

# sda TasTalk

SPRING  
2010

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



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### On the Cover

**General Secretary Paul Griffin with Kmart New Town Delegate Sharon Manser and (back) Andrea Godfrey, Michelle Chappell and Andrea Oates.**

**It pays to belong to the SDA**

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The 2010 Federal Election is now behind us and, as we go to print, the country still finds itself without either of the major parties securing the 76 seats required to form a Government in its own right.

With over 90% of Australians voting for Labor, the Coalition or the Greens, we find four Independents holding the country to ransom by making demands to be an ongoing part of Government.

For SDA members it is important that those Independents look to forming a minority government with Labor to ensure that the industrial relations policy of Workchoices does not get the opportunity of being re-introduced by a Government led by Tony Abbott – in spite of his promise not to tamper with the Fair Work Act for three years.

Concerns would then be raised as we might be faced with the reintroduction of individual contracts that would restrict wages and reduce current minimum standards.

In Tasmania, Labor can be very proud of its efforts as it increased its majority in four of the electorates and, surprisingly, lost its most marginal seat (of approximately 15%) in Denison to Independent Andrew Wilkie.

Nevertheless, the real work goes on and the SDA is able to report on its continued success in securing guaranteed wage increases and protected entitlements for the majority of members through collective enterprise agreements. Members in Coles, Woolworths and Target gained recent



increases and Kmart members are due for their second \$10.00 increase for the year in November.

Look out in this edition for the \$120.00 educational scholarships provided to members or children of members, as well as the great competition.

If you have any issues or questions that require assistance from the union, initial contact should be with your Shop Delegate and your regional SDA Organiser can also take up the matter for you.

Paul Griffin, General Secretary

## LOYALTY RECOGNISED



The SDA recently held a surprise morning tea at Harris Scarfe in Devonport to recognise Jody Carver and Julie Aylett's attaining 25 years membership of the SDA.

Organiser Andrew Coyle collaborated with Jody and Julie's workmates to keep the secret.

They were joined at the celebration by staff members, the store manager and General Secretary Paul Griffin to celebrate the occasion.



While Christina Farrell has never actually needed any specific help from the SDA over the last 25 years, she has remained a loyal supporter of the union's work. Her loyalty was recognised with a certificate and medallion presented by General Secretary Paul Griffin and Southern Organiser Kelly Whitehouse.

Following her recent retirement Christina is now looking forward to spending time with her grandchildren and travelling with her husband in their new caravan.

# AGREEMENT UPDATES

## ▶ MYER

It was reported in the last SDA TasTalk that negotiations were due to commence very soon, with meetings scheduled throughout July.

At the initial meeting the company gave an overview of the company structure and its performance over the last 12 months, with a specific plan on where it believed it would be in the following two years.

The current Agreement expired on 31 July 2010, which means it is important that an agreed position is reached quickly to pass on intended wage increases.

Communication by the union will be provided to delegates and members as these discussions continue.

## ▶ WOOLWORTHS

As we go to print the 1 July wage increase and back pay has been made to eligible members under the new national Woolworths Agreement that was passed in May this year.

Although the negotiations were more drawn out than expected, wage increases for Grade 2 full-time adult shop assistants were implemented on 1 September 2009, 1 January 2010 and the latest of \$12.45 from the first full pay period on or after 1 July 2010.

This means that members have received increases of more than \$35.00 in just over nine months.

The current Agreement is due to expire in 2012, which is not far away, and the union will begin to develop a structure later this year in order to commence negotiations during 2011.

## ▶ COLES SUPERMARKETS

In the last edition it was reported that the union was compiling a log of claims for submission to the SDA National Office.

This has been done and the next communication to members at Coles will outline potential meeting dates for the latter part of 2010.

With the current Agreement expiring at the end of February 2011, it is expected to have all negotiations concluded by the end of this year and a proposed document ready for rollout to members either later this year or early 2011.

The latest wage increase of \$13.00 was effective from the first full pay period after 1 August 2010, which brought full-time adult Service Assistants to \$700.20 per week.

## ▶ HARRIS SCARFE

Again, this is another company where developing a means to implement a new Agreement has been considerably drawn out. At different stages wages have been increased to keep abreast of industry standards, however there has not yet been any meaningful discussion to set in place a firm arrangement – the last meeting took place in August 2010.

