

# sd TasTalk

AUTUMN  
2010

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



**FINALLY...  
A NATIONAL  
AGREEMENT  
FOR  
WOOLWORTHS!!**

In this issue: ▶ New Agreements ▶ Petrol Competition ▶ Life is a Gift

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### On the Cover

Happy with the outcome of the Woolworths agreement –  
 Back (l-r) Kim Clark, Lisa Rollins, Jamie Ford,  
 Stacie Connelly, Lorna Joseph and Damian Krause  
 Front Paul Griffin and Store Delegate Sharon Butcher

**It pays to  
 belong to the  
 SDA**

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As we go to print the State is heading towards an election that appears to be very tight, with the most likely outcome being a hung parliament. When you receive this edition the polling will be over and whoever is in power will hopefully honour all the promises made in the lead up to 20 March.

Industrially, no matter what the result, SDA members should not be affected to any great extent as the State Labour Government, along with every other State except Western Australia, has handed over its industrial system to the Federal Government. This will bring all Awards and Agreements under Fair Work Australia, which replaces the old John Howard Workchoice legislation.

This year has begun as 2009 ended – that is, at a rather frantic pace, with the roll out of the new National Woolworths Agreement.

This is the first ever national arrangement and, if approved, will cover all non- salaried employees working in Woolworths Supermarkets across Australia.

Other Agreements currently under negotiation include Bunnings and Priceline with Myer, Harris Scarfe and Coles Supermarkets to be negotiated during the year.

As we continue guaranteeing our members pay increases throughout 2010, some will reach a weekly rate of pay in excess of \$700.00. This is a significant milestone as these rates have only been achieved by having strong membership in the workplace and by consumers having money to spend through the Federal Government’s Stimulus Package, which kept employment high in the retail industry.

At the end of December 2009 the Tasmanian Branch recorded its highest level of membership ever – 6,345 members. This was a 7.5% increase for the 12 month



period and the highest percentage increase of any state. With Tasmania at a disadvantage compared to other states (with no new store openings from which to recruit), congratulations must go to our Organisers. Their success comes from being constantly aware of store inductions and new employees entering the workplace.

This year the union will continue to negotiate better Agreements following the Fair Work Act being implemented from 1 January 2010 – this is the beginning of the New Employment Standards that cover the Modernised Awards that set down the minimum rates of pay in industry.

Paul Griffin, General Secretary

## A GREAT LOSS

It is with deep sadness that we report the passing of one of the SDA’s greatest stalwarts – our former National President, Jim Maher.

Although his health had been declining for several months, he passed away on 3 December 2009 after a short illness.

Jim joined the union in 1946 and began his ascendancy through the SDA ranks to become Victorian Branch Secretary in 1964 and was then National President from 1970 until 1995.

At a book launch of the SDA Victorian Branch in November 2009, former Prime Minister Bob Hawke spoke highly of Jim’s tireless and unselfish devotion to advancing the best interests of ordinary men and women.

Bob also said, “...I can say quite genuinely that there was no unionist I dealt with who I admired more than Jim Maher...there was never any doubt about the total commitment of Jim personally and the dedicated leadership he provided in his representation of members.”

In the early days of the Tasmanian Branch – during the 1960s when things were financially, industrially and politically tough – it was the Victorian Branch under the leadership of Jim Maher that gave immense assistance to Brian Harradine, Ken Bennet and Tas McDermott in getting the Branch established and operating under its own steam.

For many years Jim’s widow Fran has also been a very special friend to the SDA in Tasmania and our deepest sympathy goes to her at this sad time.



# SUBSTANTIAL INCREASE AT WOOLWORTHS

Following extensive negotiations with the company, a proposed new national agreement has been finalised that provides an 11.11% increase over the life of the agreement. This means a \$73.24 wage increase for a full-time Grade 2 employee (previously Grade 4).

The first interim payment was made in January 2010 and back pay to 1 September 2009 will apply upon successful lodgement of the agreement.

**EMPLOYEES WHO LEAVE WOOLWORTHS PRIOR TO REGISTRATION OF THE AGREEMENT WILL NOT BE ENTITLED TO BACK PAY.**

WAGES (GRADE 2)							
Full Time							
Age	Previous	1/9/2009	1/1/2010	1/7/2010	1/1/2011	1/7/2011	1/1/2012
21 yrs & over	\$659.49	\$671.03	\$682.77	\$695.22	\$707.80	\$720.22	\$732.74
20 years	\$547.38	\$556.95	\$566.70	\$577.03	\$587.55	\$720.22	\$732.74
19 years	\$524.29	\$533.47	\$542.80	\$552.70	\$562.77	\$572.57	\$582.53
18 years	\$445.16	\$452.95	\$460.27	\$469.27	\$477.83	\$486.15	\$494.60
17 years	\$359.42	\$365.71	\$372.11	\$378.89	\$385.80	\$392.52	\$399.34
16 yrs & under	\$329.75	\$335.52	\$341.39	\$347.61	\$353.95	\$360.11	\$366.37

Part Time							
21 yrs & over	\$17.36	\$17.66	\$17.97	\$18.30	\$18.63	\$18.95	\$19.28
20 years	\$14.40	\$14.66	\$14.91	\$15.19	\$15.46	\$18.95	\$19.28
19 years	\$13.80	\$14.04	\$14.28	\$14.54	\$14.81	\$15.07	\$15.33
18 years	\$11.71	\$11.92	\$12.13	\$12.35	\$12.57	\$12.79	\$13.02
17 years	\$9.46	\$9.62	\$9.79	\$9.97	\$10.15	\$10.33	\$10.51
16 yrs & under	\$8.68	\$8.83	\$8.98	\$9.15	\$9.31	\$9.48	\$9.64

Casuals							
21 yrs & over	\$20.83	\$21.19	\$21.56	\$21.95	\$22.35	\$22.74	\$23.14
20 years	\$17.29	\$17.59	\$17.90	\$18.22	\$18.55	\$22.74	\$23.14
19 years	\$16.56	\$16.85	\$17.14	\$17.45	\$17.77	\$18.08	\$18.40
18 years	\$14.06	\$14.30	\$14.55	\$14.82	\$15.09	\$15.35	\$15.62
17 years	\$11.35	\$11.55	\$11.75	\$11.96	\$12.18	\$12.40	\$12.61
16 yrs & under	\$10.41	\$10.60	\$10.78	\$10.98	\$11.18	\$11.37	\$11.57

Kathy O'Dea, Alison Turner, Kate Long, Janine Wylie, Jonathon Samosir, Prok Lufi of Woolworths Sandy Bay with SDA Organiser Kristy Schiebel



**Other provisions under the proposed new national agreement include –**

**ALLOWANCES**

**Meal Allowance**

A meal allowance will be paid to an employee required to work more than one hour of overtime without being given 24 hours notice and the rate increases as follows –

1 Aug 2009	1 Jan 2010	1 Jul 2010	1 Jan 2011	1 Jul 2011	1 Jan 2012
\$12.59	\$12.81	\$13.03	\$13.26	\$13.47	\$13.69

Travel Allowance – when an employee is required to use his/her own motor vehicle in performance of their duties (previously 50 cents per km)

1 Aug 2009	1 Jul 2010	1 Jul 2011
68 cents per km	70 cents per km	72 cents per km

**Excess Travelling Cost (new)**

Additional travel costs incurred by an employee who is requested to move temporarily from one store to another will be reimbursed. Reimbursement will only cover the extra distance travelled between the employee’s home store and the store he/she has been temporarily transferred to.

**Transport Reimbursement for Working After Hours Overtime (new)**

An employee will be reimbursed for the cost of a taxi fare from the place of employment to the employee’s usual place of residence if asked to work overtime beyond normal finishing time that falls between 10pm and 7am and there is no longer regular means of transport. This will not apply if the company provides/arranges proper transportation to the employee’s usual place of residence.

**SPREAD OF HOURS AND LOADINGS**

The new spread of hours will be –

Monday to Friday: 5.00am to 12 midnight      Saturday: 5.00am to 10.00pm      Sunday: 6.00am to 9.00pm

Proposed penalty rates are –

	Current Agreement		New National Agreement	
	Full & Part Time	Casual	Full & Part Time	Casual
Mon-Fri – midnight to 5.00am	30%	50%	30%	50%
Sat –midnight to 5.00am	30%	50%	30%	50%
Sat – 10.00pm to midnight	50%	70%	25%	45%
Sun – midnight to 6.00am	100%	120%	100%	120%
Sun – 6.00am to 9.00pm	50%	70%	50%	70%
Sun – 9.00pm to midnight	100%	120%	100%	120%

**PARENTAL LEAVE (including Pre-natal Leave)**

The main elements include –

Employee Category	Length of Service	Entitlement
Permanent	12 months continuous service	104 unpaid weeks* (including any paid leave entitlement taken)
Casual	12 months continuous service worked on a regular basis	104 unpaid weeks*

\*Previously a maximum of 52 weeks.



▲ Sofia Nicholls, SDA Organiser Kristy Schiebel and Alison Turner of Woolworths Sandy Bay

**It pays to belong...  
to the SDA ▼**

# NEW AGREEMENT AT SANITY

**Over a period of time the SDA has held numerous discussions with this national company that owns Virgin Records and Sanity Record Bars.**

In February a proposed agreement was reached and information meetings scheduled to take place in each state during March. Following are pay rates and some of the conditions included in the proposed agreement.

