix of deep catalogue, attention to detail, competitive pricing and friendly accessible customer service. Chaos share your passion for music!

chaos.com

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



To access this offer search on 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.

| | |
|---|---|
| <p>2 FOR 1 Buy 6 inch sub & reg drink get 6 inch sub free</p> <p>TERMS & CONDITIONS: Buy a 6 inch sub and reg drink and get one 6 inch sub free! Not valid in conjunction with any other offer. 19 Wilson Street, Burne. Ph: 03 6431 23422. 6 Reiby Street, Ulverstone. Ph: 03 6425 5111. 88 Goldie Street, Wynyard. Ph: 03 6442 5457</p> <p>My Rewards Offer expires: 30 April 2008</p> | <p>20% DISCOUNT 20% off the total bill</p> <p>DUKE OF WELLINGTON</p> <p>TERMS & CONDITIONS: 20% off the purchase to a maximum of \$20.00. Not valid in conjunction with any other offers. Duke of Wellington. Cnr Barrack Street and Macquarie Street, Hobart. Ph: 03 6223 8983</p> <p>My Rewards Offer expires: 30 April 2008</p> |
| <p>15% DISCOUNT 15% off all bistro meals</p> <p>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. Seabrook Hotel. Bass Highway, Somerset. Ph: 03 6435 1209. Web: www.goodstone.com.au</p> <p>My Rewards Offer expires: 30 April 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>My Rewards Offer expires: 30 April 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>My Rewards Offer expires: 30 April 2008</p> | <p>10% DISCOUNT 5% off treatments 10% off products</p> <p>TERMS & CONDITIONS: 5% off treatments. 10% off products. Not valid in conjunction with any other offer. Please visit the web site for store locations. Essential Beauty. Web: www.essentialbeauty.com.au</p> <p>My Rewards Offer expires: 30 April 2008</p> |
| <p>20% DISCOUNT 20% off all purchases</p> <p>TERMS & CONDITIONS: 20% off all purchases. Excludes suits, formal wear, and sale items. Not valid in conjunction with any other offer. DJ's on David. 6 David Street, Newstead. Ph: 03 6334 9344</p> <p>My Rewards Offer expires: 30 April 2008</p> | <p>15% DISCOUNT 15% off all bistro meals</p> <p>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. Riverarms Hotel. 1 Crescent Street, Ulverstone. Ph: 03 6425 1160. Web: www.goodstone.com.au</p> <p>My Rewards Offer expires: 30 April 2008</p> |

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

IMPORTANT!

The following merchants are no longer apart of the SDA My Rewards 2008:
Flesh Therapy, Devonport
Hair World, Ulverstone
Q10 Coffee, Launceston
 Merchants have discontinued their offer and will no longer be accepting coupons after 1 May 2008.

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.

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

Website: www.sdatas.asn.au

IT'S YOUR UNION!