## ▶ MILLERS (Specialty Fashion Group)

The current Agreement is due to expire on 30 September 2010 and negotiations between Millers and our National Office continued throughout July and August. Due to these discussions being drawn out, an interim pay increase of \$17.70 has been negotiated to be paid in September.

## ▶ SUZANNE GRAE

The Sussan Group operates this company and to date senior management has appeared to be hostile to forming an arrangement with the union through an Enterprise Agreement.

The company has subsequently agreed to pass on the National Wage increase of \$26.00, with further discussions being put on hold until 2011.

## ▶ BWS

As a subsidiary of Woolworths, this company has operated under a collective agreement with the SDA in most other states for several years. Due to their attachment to hotels in Tasmania, the relevant outlets have been covered by the Hotels Award.

Over time it has become clear that such outlets are now fully operated by Woolworths and employees have the opportunity to receive the full benefits of an SDA agreement, with significant wage increases.

Negotiations are well underway and by the time this journal is in the hands of members, a proposed agreement may well be the next communication with BWS employees.

## ▶ SPOTLIGHT

A pay increase of \$6.00 will be implemented and backdated in accordance with the Fair Work Act's modernised award process.

# SDA WIN FOR MEMBERS AT McDONALDS

**Earlier this year Commissioner McKenna from Fair Work Australia refused to certify the McDonald's Agreement on a number of grounds.**

This created some consternation regarding the credibility of the arrangement. The SDA appealed the decision and on 29 June 2010 the Full Bench of FWA dismissed the decision of Commissioner McKenna in its totality and, at the same time, made some variations to the Agreement that resulted in higher rates for McDonalds employees in Tasmania.



by Kristy Schiebel

## INCREASED WAGES

In the last edition of our journal the wage rates at McDonalds were listed in accordance with the Agreement at the time. However, on 1 July wages were increased by the new National Wage amount of \$26.60 for full-time adult employees.

Following is the new wage schedule that McDonald members should now be enjoying in Tasmania. In essence, since prior to the Agreement and in just over six months, a full-time adult wage has increased more than \$36.00 per week.

Full-time Adult Weekly Rate (38 hours)	
Level 1	\$569.90
Level 2	\$626.28
Level 3	\$656.29
Level 4	\$746.34
Casual Loading	21%

Level 1 Hourly Rate			
Age	% Weekly Wage	Full-time & Part-time (Casual unloaded base)	Casuals (Inc. casual loading)
Under 16	40%	\$6.00	\$7.26
16 years	50%	\$7.50	\$9.07
17 years	60%	\$9.00	\$10.89
18 years	70%	\$10.50	\$12.70
19 years	80%	\$12.00	\$13.52
20 years	90%	\$13.50	\$16.33
21 & over	100%	\$15.00	\$18.15

Level 2 Hourly Rate			
Age	% Weekly Wage	Full-time & Part-time (Casual unloaded base)	Casuals (Inc. casual loading)
Under 16	50%	\$6.59	\$7.98
16 years	50%	\$8.24	\$9.97
17 years	60%	\$9.89	\$11.97
18 years	70%	\$11.54	\$13.96
19 years	80%	\$13.18	\$15.95
20 years	90%	\$14.83	\$17.95
21 & over	100%	\$16.48	\$19.94



▲ McDonalds Sorell - (back l-r) Maddy Whitney & Eliza Debnam; (middle) Georgia Flanagan & Jaimie Lord; (front) Chez Smith

## Shift Supervisor Payment

To ensure there is sufficient relativity between Crew Trainers and Shift Supervisors, \$1.30 above the appropriate Level 2 base rate will be paid to Shift Supervisors (who must be at least 18 years of age).

Level 3 Shift Supervisors Hourly Rate				
Age	% Weekly Wage	Unloaded Base (For reference only)	Full-time & Part-time \$1.30 loaded base	Casuals (Inc. loading)
18 years	70%	\$11.54	\$12.84	\$15.53
19 years	80%	\$13.18	\$14.48	\$17.53
20 years	90%	\$14.83	\$16.13	\$19.52
21 & over	100%	\$16.48	\$17.78	\$21.52

# MORE MONEY FOR SDA MEMBERS

**...through valuable new Agreements**

**It is now more than 12 months since the Fair Work Act came into effect and enabled the SDA to strengthen its work in negotiating new agreements that, under Workchoices, would have excluded the union.**



by James Russell

Agreements recently concluded or currently under negotiation include:

- Best and Less
- Coles Supermarkets
- Freedom Furniture
- Harris Scarfe
- Myer
- Noni B
- Priceline
- Specialty Fashion Group
- Spotlight
- Suzanne Grae
- Woolworths

The good faith bargaining provisions of the Act have resulted in real improvements to the working conditions of members in these companies.