WAGES (ordinary rates of pay)			
Classification	Relativity	Full-time average weekly rate	Hourly rate
Team Member – 16 yrs & under	50%	\$325.00	\$8.55
Team Member – 17 yrs	60%	\$390.00	\$10.26
Team Member – 18 yrs	70%	\$455.00	\$11.97
Team Member – 19 yrs	80%	\$520.00	\$13.68
Team Member – 20 yrs	90%	\$585.00	\$15.39
Team Member – 21 yrs & over	100%	\$650.00	\$17.10
Senior Team Member	103%	\$669.50	\$17.61
Manager – Grade 3	108%	\$702.00	\$18.47
Manager – Grade 2	111% to 114%*	\$721.50 to \$741.00*	\$18.98 to \$19.50*
Manager – Grade 1	117% to 122%	\$760.50 to \$793.00*	\$20.01 to \$20.86*
Flagship Store Manager	125%+*	\$812.50*	\$21.38*

\*Managers will be advised of their actual 'ordinary rate of pay'.

## WAGE INCREASES

Ordinary rates of pay will increase in 2011 and 2012 in accordance with the determinations of Fair Work Australia.

## ROSTERS

Rosters will be made available (in a place accessible to team members in each store) four days in advance of the applicable fortnightly pay period.

All employees are required to be available to work during official stock takes unless excused due to exceptional circumstances or other operational reasons.

## BREAKS

	Paid Rest Break	Unpaid Meal Break
Four and up to 5 hours	10 minutes	N/A
More than 5 and up to 7 hours	10 minutes	30 minutes
More than 7 hours	2 x 10 minutes	60 minutes*

\*This may be shortened to 30 minutes by mutual agreement or taken as 2 x 30 minute unpaid breaks.

## HOURS OF DUTY

Employees will be rostered to work their 'ordinary hours' per fortnightly roster cycle. They will not be rostered for more than 10 hours per shift (exclusive of unpaid breaks) unless mutually agreed otherwise. Employees will not be rostered to work for less than three consecutive hours per shift or to work ordinary hours on more than 10 days during any fortnightly roster cycle.

Full-time employees will have two consecutive days off once every two weeks and a minimum of one weekend each month, unless mutually agreed otherwise.

A 10-hour break must be observed between the completion of one days work and commencement of the next days work.

Saturdays	125% of ordinary rate
Sundays	150% of ordinary rate
Late Night Work	150% of ordinary rate between 11.00pm and 7.00am Monday to Friday
Overtime	150% for first two hours and 200% thereafter – all overtime worked on a Sunday will be paid at 200%
Approved Additional Hours	Paid at ordinary rate (normal penalty rates apply and additional pro-rata annual leave applies)

# NEW AGREEMENT FOR JUST JEANS GROUP

## ... \$55 WAGE INCREASE

**A new agreement will operate from 10 March 2010 covering Just Jeans and Portmans stores, with an initial increase of \$17.60. The original Agreement expired on 31 July 2009 and the Company is currently calculating the relevant back pay and when it will be made available.**

The Agreement is operative from the first full pay period on or after 1 August 2009 and will remain in force for a period of three years.

Classification	1 Aug 2009	1 Aug 2010	1 Aug 2011
Sales Assistant	\$645.90	\$664.00	\$683.90
Assistant Manager	\$691.30	\$710.10	\$732.00
Manager Level 1	\$729.80	\$750.20	\$772.70
Hourly Rate –			
Sales Assistant	\$17.00	\$17.47	\$18.00
Assistant Manager	\$18.19	\$18.70	\$19.26
Manager Level 1	\$19.20	\$19.74	\$20.33

### Loadings

Saturday rate after 6.00pm

- Full Time/Part Time 25%
- Casuals 45% until 7.00pm

Sunday rate between 8.00am and 6.00pm

- Full Time/Part Time 60%
- Casual 70%

### Junior Rates

- 16 years and under 60%
- 17 years of age 70%
- 18 years of age 80%
- 19 years of age 90%
- 20 years and over 100%

*Note: Store Managers under 20 years of age will be paid adult rates of pay.*

### Payment of Wages

In the case of permanent employees, the wage paid will be calculated as an average of the wage for the 4-week roster cycle.

### Rosters

Rosters will have regard to an employee's family responsibilities, study commitments and whether or not the employee can reasonably obtain safe transport home.

As far as practicable, rosters will be established and varied by mutual agreement between the company and the individual employee, within the parameters established in the agreement, and shall not be subject to frequent variation from cycle to cycle.

### Meal Allowance

\$12.47 and will be increased on an annual basis throughout the Agreement.

### Travel Allowance

Where an employee is required to move temporarily from one branch to another for a period not exceeding three weeks, then the employee shall be reimbursed for the cost of fares of using public transport.

If using own transport, then at a rate published by the Australian Taxation Office, but not less than 63 cents per kilometer.

### First Aid Allowance

Where the company appoints a qualified employee to perform first aid duties, the employee shall be paid an amount of \$1.78 per day to a maximum of \$10.01 per week.

### Hours of Work

Spread of Hours

The ordinary hours of work shall be rostered between the following times –

	Start	End
Monday to Friday	7.00am	10.00pm
Saturday	7.00am	7.00pm
Sunday	8.00am	6.00pm

### Additional Shifts

The company can roster additional shifts for Part Time and Casual employees if the staff member requests to be rostered in such a way as follows –

- (a) Staff can have up to two starts per day with a minimum of three hours.
- (b) Maximum of nine hours per day (exclusive of meal break) or 10.5 hours on long days –cannot be more than two long days in a week or three in a fortnight.
- (c) A 10 hour break will be observed between the finishing time of the last shift and commencement of the next shift.
- (d) A staff member can withdraw their request at any time with the giving of two weeks notice.

# GREAT RESULT FOR PRETTY GIRL FASHION GROUP

**Following extensive negotiations, the SDA and Pretty Girl Fashion Group (Rockmans and Wombat stores) have finalised a new agreement.**

Following are the major elements of the agreement and when endorsed it will operate until 31 December 2012.

## WAGES

Increases of 3.5% in the first year and 2% in each of the following two years will apply.

Sales Assistant – Full Time Weekly Rate				
Age	Current	1 Jan 2010	1 Jan 2011	1 Jan 2012
20 yrs & over	\$611.20	\$632.32	\$644.86	\$657.78
19 yrs	\$489.00	\$505.86	\$515.89	\$526.22
18 yrs	\$427.80	\$442.62	\$451.40	\$460.45
17 yrs	\$366.70	\$379.39	\$386.92	\$394.67
16 yrs & under	\$305.60	\$316.16	\$322.43	\$328.89

Full Time and Part Time Hourly Rate				
Age	Current	1 Jan 2010	1 Jan 2011	1 Jan 2012
20 yrs & over	\$16.08	\$16.64	\$16.97	\$17.31
19 yrs	\$12.87	\$13.31	\$13.58	\$13.85
18 yrs	\$11.26	\$11.65	\$11.88	\$12.12
17 yrs	\$9.65	\$9.98	\$10.18	\$10.39
16 yrs & under	\$8.04	\$8.32	\$8.49	\$8.66

Casual Hourly Rate				
Age	Current	1 Jan 2010	1 Jan 2011	1 Jan 2012
20 yrs & over	\$19.30	\$20.13	\$20.70	\$21.29
19 yrs	\$15.44	\$16.11	\$16.56	\$17.03
18 yrs	\$13.51	\$14.09	\$14.49	\$14.90
17 yrs	\$11.58	\$12.08	\$12.42	\$12.77
16 yrs & under	\$9.65	\$10.07	\$10.35	\$10.65

Casual Loadings	
1 January 2010	21%
1 January 2011	22%
1 January 2012	23%

These increases are intended to reflect a move towards the casual loadings that have been deemed appropriate in the modern retail award.

## In Charge (Supervisor) Allowance

Paid to an employee required to open or close a store and/or in charge of a store for a continuous period of more than one hour on any day. This allowance is paid on a pro-rata basis as a 7% loading on the weekly adult rate – not payable to employees temporarily relieving meal breaks.

Current	1 Jan 2010	1 Jan 2011	1 Jan 2012
\$17.21	\$17.80	\$18.16	\$18.52

Other provisions include:

## ALLOWANCES

### Meal

1 January 2010	\$11.30
1 January 2011	\$11.50
1 January 2012	\$11.80

### First Aid – Daily

1 January 2010	\$1.77
1 January 2011	\$1.81
1 January 2012	\$1.85

### Travel – Per kilometre

1 January 2010	74 cents
1 January 2011	76 cents
1 January 2012	78 cents

## PERSONAL LEAVE

A permanent employee's entitlement accrues monthly at the rate of 76 hours per year, with an additional 7.6 hours available which does not accrue. For part time employees leave accrues on a pro-rata basis.

## PARENTAL LEAVE

The following has been included to provide some extra flexibility when an employee returns to work –

The employee may elect to return to work on an arrangement which provides for the employee to work a lesser number of hours, or on a different employment basis than that which applied prior to proceeding on maternity leave and PGFG shall make every reasonable effort to accommodate the employee's request.

## PAYMENT OF WAGES

Wages are paid weekly in arrears via EFT – an alternative arrangement is only permitted if agreed in writing between PGFG and the employee.



# SUCCESSFUL OUTCOME AT MCDONALDS

**Following extensive negotiations, consensus has been reached for the first time on an agreement that covers all States and Territories.**

Benefits include wage increases, better loadings, new allowances, improved rostering arrangements, new classifications and upgraded leave entitlements.

## NEW JOB LEVELS

The new agreement comprises a four level job structure (previously two) as follows –

**Level 1** Trainee engaged for a maximum of three months in the preparation, receipt of orders, cooking, sale, serving or delivery of meals, snacks and/or hot or cold beverages.

**Level 2** Crew member after three months service engaged in the preparation, receipt of orders, cooking, sale, serving or delivery of meals, snacks and/or beverages.

**Level 3** Crew member appointed to the position of Shift Supervisor and who performs such work. Has the major responsibility on a day to day basis for supervising Level 1 and 2 employees and/or training new crew members, or crew members required to exercise trade skills.

**Level 4** Crew member appointed to the position of Shift or Trainee Manager or higher. Level 4 members are not entitled to penalty rates or overtime as set out in the proposed agreement.



▲ Amy Vaszocz of McDonalds Rosny and SDA Organiser Kristy Schiebel

## WAGES

The proposed agreement provides pay rises for all crew members over the three year term. Based on a full time adult Level 2 crew member, the first pay rise is \$10 – part time, junior and casuals will receive a proportionate increase – followed by further increases each July.

Weekly Rate – Full Time Adult Crew Members			
	Pre Agreement	Increase	New Wage
Level 1	\$532.25	\$9.00	\$541.25
Level 2	\$590.28	\$10.00	\$600.28
Level 3	\$620.29	\$10.00	\$630.29
Level 4	\$710.34	\$10.00	\$720.34

Hourly Rate – Level 1				
Age	Permanent		Casual	
	Pre Agreement	1 Jan 2010	Pre Agreement	1 Jan 2010
16 years	\$7.00	\$7.12	\$8.41	\$8.55
17 years	\$8.40	\$8.55	\$10.09	\$10.26
18 years	\$9.80	\$9.97	\$11.77	\$11.96
19 years	\$11.21	\$11.39	\$13.45	\$13.67
20 years	\$12.61	\$12.82	\$15.13	\$15.38
21 years+	\$14.01	\$14.24	\$16.81	\$17.09

Hourly Rate – Level 2				
Age	Permanent		Casual	
	Pre Agreement	1 Jan 2010	Pre Agreement	1 Jan 2010
16 years	\$8.16	\$8.29	\$9.79	\$9.95
17 years	\$9.79	\$9.95	\$11.75	\$11.94
18 years	\$11.43	\$11.61	\$13.71	\$13.93
19 years	\$13.06	\$13.27	\$15.67	\$15.92
20 years	\$14.69	\$14.93	\$17.63	\$17.91
21 years+	\$16.32	\$16.59	\$19.59	\$19.90

## LOADINGS

### Casual

July 2010	July 2011	July 2012
21%	21.5%	22%

### All Crew Members

For work performed between 1.00am and 5.00am on any day permanent crew members will be paid a loading of 10% and casuals will be paid an additional 10% on top of the casual rate.

# PIZZA HUT RESOLUTION

## ... A GOOD RESULT AT LAST

**Negotiations on this agreement have been protracted and at times challenging.**

**The SDA is pleased that employees will now gain the benefit of all the hard work that has been put in on their behalf to achieve a positive outcome.**



by Paul Griffin

WAGES				
Classification & Relativity	Following Approval	1 July 2010	1 July 2011	1 July 2012
Customer Service Assistant (CSA)				
CSA1 (112.1%)	\$698.90	\$719.00	\$739.20	\$759.40
CSA2 (106.8)	\$665.80	\$685.00	\$704.20	\$723.50
CSA3 (100%)	\$623.40	\$641.40	\$659.40	\$677.40
CSA5 (92%)	\$573.50	\$590.10	\$606.70	\$623.20
DRIVERS*	\$4.59	\$4.72	\$4.86	\$4.99

\*The majority of drivers in Tasmania are employed under Method B in the agreement and the above per delivery rates apply.

### Juniors

The following percentages apply to the appropriate Grade of work as a Customer Service Attendant performed by a junior employee.

15 years	40%
16 years	50%
17 years	60%
18 years	70%
19 years	80%
20 years	90%

### ROSTERING

Rosters will be arranged so that weekly employees work one of the following roster patterns –

- no more than five days within seven
- no more than 10 days within 14
- no more than 15 days within 21
- no more than 20 days within 28

Within the limits of ordinary hours, full time employees will be given regular starting and finishing times, which will not be changed except upon not less than seven days notice. A roster will not be changed for the purpose of evading any of an employee's entitlements.

### CASHING OUT ANNUAL LEAVE

Where a full time team member has an annual leave entitlement in excess of 228 hours (pro-rata for part time members) the company may, on written request, pay an amount equal to the ordinary rate of pay inclusive of leave loading for any entitlement in excess of 228 hours and reduce the entitlement accordingly.

### PAID PERSONAL/CARERS LEAVE

Employees (other than casuals) with not less than one months continuous service, absent from work by reason of –

- personal illness or injury, not arising from any illness or injury for which they are entitled to workers compensation;
  - to provide care or support to a member of the employee's immediate family or household who requires care or support because of a personal illness, personal injury or an unexpected emergency affecting the member;
- will be entitled to leave of absence without deduction of pay (subject to conditions) of 10 days for each year of service.

### PARENTAL LEAVE & FLEXIBLE WORK ARRANGEMENTS

Full time, part time and casual employees (casuals must have been engaged on a regular and systematic basis) who have at least twelve months continuous service shall be entitled to Parental Leave (unpaid Maternity, Paternity and Adoption Leave and the right to work part time) in accordance with the National Employment Standards.

### ALLOWANCES

An employee who holds an appropriate first aid qualification and is appointed to carry out first aid will be paid an additional flat payment of \$1.94 per day (\$2.00 from 1/7/10, \$2.06 from 1/7/11 and \$2.12 from 1/7/12).

Meal allowance on overtime is \$10.36 (\$10.66 from 1/7/10, \$10.96 from 1/7/11 and \$11.26 from 1/7/12).

Per kilometre rate for use of a private vehicle is 60 cents (62 cents from 1/7/10, 64 cents from 1/7/11 and 66 cents from 1/7/12).

# AGREEMENT UPDATES

## ▶ COLES SUPPLY CHAIN

The current agreement is due to expire on 7 April 2010 and preliminary negotiations on a new agreement began some time ago, with meetings commencing in earnest in the first week of March.

Prior to the current agreement in 2007, there had been some concern as to whether the Distribution Centre would continue to supply Coles Supermarkets in the long term, or be replaced by direct shipping from the mainland.

At the time Coles Group management provided a commitment to continue into the future and (although the proposal to build a new DC has been squashed) the success of the Garfield Street operation has been at least equal, if not superior, to the much larger DCs in other states.

Our negotiating team is well experienced with the two delegates having participated in previous agreement negotiations.

With retail not suffering anywhere near as badly as was predicted some 12 months ago, the SDA is confident of a better than expected outcome that can be taken back to members.

## ▶ BUNNINGS WAREHOUSE

This continues to be held up by the company, with a further meeting scheduled for early March. It is becoming quite serious it has been agreed upon in principle and drafting of the arrangement should not be the difficult process being demonstrated by HR at Bunnings.

## ▶ HARRIS SCARFE

The Tasmanian Branch will recommence discussions with the company in order to process a rollover enterprise agreement with wage increases during the first half of the year.

Organisers will be visiting stores and talking to members in order to form a Log of Claims that will be collated and provided to National Office to get the matter under way prior to 30 June 2010.

## ▶ BEST AND LESS

SDA organisers will be out and about in Best and Less stores with a survey in order to collate all issues that will form the National Log of Claims that is to be completed by the end of March, with discussions commencing in April.

## ▶ COLES SUPERMARKETS

Service Assistants have received their second last wage increase under the current agreement – \$13 for full time Service Assistants, which follows on from a \$10 increase six months ago. The hourly rate for a permanent employee is now \$18.08, with the casual rate increased to \$21.70.

This agreement is scheduled to expire on 28 February 2011, however it is expected negotiations to install a new agreement by the due date may well be quite drawn out. Therefore, meetings are expected to commence early in the second half of this year, which means SDA organisers will begin talking to members in stores from April.

▼ Ready for Easter trading Ryan Bosworth and Rachel Bannister, Coles Newstead



# WANT 5% DISCOUNT ON YOUR SHOPPING BILL?

AS A MEMBER OF THE SDA YOU CAN SAVE WITH OUR DISCOUNT GIFT CARDS!

The SDA understands that the cost of living just keeps on rising for our members. To help with this, SDA members can pre-purchase GIFT CARDS\* that are valid at stores such as –

- Woolworths Supermarkets (including participating co-branded Caltex Woolworths and Caltex Safeway fuel outlets)
- Big W
- Dick Smith Electronics
- Coles Supermarkets
- Supercheap Auto
- Tandy Electronics

AND MORE TO COME!



GIFT CARDS can be ordered in three ways – online, mail or fax.

To order online simply log on to [www.sdatas.asn.au](http://www.sdatas.asn.au), then go to the pink 'Bag of Benefits' and click on the Where To Enjoy link.

Purchases can be made from 1 April 2010.

Gift Cards will be mailed to members free of charge by registered post.