Some of the wage increases implemented in the second half of this year are –

Company	Date	Increase	Weekly full time adult earnings
KFC	1 Nov 2010	\$10.00	\$663.70
Woolworths	1 July 2010	\$12.45	\$695.22
Woolworths Petrol	1 July 2010	\$10.19	\$689.61
Target	1 Aug 2010	\$10.70	\$671.40
Big W	1 Aug 2010	\$23.25	\$686.80
Coles	1 Aug 2010	\$12.80	\$700.20

Negotiations on the Coles Agreement) due to expire in February 2011) are expected to be finalised prior to the end of 2010.



Alex Hadrill & Robbie Newson, Coles Sandy Bay



Bec Lavell & Bec Woods, Coles Sandy Bay

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to the SDA ▼

# PAID MATERNITY LEAVE

**In May last year the Government introduced a Paid Parental Leave scheme for parents who are the primary carers of children (born or adopted) that will become effective on or after 1 March 2011.**

Eligible parents will receive the taxable payments at the level of the Federal minimum wage, currently \$569.78 per week. Payment will be made for a period of 18 weeks and, in most cases, parents will receive the payment through their employer. The scheme will cover employees (including casual workers) as well as contractors and people who are self employed.

To be eligible for the Paid Parental Leave scheme, the primary carer (usually the mother) must be in paid employment and have been engaged in work continuously for at least 10 of the 13 months prior to the expected birth or adoption of the child.

In addition, the primary carer must have undertaken at least 330 hours of paid work in the 10 month period, which is an average of one day a week.

An income test will apply with a cut off level of \$150,000 on the primary carer's adjustable taxable income in the previous financial year.

In relation to the Paid Maternity Leave petition presented to Minister Jenny Macklin, SDA Tasmania was a shining star. In June the branch was represented in Canberra when the signed petitions were handed over to the Minister with the (then) Prime Minister Kevin Rudd also in attendance.



by Kelly Whitehouse

The record breaking number of petitions were presented to the Minister by our Southern Organiser and Women's Committee representative Kelly

Whitehouse and Kmart New Town Delegate Sharon Manser – Sharon performed an extraordinary job of personally collecting over 1000 signatures.

The final tally of signed petitions were –

Tasmania	2618
Queensland	1922
New South Wales	1416
Victoria	749
Newcastle	244
National Office	91
Total SDA Petitions	7040
Other Unions	18,660
<b>Total Signatures</b>	<b>25,700</b>

Organiser Kelly Whitehouse with Delegate Sharon Manser, Kmart New Town



# NEXT DELEGATE CONFERENCE



▲ Delegate Natalie Aylett,  
Woolworths Devonport

*The second scheduled course for Store Delegates in 2010 will take place on  
Tuesday 19 and Wednesday 20 October.*

The conference will be held in Hobart and venue information will most likely have been received by delegates prior to distribution of this journal.

Last year the Hobart conference was highly successful as it followed on from the May meeting in Launceston, where recruitment targets were set for delegates to achieve leading up to the Hobart meeting.

From the period between May and October in 2009, just on 90 new members joined the SDA through the good work of delegates.

In some cases it seems a little unfair that some delegates have little chance to recruit new members due to their overall success of maintaining a high level of membership in their particular store over a number of years – this aspect is well recognised by the SDA.



▲ New Delegate Michelle Hudson with Delegate  
Isabel Wells, Coles Burnie



# SHOP DELEGATES ARE VITAL

*Shop Delegates are the SDA's main contact with members and our dedicated people play a critical liaison role. They are the immediate face of the union for most employees, as well as keeping the union informed of grievances or issues that need to be addressed.*

Delegates are provided with ongoing training and support and they not only become the eyes and ears of the SDA, but also acquire the knowledge and skills to be able to resolve problems in many situations before they escalate.

They can activate the grievance procedures set out within various agreements, which, in most cases, is the first step in endeavouring to resolve the matter in-house. Should resolution not be achieved, they can then call on a union organiser for assistance or to progress the matter further.

Two of our highly valued and successful delegates are –

## ISABEL WELLS – Coles Burnie

Isabel has worked at Coles for more than 28 years and has been a member of the SDA for the whole time. Importantly, she became a Shop Delegate some 25 years ago and still thoroughly enjoys performing the role.

She firmly believes in the fairness that is provided to employees through their union membership and appreciates the honesty demonstrated by the SDA.

While there are not too many issues in her store, in the event of any problem members can turn to Isabel for assistance.

Initially she helps them work it through with their line manager or takes it further to the store manager if required.

This process usually resolves most situations, but Isabel says it's comforting to know that an SDA representative is just a phone call away if she needs further support.

Isabel says the training provided by the SDA is great and knows that undertaking the role has played an important part in boosting her confidence, not only in the workplace but in life generally.

The knowledge gained and importantly, the communication and negotiating skills she has acquired have ensured that she embraces the responsibilities that come with this pivotal role.

## SHARON MANSER – Kmart New Town

Sharon is a passionate supporter of the SDA and thrives on carrying out the role of Shop Delegate.

This year she attains 15 years of service at Kmart, has been an SDA member since joining and was appointed as a Shop Delegate about four years ago.

Having the opportunity to help her work colleagues is the driving force for Sharon – she knows everyone in the store and gets a great deal of satisfaction from being able to have them come to her for advice and guidance and, when necessary, resolve issues that may occur.

Sharon says the SDA provides an enormous amount of training and support and sees her role as much wider than just resolving any conflict her workmates might experience.

She says the union provides so many services that members often don't realise or appreciate. While looking after wages and employment conditions for workers is important, she believes the free accident insurance, counselling services, educational assistance and the many other benefits are what makes the SDA such a great organisation... and she wants everyone to know the full story about all the union offers.

Sharon was proud to take the lead in obtaining a record number of submissions to achieve paid maternity leave (see page 7) and be part of the SDA national delegation to present the petitions to the Minister in Canberra.



## GIVING GOOD SERVICE

Bronwyn Haskell of Myer Launceston became a star when she recently won the top award in this year's Cityprom Service Excellence Awards – the Gold Star in the Large Retail category. An SDA member she has been a loyal supporter for 15 years and we congratulate her on achieving such valuable recognition.

Congratulations also go to Andrew Moyses of Wills in The Kingsway, an SDA member since 2009, who was runner up

in this section (Andrew has been away so unfortunately we couldn't get a pic).

Nicole Beams from Rockmans in Launceston, a member for over two years, who was awarded Highly Recommended in the Small Retail category.

On the North West Coast another SDA member, Emma Beck from Harris Scarfe in Devonport, won a Devonport City Promotions award.



▲ Bronwyn Haskell, Myer Launceston



▲ Emma Beck, Harris Scarfe Devonport

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to the SDA ▼**

## OHS SAFETY TRAINING

Unions Tasmania offers Occupational Health and Safety training for Tasmanian Workplace Safety Representative and other workers.

General occupational health and safety courses are delivered on a regular basis, with specific industry courses offered on request.

All courses are approved and accredited by Comcare and Workplace Standards Tasmania.

A series of Employee Safety Representatives Stage 1 courses are available between October and December 2010, with Stage 2 courses running between October 2010 and November 2011.

Further details, specific dates and relevant costs are available on the website – [www.unionstas.com.au](http://www.unionstas.com.au)

# HEADING FOR ITALY

...our AFS/SDA 'GO DISCOVER' winner

Following a rigorous application and selection process, Rowan Richter is the lucky winner of the new overseas AFS/SDA 'GO DISCOVER' Short Program launched in the last edition of SDA TasTalk.

Initially the recipient of this great opportunity was going to be heading for Canada, however due to organisational challenges the program was swapped to Italy – definitely not a problem as far as Rowan is concerned!

As an 18-year-old Year 12 student at Launceston College, Rowan leads a very busy life. He lives at Exeter where his family runs a vineyard and he undertakes the responsibility of feeding and exercising the family's three dogs – certainly a good way of keeping fit.