\*Conditions apply



# DAVID LONGDON

... a champion of Tasmania's winged wildlife who believes a little compassion goes a long way.

David Longdon has worked at Woolworths for eleven years and has been in his current position of Storeman at the George Town store for about four years, where he is also an SDA Shop Delegate.

After spending his childhood in the UK (somewhere near Nottingham) David left at age eleven when his family moved to Tasmania in the 70s for his Dad's job.

His main memory of England is having a birthday party in a nearby castle. Despite the initial culture shock, he settled into Tassie and eventually married and stayed on in George Town.

Outside work David does quite a bit of walking to keep healthy and fit and, on his travels, has found that injured birds seem to find him. He has even become known locally as the 'Birdman' through his heartfelt – if slightly caustic – anti-cruelty letters printed in Launceston's Examiner newspaper.

These letters have been inspired by his bittersweet experiences caring for the injured birds that are often the hapless victims of 'hit-and-runs' in and around the town.

"It just sort of kept happening," says David. "The birds seem to find me and many of them are just young fledglings learning how to fly when they get hit by a car."

When this all started, David even took the time to attend an Injured and Orphaned Wildlife course – to find out how he could best provide help after rescuing them from the perils of the open road.

Picking up injured birds has now become a regular occurrence, even though sometimes all he can do is offer



▲ David at work in Woolworths George Town

compassion and TLC at his home when they are critically injured. However, even then he finds satisfaction in ensuring they are as comfortable as possible before they die.

"Usually when I'm out walking or driving, anything on the road that looks like it's in need of help gets me pulling up and having a look," he says. "I've taken in all sorts of birds including finches, seagulls and plovers."

At home, David's wife Lora tolerates not only the rescued birds, but a couple of pet budgies and David's pride and joy – Baby, the bantam who wandered into his garden a few years ago.

"She's three years old and started life as a stray that just appeared one day. Now she's definitely a member of the family and she obviously feels it's her right to come inside and walk around when we're home. Luckily she's very well behaved."

David's earnest wish is for anyone inadvertently injuring a bird to at least stop and help, rather than just leaving it to die on the road.

◀ Baby, the bantam - now part of the family





HOLLYBANK  
**treetops**  
adventure!



Glide across the treetops and gain a bird's-eye view of Tasmania's beautiful forests. This fantastic adventure lasts approximately three hours and combines the tranquility of the forest with the adrenalin of sliding above and through a beautiful natural environment.

Hollybank Treetops Adventure is 15 minutes (20km) north east of Launceston and operates throughout the year (except Christmas Day).

Check out this amazing experience at [www.treetopsadventure.com.au](http://www.treetopsadventure.com.au)

.....

**A VERY SPECIAL OFFER  
FOR SDA MEMBERS AND THEIR FAMILIES  
ADULTS FLY AT CHILDRENS PRICES**

This offer is valid until 30 June 2010 – you don't need to actually take the adventure by then, but you **MUST BOOK** before that date.

You must show your SDA Membership Card to be eligible for the discounted rate.

Phone: 6395 1390

# EXPLORING BEAUTIFUL BRUNY

**While Tourism Tasmania promotes our island State on the mainland and overseas, locals are also encouraged to holiday at home – but how many of us do so?**

After Christmas some family members and I decided to do just that, with Bruny Island being the winning destination.

On disembarking the ferry we found black devil cherries, the Bruny Island Cheese Company, the Fudge Shop, the Get Shucked Oyster Farm and the best scallop pies in Tassie at the Lunawanna Link General Store.

On the second day we had lunch at the HotHouse Cafe and visited Bruny Island premium wines for some tastings... and purchases.

The next day we explored more of the island, driving to the Cape Bruny Lighthouse and South Bruny National Park. Like the rest of Tasmania, Bruny is very dry, but the views of the water and the deserted beaches were fabulous.

The Penguin Rookery is a must in the early evening and Adventure Bay offers many activities including paddle boats and kayaks for hire, the History Room and the Bligh Museum of Pacific Exploration. There are also nature tours and fishing charters on offer.

The highlight of our stay was the afternoon cruise, which commenced in Adventure Bay. Our first thrill was whizzing through the Monument – similar to the Hole in the Rock in the Bay of Islands in New Zealand – but with the waves and the wind that day, this one was definitely more exciting.

Next we went close to the rocky shoreline to see the bull kelp, then through a cave and into a cavern to see how the kelp grows in the rocks – some of the suckers were thicker than my ankles!

After that came the Breathing Rock experience, where the sea is sucked in to an underwater canyon and then blown out with great force and the children were delighted when it was also introduced as 'snot rock'. Get the picture? The results of a giant sneeze and we were all ducking for cover!

Despite now experiencing a stinging salty squall, we were still heading south to the Friars to see the large number of seals on the rocks and then out into the Great Southern Ocean.

The swell out there challenged both sea legs and sea sickness, but we came through with flying colours. Due to the weather conditions we also got to experience



another phenomenon – the dancing sea, where the top of the water is blown up in peaks and moves along in a dancelike motion.

The ride was fantastic but the weather meant we didn't get to see dolphins and the sea birds were a bit scarce. But it is a majestic coastline to view from the water and the experienced crew knew how to handle the conditions perfectly.

Their entertaining commentary provided a lot of information on the rock formations, the wildlife and the island history – we were educated whilst being entertained.

*So... if you are wondering where to spend a few relaxing days, Bruny has plenty to offer.*

**Cheers Kay**



Darren



Pam

**Travel 360 Pty Ltd**  
 Shop 5, Prospect Vale Market Place  
 350 Westbury Road  
 Prospect Vale, TAS 7250  
 Phone: (03) 6344 2223  
 Freecall: 1800 012 360  
 Facsimile: (03) 6344 2293

Email: [travel@travel360.com.au](mailto:travel@travel360.com.au)



Ken



Kay

(By email)

I would like to say a huge Thank You to SDA for our voucher and we have just been to Birchalls for my daughter who starts at LC this year.

We got all her texts and stationery and all it cost me was \$12!

This is a fantastic help, so thanks again.

Cheers

Elaine Towell

## LETTERS

Dear Paul

I write to thank you for the morning tea you provided in recognition of 25 years membership of the SDA, and also for the commemorative medallion and certificate.

I really enjoyed the opportunity to meet again with fellow store members without having to 'rush' back to work.

I wish you and the union well.

Sincerely

Pat Harthen

## WINNERS! WINNERS! WINNERS!

### ► Grocery Giveaway

Five very lucky members each received \$100 Grocery Vouchers for their winning entries in the Summer edition of SDA TasTalk.

Happy to extend their shopping budgets after Christmas were –

Anita Price	Myer Hobart
Hayley Walton	Coles Kingston
Jacquelyn Connell	Woolworths Riverside
Darrell Brooke	Coles Devonport
Michael Stephens	Wattyl Paints Launceston



## THE IMPORTANCE OF WALKING

Walking 20 minutes a day can add to your life... this enables you at 85 years old to spend an additional five months in a nursing home at \$6000 per month.

My grandpa started walking five kilometres a day when he was 60. Now he's 97 years old and we don't know where he is.

I like long walks, especially when they are taken by people who annoy me.

The only reason I would take up walking is so I could hear heavy breathing again.

I have to walk early in the morning...before my brain figures out what I'm doing.

I joined a health club last year, spent about 400 quid and haven't lost a pound. Apparently you have to go there?

Every time I hear the dirty word 'exercise' I wash my mouth out with chocolate.

I do have flabby thighs, but fortunately my stomach covers them.

The advantage of exercising every day is so when you die they'll say, 'Well, he looks good doesn't he?'

If you are going to try cross country skiing, start with a small country.

I know I got a lot of exercise the last few years...just getting over the hill.

We all get heavier as we get older, because there's a lot more information in our heads. That's my story and I'm sticking to it.

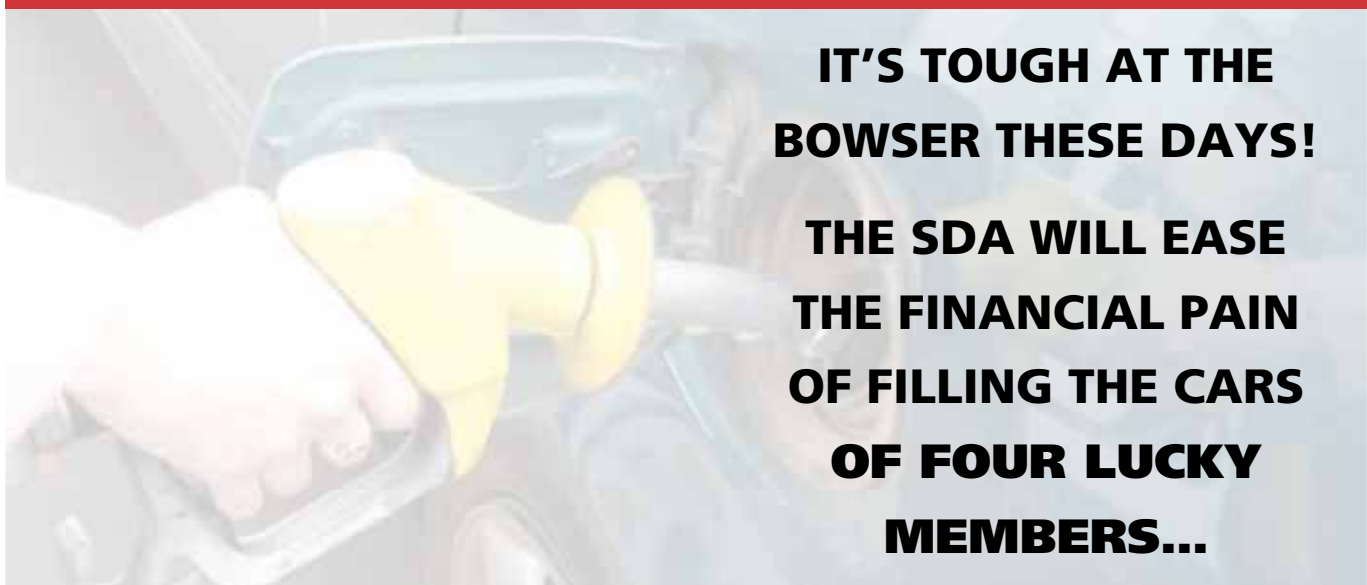
### AND...

Every time I start thinking too much about how I look, I just find a Happy Hour and by the time I look just fine!!!





# WIN! WIN! WIN!



**IT'S TOUGH AT THE BOWSER THESE DAYS!  
THE SDA WILL EASE THE FINANCIAL PAIN OF FILLING THE CARS OF FOUR LUCKY MEMBERS...**

**Get your entry in early to win one of our \$50 PETROL VOUCHERS**

**DON'T MISS OUT!**

Only current SDA members are eligible to enter the competition and the FIRST FOUR CORRECT ENTRIES to be drawn will win.

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

**QUESTIONS**

- 1. Name three (3) of the proposed new Enterprise Agreements outlined in this edition A \_\_\_\_\_
- 2. Where did Kay go on her Tassie holiday? A \_\_\_\_\_
- 3. Where is the Treetops Adventure located? A \_\_\_\_\_

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

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

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

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

**ENTRIES CLOSE ON FRIDAY 23 APRIL 2010**

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



Cathy Taylor & Kris Ralph, Myer Launceston



Jerry Barzdo & Kirbee D'Alton, Woolworths Green Point



Joshua Copleman, Janine Wylie & Jonathon Samosir, Woolworths Shoreline



Margaret Ashdown, Myer Launceston



Maddie Free, Cas Wise & Milly Cook, Priceline Eastlands



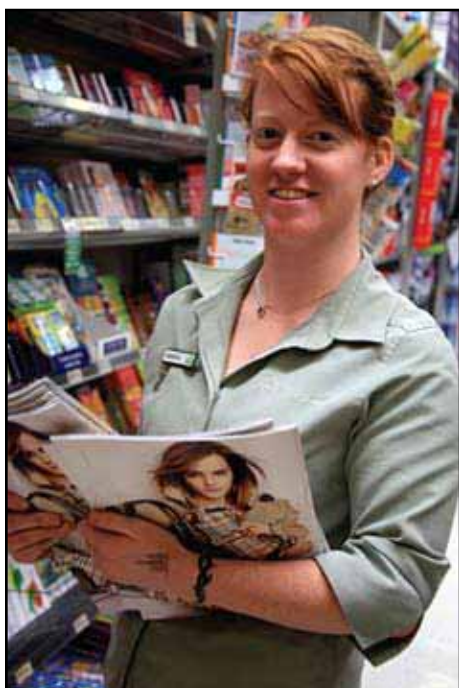
Mandy Vanselow, Kate Long & Susan Mckenzie, Woolworths Sandy Bay



Natalie King, Sussans Eastlands



Shane Teahan & Kristy Nichols, Woolworths Sandy Bay



Samara Livingston,  
Woolworths Shoreline



Jackie Duggan, Ricky Umgeher & Jandy Mayne,  
KFC Bridgewater



Sharna Brown & Janelle Blackaby,  
McDonalds Bridgewater



Richard Lin,  
McDonalds Northgate



Martina Jacobson, Michelle Arnol & Rachel Sproule,  
Woolworths Green Point



Paul Hamilton,  
McDonalds Bridgewater



Sharon Seabourne, Deedee Hayden & Tracy Medhurst,  
Priceline Northgate

# A NEW ERA OF INDUSTRIAL RELATIONS... AGAIN!

**Following the rejection of John Howard's Workchoice legislation, the beginning of January 2010 marked the commencement of the new system – the Fair Work Act.**

The Act brings in regulations that are covered by the ten National Employment Standards and provides for:

- Maximum weekly hours
- Request for flexible working arrangements
- Parental Leave and related entitlements
- Annual Leave
- Personal/Carers and Compassionate Leave
- Community Services Leave
- Long service Leave
- Public Holidays
- Notice of Termination and redundancy pay
- Fair Work information statement

It should be remembered that Long Service Leave continues to be governed by the State Long Service Leave Act. This is an Act that unions in Tasmania will be pursuing to have legislation changed to bring it in line with other states – that is, an entitlement becomes available after 10 years, replacing the current 15 years of service.

Under the previous Australian Fair Pay and Conditions, standard entitlements such as penalty rates for nights, Saturdays and Sundays and in some cases Public Holidays.

The Award Modernisation process has been based upon the National Employment Standards, which has removed some 3000 awards that have been replaced by approximately 130.

The new modern awards are designed to apply to employees not covered by collective enterprise agreements or individual transitional agreements that have not expired from the previous Howard legislation.

Some SDA members in Tasmania are not covered by the major chains enterprise agreements. They come under eight State Awards, which will be replaced by the following new Federal Awards:

General Retail Industry Award 2010

Fast Food Industry Award 2010

Pharmacy Industry Award 2010

Vehicle Manufacturing, Repair, Services and Retail Award 2010

Storage Services and Wholesale Award 2010



*by Paul Griffin*

Although there are a number of significant improvements in the new Awards, there have been some trade offs following concerns raised by various Industry Groups, particularly in Fast Food.

This has resulted in a transitional period of five years for penalties and loadings in the Fast Food Award 2010 to be implemented. However, any new allowances or conditions came into effect on 1 January 2010.

Most significantly these new industry laws are the basis of the national minimum wage. As well as providing a safety net with protection from unfair and unlawful conduct at the workplace, they will be increased on an annual basis, anticipated to be around 1 July each year.

With a Federal Election due to be called later this year, Liberal Party leader Tony Abbott has indicated that he supports bringing back parts of Workchoices and such indications include the removal of a minimum shift period.

In most SDA Agreements the minimum hire period is four hours for permanent employees, with some part time employees being three hours.

It is also understood that Tony Abbott has raised the issue of an award for school kids without any minimum period of hire! Imagine your son or daughter catching public transport to work at McDonalds or KFC on junior rates and then being hired for just 30 minutes or an hour.

This is an attack on the SDA and the members we cover, where vital protection of entitlements through the new modernised awards is currently provided.



# NATIONAL COUNCIL AND EXECUTIVE MEETINGS

**Following a highly successful National Council Meeting held in Hobart in October 2009, in February the Tasmanian Branch was proud to host the first meeting of the National Executive for 2010.**

Each SDA Branch has the opportunity to host National Council every seven years. The meeting attracts approximately 50 delegates and their partners and last year SDA Tasmania staged the event at Wrest Point in Hobart, with Prime Minister Kevin Rudd and Federal Treasurer Wayne Swann joining Councillors at a dinner during the week.

The February Executive meeting outlined its plans for 2010 and received reports on the successes and activities of each Branch during 2009. Tassie once again led the way in

achieving the highest membership figures for the country with a 7.6% increase for the year, the next highest being South Australia with a 4.3 % increase.

The Tasmanian achievement is most significant as we do not have the new store openings that frequently occur in other States. This demonstrates that our organisers are working extremely hard to meet recruiting schedules and ensure that all possible new members are signed up at induction.

## MANY LOYAL YEARS...

**In early March Secretary Paul Griffin presented certificates and medallions to four long time members at Myer Launceston, to mark 25 years of membership of the SDA.**

Following the union's centenary celebrations in 2008, this continues the SDA policy of recognising and rewarding those who have worked in retail or warehousing and been members of the SDA for this highly commendable length of time.

Rosie Welsh, Pat Harten and Sue Kerrison have all been at Myer for all of their SDA membership years, with Susie

Prior having previously worked at Prouds before joining Myer some 13 years ago.

SDA Organiser Carol Wadley and Store Delegate Chris Stilgoe assisted in setting up the morning tea. Delegates Vaughan Bracken and Sharon Gracogna also attended, along with other staff members who were able to leave the floor and join the celebration.



▲ Pat Harten, Rosie Welsh, Sue Kerrison and Susie Prior all of Myer Launceston

# FREE ACCIDENT INSURANCE FOR ALL SDA MEMBERS ...UP TO \$40,000

## THE SAVINGS...

The SDA policy is absolutely free for every financial member. If you had to insure yourself with a similar policy it would cost you close to \$300 per year. However, the buying power of more than 230,000 members nationally enables the SDA to provide you with this amazing free cover.

## WHEN YOU ARE COVERED...

As an SDA member you are covered by this policy at all times when you are not at work, which comes under workers compensation. Therefore, you have 24 hour cover – workers compensation while at your job and the SDA Accident Insurance Scheme for all other times. Also, members aged up to 80 years old are covered by the policy and it applies worldwide, irrespective of where the accident occurs.