He likes earning his own money so he also works at Woolworths Legana for 20 hours a week. The added bonus now from his industrious approach is that, by choosing to be an SDA member through his retail employment, he was able to apply for this amazing opportunity to experience the world.

According to the selection panel, Rowan stood out from other high calibre applicants by demonstrating his open mindedness, independence and appreciation of opportunities provided. He has a passion for drama, languages and the arts, maintains good grades and is focusing on pursuing a career in arts and language when he leaves school.

The final AFS report stated... 'Rowan has a maturity and level of independence that is rare in males his age. He is highly active within his school and community environment and is the type of participant that we believe will thrive on such a program'.



Rowan says he applied to the program because, although he has traveled overseas with his parents, he saw this as an ideal opportunity to 'go solo'.

He loves the idea of actually living in another country for an extended period so he can appreciate the different environment and culture and get to know the people.

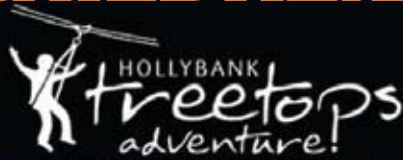
▼ General Secretary Paul Griffin informing a delighted Rowan of his success



**A VERY  
SPECIAL OFFER**

**FOR SDA MEMBERS  
AND THEIR FAMILIES**

**ADULTS FLY AT  
CHILDRENS PRICES!**



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 tranquillity 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)

This offer is valid until 31 December 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

# CAROL BROWN

**...beating the odds and living her dream!**

Carol is a respected operator on the checkout at Coles in Racecourse Crescent – and she doesn't allow being profoundly deaf to get in her way.

A special morning tea was held recently to celebrate Carol clocking up 25 years of service and she wrote the following story for the event...

*When I was about 7 years old my parents gave me a present – a toy register and mini supermarket. I loved it and said to my father, "When I grow up I want to work in a supermarket" and he told me "You can't work there because of your deafness".*

*But I have always had a positive attitude and knew I could overcome the obstacles. I am very grateful to my supportive family who has always believed that I could do anything I set my heart on – they encouraged me to follow my dream.*

*In May 1985 I was offered one month's work experience at Kwinana Coles (WA) and in June my manager offered me a casual job as a checkout operator.*

*I won several workplace awards during this time and subsequently applied for full time work. In September 1987 I transferred to Coles in Fremantle – this was the time of the America's Cup and I'll never forget how busy it was.*

*In 2000 I changed to part-time work for three years so I could attend Bible College three mornings a week.*

*At the end of that time I received two certificates and an advanced Diploma of Ministries. I am now Pastor to the Deaf and preach at the Deaf Church one Sunday every month.*

*In 1999 a friend from WA was in the Branxholm Post Office and saw Simon sign talking with his mother (who worked there). They said they knew a deaf Christian woman in Perth and gave him my address.*



*Simon and I had fax conversations for three years and became boyfriend/girlfriend. I asked him to meet me at the Australian Deaf Pentecostal Convention in Melbourne in 2001 and after that I came to Tasmania for a holiday at Simon's parent's place. I came back for another holiday in April 2002 and submitted all my work references here.*

*Simon later came to Perth and we were married. One week later we flew back to Launceston and had a second wedding celebration with his family. Soon after that someone from Coles Launceston asked me to come for an interview and I was offered full-time work.*

*I enjoy meeting people, love my workmates and the customers and sometimes we have some good laughs together.*

*I became a member of the SDA in WA and continued my membership in Tasmania.*

*Simon and I are members of TASDEAF.*

Customer Service Manager Kristie-Lee Bowring is Carol's supervisor and says she is a pleasure to work with. "Staff members respect her and the customers love her. In fact, they will often queue at her checkout," said Kristie-Lee.

**The SDA congratulates Carol on all her achievements – she proves that a positive attitude can take you far!**



▲ Kristie-Lee Bowring with Carol proudly showing her 25 year certificate

## SICK LEAVE ENTITLEMENTS

**Members should be aware that if away from work through sickness they cannot be forced by management to provide a doctor's certificate in order to receive their paid entitlement.**

Most Enterprise Agreements state that one or more days can be taken as paid sick leave without a certificate and a Statutory Declaration can be used as sufficient proof.

### REMEMBER...

Sick leave entitlements are included in Enterprise Agreements for the majority of our members.