## WHAT IS COVERED...

Your free policy as a financial SDA member covers you in the event of –

- Death
- Total incapacity to work in the job you were trained and/or education to perform
- Broken bones
- Loss of limbs, sight or hearing
- Complete tear of Achilles tendon, and
- Other defined injuries as listed in the policy when they are caused by violent, external and visible means outside working hours and not attributable to an illness.

It is also worth noting that the benefits of the SDA Accident Insurance Scheme are not affected if you have other insurance cover.

For more information go to [www.sdatas.asn.au](http://www.sdatas.asn.au)



# CELEBRATING A MILESTONE

***Each year on the second Monday in March the introduction of an 8-hour work day is honoured by an official public holiday.***

On Saturday 6 March the SDA joined other unions for a family event on the lawns at Parliament House in Hobart to celebrate what, at the time, was a momentous achievement for workers.

It was a great day with a range of fun and entertainment including a barbecue, tug-o-war, face painting and balloons for the kids.

The Deputy Premier and other Labor politicians attended and addressed the happy crowd.



## SDA INSURANCE KEEPS PAYING OFF

***Damian Triptree of Kmart Launceston has been an SDA member since 2002.***

A recent accident away from work resulted in a broken wrist for Damian and he was very happy to receive a \$500 cheque from General Secretary Paul Griffin as part of the SDA's Free Accident Insurance.



# DITCHING THE BIG FOUR BANKS FOR ME BANK WILL SAVE YOU...

**Switching from one of the big four banks to smaller lenders could save Australian consumers \$6.1 billion a year in bank costs, research firm Infochoice says.**

In its latest 'The Cost of Banking' Report\* Infochoice showed that if all major bank customers switched to the lowest-priced products available they would make an annual saving of \$5.4 billion on home loans, \$257 million on credit cards and \$482 million on other financial lending, including car loans.

By simply moving to the lowest-priced product in each category, a big four customer could save more than 19 per cent, or \$3,800, on their annual banking costs, according to the report

This would reduce their current average annual banking costs from more than \$20,150 to just over \$16,300, it added.

If you have an account with one of the big four banks then you are probably leaking money out of your various accounts.

## **ME Bank's Super Members Home Loan comes with low fixed and variable interest rates.**

There are no application fees or ongoing account keeping fees. No bank fees to fix, split or top up your loan. It offers a free redraw facility. Weekly, fortnightly or monthly repayment options at no additional cost. Of course, ME Bank offers free Phone and Internet Banking services.

ME Bank's InterestME Savings Account has no account keeping fees, requires no minimum monthly balance, allows 15 free EFTPOS transactions every month and free direct debits and credits.

ME Bank's Online Savings Account has no bank fees; interest earned on every dollar. No minimum opening deposit or balance required, no set term - deposit and withdraw your money without penalty at any time.

But there's more. Just log on to our website [mebank.com.au](http://mebank.com.au) and see for yourself how ME Bank can save you.

*\* 'The Cost of Banking' Report, October 2009, Infochoice. Fees and charges apply. Terms and conditions available on request. Applications for credit are subject to approval. This is general information only and you should consider if these products are appropriate for you. Members Equity Bank Pty Ltd ABN 56 070 887 679 Telephone: 13 15 63 Website: [mebank.com.au](http://mebank.com.au)*

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Visit [mebank.com.au/greatrate](http://mebank.com.au/greatrate)  
or call **1300 309 374**

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- Government guaranteed
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Your total deposits with Members Equity Bank (ME Bank) up to \$1 million are guaranteed free of charge under the Australian Government's Deposit Guarantee. The balance of your deposits over \$1 million may be guaranteed upon request and a fee will be payable by you. This is general information only and you should consider if this product is appropriate for you. Terms and conditions available on request. Members Equity Bank Pty Ltd ABN 56 070 887 679. 139458/1109



# LIFE IS A GIFT...

**...and the most precious thing that anyone can own.**

*by SDA member Shelley Clarkson*

But how many of us, if asked, would view our life like that? True, not many. We are probably more concerned with making a living and getting what we can out of this life.

But if confronted with a life threatening disease, how would we react?

I was born with an inherited disease, which I did not find out about until my late twenties, and could end my life if not treated. But how thankful I was that I was conscious of yearly health checks, which enabled the disease to be picked up and monitored.

As the disease slowly took over my kidneys I developed high blood pressure which, if not treated, could have caused a stroke or heart failure. My kidney function slowly deteriorated to nine percent, meaning my wastes were no longer being flushed out but staying in my body. I knew now that I had reached end stage – kidney failure. – and I was becoming more tired and more anaemic.

The decision was finally made for me to start peritoneal dialysis. This meant that seven nights a week I would be hooked up to a machine by means of a catheter coming from my stomach. This pushed fluid into my stomach and drew out the wastes.

I was terrified but knew if I didn't do it I would deteriorate and eventually die.

At first I was frightened of the machine because it was so overwhelming – one slip when connecting it to the catheter would have meant infection and straight into hospital. Eventually the machine became part of my life and I named him 'Billy'.

Being hooked up to Billy seven nights a week meant I was very limited in what I could do in the evenings. Because I work full time I had to be in bed by 8 o'clock as I was on dialysis for eight hours, so this enabled me to be up

in time for work. I could never really enjoy my life to the full and one of the hardest things was having to give up swimming.

My twin sister Deborah had always said that when the time came, she would give me one of her kidneys. So for a whole year she underwent tests to see if we were compatible – we were five out of six matches. After a year I got the phone call that the hospital was ready for me to go ahead with the transplant.

The day finally arrived and as my sister and I were getting ready for theatre, I turned to her and said, "Are you sure?" Without hesitation she said, "I love you and want to give you a second chance at life". We hugged each other and both had a cry.

The operation was a total success and my sister and I are both 100% and going well!

Even though a transplant is only a treatment, not a cure, I am living a more normal and healthy life.

There are two reasons I wanted to write this ...

The first is to show that you can lose up to 90% of kidney function before feeling sick – and by then its too late. One in three people are at risk of kidney disease and there is no cure. Dialysis or transplant are the only options once you reach kidney failure, which shows the importance of health checks.

The second reason is to say – please give some thought to being a transplant donor. There are men, women children and babies waiting for an organ transplant. How would you be in their position? It could happen – it happened to me.

I would like to thank the SDA for providing some financial support when I needed it most and allowing me to write this article.



◀ Shelley Clarkson with SDA Organiser Kelly Whitehouse

# WHEN YOU NEED A FRIEND...

**While we're comfortable acknowledging illnesses such as viruses (colds & flu) or infections to our families, friends and work colleagues, it's a different story when it comes to mental illness.**

Tasplan, your industry super fund, is aiming to change this attitude and we're asking you to play your part.

*Here are some very disturbing statistics you may not be aware of...*

Suicide is the leading cause of death for Australian men and women under the age of 35 (Australian Bureau of Statistics, 2009);

Mental illness affects 1 in 5 people at some stage of their lives, but the impact extends well beyond those directly affected;

Tasmania has the highest suicide rate per capita in Australia (Australian Institute of Health and Welfare), and

The recent federal report into the "State of Young People" found 1 in 4 teenagers live with a mental illness.

Mental illness has a huge social and economic cost - for the individual and the Tasmanian community. Untreated it is a major contributor to family breakdown, loss of time from work, crime that affects the community and businesses as well as the individual and their family.

So, the chances are you know someone, or work with someone, who has been affected by mental illness in one way or another...maybe one of their friends or family members are affected.

So what can you do? The first thing is a don't...Don't ignore any signs or symptoms you may recognise. Talk about any major changes in your own or a colleagues' behaviour and feelings. If colleagues tell you that they are acting in certain ways and/or have certain feelings; it is in their best interest that you encourage them to seek professional support when necessary. A lot of people feel uncomfortable talking about problems they may be having. Discuss it with them.



There are avenues for help. Tasplan has partnered with SuperFriend (created by the Industry Funds Forum) - a nation-wide initiative aimed at improving the mental health and wellbeing of industry superannuation fund members. Follow the SuperFriend link from the Partners button on the Tasplan website homepage [www.tasplan.com.au](http://www.tasplan.com.au) and you'll find information and contact details to help yourself or anyone you know who needs it.

By addressing the issue of mental illness in the community and the workplace, hopefully we can remove the stigma attached to it, and offer a helping hand to those in need. As the statistics show, this can happen to anyone. When it does, seek help.

Neil Cassidy,  
CEO, Tasplan



# BULLYING

## **Are you a victim in the workplace... or maybe a perpetrator?**

By definition, bullying is an act of repeated aggressive behaviour in order to intentionally hurt another person, physically or mentally – it is characterised by behaving in a certain way to gain power over another person.

Research defines bullying as when a person is exposed, repeatedly and over time, to negative actions on the part of one or more persons – a negative action being when a person intentionally inflicts injury or discomfort on someone through physical contact, words or in other ways.

In fact, it's many different things and anyone can be bullied – it isn't limited by age, sex, sexuality, physical appearance, intelligence, culture or religious background. Sadly it seems to be getting more prevalent, rather than decreasing.

This behaviour is certainly not uncommon in the workplace, sometimes with extremely tragic results. A sad example of what can result from ongoing harassment was the recent highly publicised case of a vibrant young woman who was targeted so badly by her workmates that she eventually committed suicide last September.

Bullying covers a wide range of negative behaviour including name calling, verbal or written abuse, exclusion

from activities, exclusion from social situations, physical abuse or coercion.

Bullies may behave this way to be seen as popular or tough, or to get attention. They may bully out of jealousy or be acting that way because they themselves have been bullied. Often they have low self-esteem and use bullying as a way of making themselves feel more powerful.

If you are on the receiving end it may help to remember that bullies are often not as tough as they make out. Albeit unfair, it may be their way of dealing with their own problems.

This certainly does not excuse the behaviour, but it sometimes means that if they are brought to account for their actions the situation changes.

**So, if you (or a work colleague) are being picked on, unfairly targeted or have become the victim of outright bullying... DON'T PUT UP WITH IT!**

Confide in your Shop Delegate or contact the union direct for completely confidential advice and assistance to help you deal with the issue before it reaches crisis point.

## CONFERENCE OF MAJOR SUPERANNUATION FUNDS (CMSF)

The annual CMSF gathering was held in Brisbane over three days in early March.

General Secretary Paul Griffin attended the conference, the goal of which was to develop and activate new policies in occupational superannuation.

Fiona Reynolds of the Australian Institute of Superannuation Trustees (AIST) raised the Paul Keating plan of continuing to lift contributions to 12%, and eventually 15% – a level that may well need to be shared by employers and employees.

## CLOCKING UP THE YEARS

**Two more of our loyal members were recently presented with certificates and medallions to acknowledge their longstanding membership with the SDA.**

Brian Mackey (left) has worked at Gunns for 36 years and Shane McClenaghan (right) has been at Allgoods for almost 33 years – both have given great support to the union over a very long period of time.

In fact, by the time the journal is printed, Brian will have retired and begun the next phase of his life. He has been looking forward to a quieter life but with a bit of travel planned for the future – plans are already afoot for a trip to Ireland.



# WHAT A WONDERFUL WORLD

**For many years the AFS and SDA have combined to provide a young SDA member with the opportunity of a lifetime – to live and study overseas under the security of an exchange scholarship.**

Previously these scholarships were provided every second year, so last year the SDA decided to offer an additional opportunity on the alternate years.

Aviva Samuelson was the first recipient of this extra scholarship and, as we saw in her report in the last edition of SDA TasTalk, she is currently enjoying her time in Denmark.

Since that time we have realised that, for many reasons, there are many young members who would be interested

in participating in a scholarship exchange of a shorter duration.

Therefore, we are currently investigating possible opportunities and the feasibility of being able to offer a three or six month sojourn in another country, instead of a full year.

The traditional AFS/SDA twelve-month scholarship will still be available but the opportunity in each alternate year could be varied.

**LOOK OUT FOR MORE DETAILS ON THIS EXCITING NEW OPPORTUNITY FOR AN AMAZING OVERSEAS EXPERIENCE IN THE NEXT (WINTER) EDITION OF THE JOURNAL.**



discountnewcars.com.au

Discount New Cars has a strong alliance with the ACTU and the union movement throughout Australia.

SDA members can enjoy exclusive savings on a selected range of new cars and motorcycles, over and beyond those available through the general public domain.

Simply visit the Union Specials page at [discountnewcars.com.au/unions](http://discountnewcars.com.au/unions) and you will get access to –

- Over 2000 popular new car models from 36 different manufacturers.
- Up front drive away pricing, technical specifications, features, options, trade-in prices, as well as access to finance and insurance.
- A fully accredited service, with vehicles supplied by authorised new car dealers Australia wide.

This is a FREE service for SDA members so be sure to check it out.

**[www.discountnewcars.com.au/unions](http://www.discountnewcars.com.au/unions)  
or free call 1800 146 666**

# COMPUTER SAVVY

## ... SOME PEOPLE HAVE MORE THAN OTHERS!

*Tech support:* What kind of computer do you have?

*Female customer:* A white one...

*Tech support:* Click on the 'my computer' icon on to the left of the screen.

*Customer:* Your left or my left?

*Tech support:* Good day, how may I help you?

*Male customer:* Hello... I can't print.

*Tech support:* Would you click on 'start' for me and...

*Customer:* Listen pal, don't start getting technical on me! I'm not Bill Gates.

*Customer:* Hi I can't print. Every time I try, it says 'Can't find printer'. I've even lifted the printer and placed it in front of the monitor, but the computer still says he can't find it...

*Customer:* I have problems printing in red...

*Tech support:* Do you have a colour printer?

*Customer:* Aaaah.....thank you.

*Tech support:* What's on your monitor now, ma'am?

*Customer:* A teddy bear my boyfriend bought for me at Woolies.

*Tech support:* Your password is the small letter 'a' as in apple, a capital letter V as in Victor, the number 7.

*Customer:* Is that 7 in capital letters?

*Customer:* Can't get on the Internet.

*Tech support:* Are you sure you used the right password?

*Customer:* Yes, I'm sure. I saw my colleague do it.

*Tech support:* Can you tell me what the password was?

*Customer:* Five stars.

*Tech support:* What anti-virus program do you use?

*Customer:* Netscape.

*Tech support:* That's not an anti-virus program.

*Customer:* Oh, sorry...Internet Explorer.

A woman customer called the Canon help desk with a problem with her printer.  
*Tech support:* Are you running it under windows?

*Customer:* No, my desk is next to the door, but that's a good point. The man sitting in the cubicle next to me is under a window and his printer is working fine.

**And last but not least...**

*Tech support:* Okay Colin, let's press the control and escape keys at the same time and that brings up a task list in the middle of the screen. Now type the letter 'P' to bring up the Program Manager.

*Customer:* I don't have a P.

*Tech support:* On your keyboard, Colin.

*Customer:* What do you mean?

*Tech support:* 'P'...on your keyboard, Colin.

*Customer:* I'M NOT GOING TO DO THAT!

# REST BOUNCES BACK

**Earnings of the REST Superannuation Fund have bounced back quickly in the aftermath of the Global Financial Crisis.**

In the calendar year 2009, REST earned a remarkable 16.1%, putting it ahead of many other industry funds.

The recovery in world financial markets since March 2009, particularly the share markets, has been responsible for the turn-around in earnings.

The table below shows how REST has fared compared with the average of its peers over both short and long time periods. All the figures are to 31 December 2009 and are after tax and fees.



by Joe Debruyn

Time Period	Rest Earnings	Super Ratings - Default Options	REST Out-Performance
One year	16.1%	13.1%	3.0%
3 years (per annum)	2.3%	-0.7%	3.0%
5 years (per annum)	6.4%	4.8%	1.6%
7 years (per annum)	8.0%	7.0%	1.0%
10 years (per annum)	7.4%	5.8%	1.6%
20 years (per annum)	8.9%	n/a	n/a

A long-term member of REST has earned an average of 8.9% per annum, after tax and fees, over the last 20 years – a remarkable return on savings for retirement.

## **REST Growth Continues**

The funds in REST have continued to grow now that financial markets have recovered from the Global Financial Crisis.

Total assets in REST at 31 December 2009 were \$16,945 million – nearly \$17 billion.

With approximately 1.8 million members, REST is one of the largest super funds in the country.

REST continues to take great care in allocating funds to various investments. It seeks to have a high level of security in all investments and at the same time, it wants to achieve the highest returns.

We hope the uncertainty and instability of the financial crisis is now behind us so that REST's funds can continue to grow.



**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)**



**You could boost your super  
by more than \$44,000\*  
for less than half a cup of coffee a day.**

If you are eligible and make a contribution into your REST super account, the government could match it, dollar for dollar<sup>^</sup> up to a maximum of \$1,000 p.a. and you could boost your retirement payout by tens of thousands of dollars.

**Find out more about the government co-contribution visit [rest.com.au/co-cont](http://rest.com.au/co-cont) or call us today on 1300300778.**



\*Assumptions: Current salary: \$35,000, increasing with inflation. 9% superannuation guarantee on salary. Personal after-tax contribution: \$1.50 per day for 30 years, attracting government co-contribution. Investment earnings: 7% p.a. net of fees and tax, which is the expected long term compound average return for a balanced fund exposed to 70% growth assets. Inflation at 3.5%, which is 1% above the mid-point of the Reserve Bank of Australia's target for consumer price inflation. The starting point for the projection is 1 July 2009. ^ The co-contribution payment rate is \$1 per \$1 contributed in 2009/10, and this will increase to \$1.25 per \$1 on 1 July 2012, and to \$1.50 per \$1 on 1 July 2014. Results are shown in today's dollars by discounting at 3.5% p.a. Source: Rice Warner Actuaries. This poster contains general advice about our superannuation product and you should consider whether or not it is appropriate for you. Before making any decisions regarding our products, you should consider the Product Disclosure Statement which is available from our website [www.rest.com.au](http://www.rest.com.au) or by calling 1300 300 778. When you become a member of REST Superannuation, you join the Retail Employees Superannuation Trust ABN 62 653 671 394. REST Superannuation is issued by the Trustee, Retail Employees Superannuation Pty Limited ABN 39 001 987 739, AFSL 240003.



Welcome to the SDA Tasmania Member Benefits update. **Where To Enjoy**<sup>®</sup>  
 The very best discount offers in the very best locations.  
 For the latest news, exclusions and updates visit [www.sdatas.asn.au](http://www.sdatas.asn.au) regularly.

Savoy Baths & Day Spa  
 38 Elizabeth St, Hobart  
 Ph: (03) 6224 1586



Enjoy Two for One 'Float Bubble & Steam' therapeutic baths entry.