The Enterprise Agreement is your lawful instrument of employment and a store manager does not have the right to insist on a doctor's certificate.

All Agreements allow single day absences before being required to provide documentation.

Sometimes members are too sick to get to a doctor even if they are able to secure an appointment on the day.

A 20-minute consultation can cost up to \$70.00 and in most one day absences members don't require a doctor to confirm their illness.

It is unlawful for a certificate to be backdated If unable to get to a doctor on the day,

Statutory declarations are becoming more accepted as suitable standards of proof of illness, however companies are more concerned with employees who are basically serial 'sick leave takers' whilst their entitlement lasts.

If you require any further information, talk to your Store Delegate or contact the SDA Organiser in your area.



by James Russell

## FIRST AIDERS IN THE WORKPLACE

**To undertake duties as a First Aid Officer you need to obtain the Senior First Aid Certificate, which provides legal indemnity should someone be seriously injured or even die as a result of treatment by a First Aider.**

Part of this certificate includes a CPR component that must be updated annually to ensure indemnity insurance is maintained.

Sometimes employers do not include CPR refreshers in their training programs and employees become exposed to legal liability if something goes wrong.

If the training is not provided (or an employer refuses to pay for it) then a person acting in the role of a First Aider should step down from the position.

## ASSISTING VITAL RESEARCH

**From the National Breast Cancer Foundation (NBCF)...**

The NBCF thanks the SDA for its ongoing support of breast cancer research.

Support from the community and organisations like the SDA has enabled the NBCF to fund 256 research projects worth more than \$66 million – with one in nine women being diagnosed by the age of 85, this ongoing research is critical.

Professor Julie Steele is an NBCF funded researcher who aims to improve the lives of those living with breast cancer. While previous studies have demonstrated the importance of exercise in risk reduction and recovery, research also shows that bra discomfort is a barrier to undertaking exercise.

The outcome of Julie's two-year study (being conducted in partnership with members of Breast Cancer Network Australia) is better bras for women living with breast cancer. This is the first study of its kind in Australia and has the potential to benefit women around the world.

More good news is that in the last decade, deaths from breast cancer have decreased by approximately 22%. This improvement in survival is due to better detection and improved treatments – the result of excellent research.

However there is still much more to be done and the SDA's ongoing support will help bring us one step closer to prevention and cure.

The NBCF offers all Australians the opportunity to contribute to advances in breast cancer research through a wide range of fundraising activities.

For more information, to make a donation or volunteer to help visit [www.nbcf.org.au](http://www.nbcf.org.au)



# XI'AN AND THE TERRACOTTA ARMY

## Darren continues his fascinating China adventure...

Arriving in Xi'an was a wonderful sight. The airport had been closed for the previous four days due to heavy snow so on our approach the mountains were a winter wonderland. Several feet of snow surrounded the airport and you could see why it took four days to clear! The temperature outside certainly matched the scene and the full jacket was required.

Xi'an is known to most of the world as the home of the Terracotta Warriors, which were uncovered by three farmers digging a well. A small piece of that history is still around as the last living one of those farmers is there to sign your museum brochure. When you see the boxes of brochures stacked three metres high and seven metres wide in several different languages, this man will spend the rest of his life with a pen in his hand – I doubt he is paid much but at least he has a warm place to spend his days.

While you may have seen pictures of the warriors and horses, to actually see them close up really provides a sense of the task of building, concealing and then digging up the collection - the brochure says 22,780 sq.m. over three pits. Other buildings house more amazing artefacts and it is well worth lingering there - the big warrior that was part



of the Beijing Olympics stands 10 metres tall inside one of the museum halls.

You can't leave Xi'an without a little warrior – although you can buy them up to life size and ship it home, the small 20cm version is a tourist favourite.

The Tourist Board of Xi'an really wants you to know that their city of only eight million people is the heart of this country's long history – 3,100 years as a city and 1,100 years as a capital. In recent years it has well outgrown the great walls that surround the ancient inner city. It is a real statement about China when you see the old and ancient inside the walls and the modern outside.

It is the starting point of the Silk Road and home to many great temples. The Bell Tower and Drum Tower inside the city wall are great wooden structures, with 'the morning bell and the dusk drum' dating from the Ming Dynasty in the 1300s.

They say that if you wish to see China of the last twenty years, visit Shanghai, and to see China of the last one hundred years, visit Beijing. But... if you wish to see China of the last five thousand years, go visit Xi'an.

Cheers, Darren



## LET'S GO TO THE SHOWS!

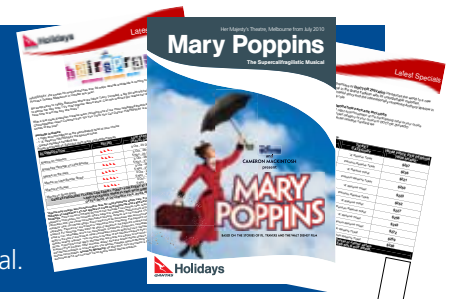
Check these great packages for three amazing live shows in Melbourne over the next few months –

**DR ZHIVAGO**

**HAIRSPRAY**

**MARY POPPINS**

*Packages include flights, accommodation and tickets so talk to the team NOW to get a great deal.*



<b>Travel 360 Pty Ltd</b> 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: <a href="mailto:travel@travel360.com.au">travel@travel360.com.au</a>			
 Darren	 Pam	 Ken	 Kay

# WINNERS! WINNERS! WINNERS!

## Birchalls \$100 Gift Voucher

Ten members were very happy to hear they were winners in the Winter edition competition –

Oliver Stanesby Woolworths Prospect

Cindy George Target Hobart

Susan Kerrison Myer Launceston

Robert Walker Coles Kingston

Ethan Williams Coles Ulverstone

Dylan Piubello Woolworths Riverside

Caroline Lane Millers Devonport

Regeena Hogarth Woolworths Mowbray

Ann Dalzell Woolworths Scottsdale...

Nikki Carver Harris Scarfe Devonport



## LETTERS

To the SDA

Thank you so much for support the Sleeping Out for the Salvos 2010 campaign by sponsoring Simon Cocker.

Your gift of \$200 will help another homeless person get a safe bed, a warm shower and help in finding secure accommodation.

You've given a great fit and it is really appreciated. Thanks again for your support and sleep well!

Peter Atkinson

Sleeping Out for the Salvos

Dear Mr Griffin

Thank you for your most generous support of my participation in the UNYA National Youth Conference in Perth. It was an incredible experience and a wonderful opportunity to meet young people from across Australia.

As well as a model United Nations debate, the conference theme of Advocating for Change was explored through a number of guest speakers, seminars and workshops.

It truly opened my eyes to many of the challenges the world faces in the coming years, as well as being an amazing opportunity to debate and discuss issues in spectacular venues such as the Parliament of Western Australia and Government House.

Based on my performance here I was selected as one of 17 members of the Australian delegation to The Hague International Model United Nations (THIMUN) in the Netherlands in January 2011. The THIMUN conference attracts over 4,500 students from over 90 countries.

The Australian delegation will represent a member state of the United Nations in simulations of various UN bodies and the Reports and Resolutions of each Council and Commission are published annually in the Reports Book and sent to the Secretary-General of the United Nations.

Being selected to represent Australia at this international event is truly an honour and a privilege. It will provide me with an opportunity to improve my writing, research and public skills, as well as the chance to engage with current international issues with like-minded students from across the world.

The conference itself will run from 23-28 January and prior to this the delegation will tour a range of educational and historic sites in western and central Europe.

Yours sincerely

Oliver James





**WIN! WIN! WIN!**

**FIVE LUCKY MEMBERS  
CAN EACH WIN  
A KFC MEGA MEAL  
valued at \$33.95**

**DON'T MISS OUT...  
Get your entry in early!**

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

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

**QUESTIONS**

- 1. Name the two Shop Delegates featured in the article 'Shop Delegates Are Vital?' A \_\_\_\_\_  
\_\_\_\_\_
- 2. How many Educational Scholarships are being offered in this edition for 2011? A \_\_\_\_\_
- 3. Who won the new AFS/SDA overseas short program 'GO DISCOVER'? A \_\_\_\_\_

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

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

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

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

**ENTRIES CLOSE ON FRIDAY 15 OCTOBER 2010**

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

# WORKERS TURN TO UNIONS

## ...significant increase in membership

A lift in union membership during the past year shows more working Australians are turning to unions to improve their pay and conditions.