Pay for one entry & get one entry FREE  
 (not valid with any other offer or if using a Gift Voucher for payment)

Therapeutic Baths and Day Spa which combines the ultimate atmosphere of relaxation and tranquillity as well as offering a selection of essential massage and day spa face & body treatments.

### Lucky Last

Members can now receive Lucky Last discounted tickets for events that are coming close to the start date and have not completely sold out, including Theatre tickets, Concert tickets, Sporting Events & Festivals.



**Member Benefit:**

Enjoy a special saving of 50% on ALL booking fees no matter how many tickets you buy.

**What to do:**

Visit the SDA website and follow the links to Tickets. To register for this special offer you must click the "Continue" button and fill out the registration details. Enter the "Where To Enjoy" member number which is 4000 and the member discount code which is enjoy74



Hampers Only delivers unique boutique hampers gifts for all occasions.

**Member Benefit:**

Members Enjoy 10% off Hampers Only's great range of unique gift hampers, including; new baby gifts, gourmet food hampers, wine hampers, book hampers, pampering hampers. With gifts for him, or her or for kids – there is a Hampers Only gift to suit.

**What to do:**

Phone Fruit Only on 1300 378 486 and quote 'Where To Enjoy' to receive this offer  
 or Visit the SDA website, follow the links to online shopping and enter "WTE0910" in the promotion code field.  
 (Offer valid on purchases of \$89 and above)

### Skindulgence

Level 1 at The Lotus Centre, 45 Victoria St  
 Hobart. Ph: 0418 354 406 or 6231 9669

Enjoy 10% off beauty services over \$30 and 5% off memberships.

Skindulgence offers personal, professional beauty treatments for both men and women in a peaceful environment.



**Seahorse World**  
 Inspection Head Wharf Shed 1A  
 Beauty Point TAS Ph: (03) 6383 4111

Enjoy "20% OFF ADULT ADMISSION".

The mystical seahorse has always been a source of immense attraction. However, through fishing and habitat destruction, their numbers globally have dwindled.

Seahorse World at Beauty Point, Northern Tasmania, is a unique facility designed to both conserve this creature, and to provide an excellent tourism and educational experience.



**babybuds® baby giftopia,**  
 the ultimate in baby giving.

Buying one present for a mother and her newborn baby has never been easier or so much fun with babybuds beautiful bouquets of flowers that mum will adore and baby can wear, because the flower buds are actually made of quality baby clothing!

Simply call babybuds on 1300 550 724 or visit the SDA website and follow the links to Online Shopping and enter the password: "wheretoenjoy" to **receive a 10% discount.**







The SDA Tasmania Member Benefits are exclusive to members only. Fantastic benefits and rewards available at thousands of locations and the majority of offers being "Repeat use - present card".

From the team at SDA Tasmania, Enjoy.

**Where To Enjoy**<sup>®</sup>

▼ WHERE TO ENJOY

# iSUBSCRIBE.com.au

AUSTRALIA'S MAGAZINE SUPERSTORE

iSUBSCRIBE.com.au is Australia's Magazine Superstore where you can subscribe to all your favourite magazines in minutes. There's over 1,250 magazine subscriptions to choose from with massive savings.



**Member Benefit:**  
Receive 10% discount across all iSubscribes 1,250 titles.

**What to do:**  
Visit the SDA website and follow the links to Magazines or phone 1300 303 619 and quote "Where To Enjoy".



Fone Zone is Australia's largest specialist communications retailer specialising in mobile phones, accessories and wireless data technologies.

SDA members enjoy **10% off full priced merchandise.**

**Present your member card to receive offer.**  
10% OFF excludes PrePaid & Sale Items. Not to be used in conjunction with any other offer or promotion. See [www.fonezone.com.au](http://www.fonezone.com.au) for store locations. Or call 132141 for your nearest store.

*Chaos.com 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.*



**Member Benefit:**  
Receive 10% Off\* Store-wide at Chaos.com, Australia's largest independent online retailer. For full info, visit the SDA website and follow links to Online Shopping. \*Discount excludes gift vouchers and gaming hardware. Cannot be used in conjunction with any other offers.

## O'Brien<sup>®</sup>



O'Brien<sup>®</sup> is Australia's leading vehicle glass repair and replacement company, serving more than 300,000 motorists each year, 24 hours a day, 7 days a week, 365 days a year.

**Member Benefit**  
Members enjoy 10% off the quoted price on all windscreen repairs & replacements.

**What to do**  
For all enquiries call 13 16 16. Provide your membership number, and then present your membership card before commencement of job.

**Vouchers:** The vouchers below can be "cut out" and presented to the business to receive the specified offer. Follow the conditions of use for each voucher.

**Member Benefit Enquiries:** Please visit [www.sdatas.asn.au](http://www.sdatas.asn.au) and follow the links or call 'Where To Enjoy' customer service 1300 131 369. (M-F 9am-5pm)

**Where To Enjoy**  
[www.wheretoenjoy.com](http://www.wheretoenjoy.com)



**ONE DOZEN ORIGINAL GLAZED DOUGHNUTS**

Enjoy "ONE DOZEN ORIGINAL GLAZED DOUGHNUTS" FREE with the purchase of any "ONE DOZEN DOUGHNUTS"

Valid to 30th June 2010

Conditions of use: Not valid in conjunction with other discount offers, public holidays or redeemable for cash, limit of one voucher per day, must be surrendered. Member Card must be presented if requested. See website for full details.

**Where To Enjoy**  
[www.wheretoenjoy.com](http://www.wheretoenjoy.com)



**15% OFF Bistro Meals**

Enjoy 15% off all Bistro Meals

Valid to 30th June 2010

Conditions of use: Not valid in conjunction with other discount offers, public holidays or redeemable for cash, limit of one voucher per day, must be surrendered. Member Card must be presented if requested. See website for full details.

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# RETAIL TRADES AWARD

## MINIMUM WAGE RATES EFFECTIVE 1 AUGUST 2009

**DOES NOT APPLY TO BETTS SHOES, BIG W, BUNNINGS, COLES, COUNTRY ROAD, HARRIS SCARFE, JUST JEANS, K&D WAREHOUSE, KMART, MYER, OFFICEWORKS, PETROL PLUS, PRETTY GIRL FASHION GROUP, PRICELINE, REJECT SHOP, ROCKMANS, SPECIALTY FASHION GROUP, SPOTLIGHT, SUPER CHEAP AUTO, TARGET, WATTYL PAINTS, WOOLWORTHS 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 to 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 6 months experience Sales, stores, clerical function (graded after 6 months) Cleaner	\$ 587.30	\$ 15.45	\$ 18.55	\$ 19.31	\$ 22.40	\$ 23.18	\$ 26.27	\$ 411.11
RETAIL EMPLOYEE GRADE 2 Shop Assistant, clerical officer (basic) Storeman, van salesman	616.80	16.23	19.48	20.29	23.54	24.35	27.60	431.76
RETAIL EMPLOYEE GRADE 3 Section 21/C senior sales assistant, front end 21/C supervisor electrical officer, storeperson (supervising up to 10), corsetiere	633.20	16.66	20.00	20.83	24.16	24.99	28.32	443.24
RETAIL EMPLOYEE GRADE 4 Section manager in charge of 2 including self Front end controller (supervising up to 15), nightfill supervisor, senior clerical officer, trades person	651.90	17.15	20.59	21.45	24.87	25.72	25.15	456.33
RETAIL EMPLOYEE GRADE 5 Section manager in charge of 3 to 4 employees including self Front-end controller (managing 15 or more) Clerical officer (supervising up to 4 clerical staff)	672.80	17.70	21.25	22.12	25.67	26.55	30.09	470.96
RETAIL EMPLOYEE GRADE 6 Section manager in charge of 5 or more Admin officer supervising 5 or more	693.60	18.25	21.90	22.81	26.46	27.37	31.03	485.52
RETAIL EMPLOYEE GRADE 7 Senior admin officer, reflects grades 6 & 7 from Clerical & Admin Employees (Private Sector) Award	712.50	18.75	22.50	23.44	27.19	28.12	31.87	498.75
JUNIORS								
Under 17 Years 50%	308.40	8.12	9.74	10.15	12.18	12.18	14.62	215.88
17 to 18 Years 54.5%	336.16	8.85	10.62	11.06	13.27	13.28	15.93	235.31
18 to 19 Years 67.5%	416.34	10.96	13.15	13.70	15.89	16.44	18.63	291.44
19 to 20 Years 79.5%	490.36	12.90	15.48	16.12	18.71	19.35	21.93	343.25
20 to 21 Years 83.1%	512.56	13.49	16.19	16.86	19.56	20.23	22.93	358.79
FLORISTRY APPRENTICES								
1st Year 42%	265.94	7.00		8.75		10.50		186.16
2nd Year 55%	348.26	9.17		11.46		13.76		243.78
3rd Year 75%	474.90	12.50		15.62		18.75		332.43
4th Year 88%	557.22	14.66		18.33		21.99		390.05
NIGHTFILL EMPLOYEES								
Grade 2	771.00	20.29	24.35					
NIGHTFILL JUNIORS								
Under 18 Years	420.20	11.06	13.27					
18 Years	520.42	13.70	16.43					
19 Years	612.95	16.13	19.36					
20 Years	639.93	16.84	20.21					

# 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

- ▶ \$40,000 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

## **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!**