Recent ABS data shows an increase in membership around the country of more than 82,000 workers joining the ranks – there are now 1.9 million Australians who are union members and, on average, they earn \$145 a week more than non-members.

The rise in membership has come from both the public and private sectors, with the strongest gains among full-time male workers.

ACTU Secretary Jeff Lawrence said the lift in union membership is very encouraging. “It shows working Australians are turning to unions to improve their living standards. They know that being an active member and collective bargaining is the best way to improve their wages and conditions.”

The ACTU has been actively supporting a focus on union campaigning and growth and the hard work of union organisers, officials and delegates has borne fruit.

## SPEAKING OUT BEFORE THE ELECTION

**SDA Tasmanian Branch President Karyn Synnott and State Councillor Katrina Barr (Big W Rosny) travelled to Launceston in early August to attend a rally organised by ACTU.**

Outside the Launceston campaign office of Bass Liberal candidate Steve Titmus, ACTU Secretary Jeff Lawrence spoke to supporters about Tony Abbott’s Workchoices legislation that would inevitably be reintroduced if the Coalition was returned to government.

Given that Senator Eric Abetz had stated that the Industrial Relations Act would be given some ‘tweaking’ if the Coalition was elected, his look alike was also in prominent attendance.

Joining other unionists, State Secretary Paul Griffin and State Councillor Tania Venn (Coles Kings Meadows) led the SDA contingent of 14 in the march from Myer car park.

Unfortunately Steve Titmus did not accept the ACTU’s invitation to answer questions regarding his party’s intentions.



# A PROUD MUM

**While mums are usually proud of their kids, Karen Darragh at Kmart Burnie has a special reason to take pride in the achievements of her daughter Danielle.**

In spite of an already hectic lifestyle and raising her own daughter (Ella), in 2008 Danielle established PROJECT DOVETAIL – a 'not for profit' organisation that supports children in a number of countries who have become disadvantaged through being orphaned, parental abandonment, social situation, illness, location and financial struggle.

Project Dovetail adopts an orphanage or home for abandoned children in some of the world's most needy areas and provides them with essential items, clothing, school supplies, toys and access to services.

They are currently working with children in the SOS children's village in Mauritius and, later this year, Karen and Danielle will visit the 92 orphaned or abandoned children they are supporting.



▲ Karen with her daughter Danielle



The SDA was happy to be part of a morning tea fundraiser held recently, which

netted an overall result of \$1400 in donations – funds that will be used to purchase much needed items that Karen and Danielle will personally deliver to the children.

Karen is on the board of Project Dovetail and is looking forward to a trip to Mauritius in October. "We will visit a few orphanages and help out where we can," says Karen. "I'm sure it will be a life changing event that will ensure we fully appreciate how lucky we are and how we should never take things for granted."

To learn more about the amazing work being undertaken to help these vulnerable children go to – [www.projectdovetail.org](http://www.projectdovetail.org).

## FREE INSURANCE INVALUABLE

In 2007 Paul Letchford sustained a serious brain injury in a car accident and has been fighting a courageous battle back to health for a very long time. He has made amazing progress, even returning to work at Island Fresh for eight hours a week where he is employed under the supported wage program/wage assessment scheme. The scheme works particularly well for Paul as it provides payment on a productivity scale – when he is experiencing more difficult days, it enables him to work at his own pace.

The SDA's free insurance scheme covers members outside the workplace and General Secretary Paul Griffin was extremely pleased to hand over the \$35,000 payment to Mum Cheryl, who is Paul's carer.

Cheryl said the insurance will be of immeasurable benefit in coping with the extra costs involved in caring for Paul and his special needs.

Another recent beneficiary of the free insurance scheme is Shirley Waddingham, a member of the nightfill team at Kmart Launceston.



▲ Paul Griffin presenting the insurance cheque to Cheryl Letchford

After falling while doing some gardening and breaking her wrist, Shirley lodged a claim through the scheme and received a \$500.00 payment.



Abbey Hall, Louise Cassidy, Dienie Binns & Michael Mills, Coles Wellington Street



Adam Bennett, Monique Bennett & Shannon Burling, Coles Wellington Street



George Gryta & Tash Hollingsworth, Coles Ulverstone



Christine Stafford & Adam Maxwell, Coles Ulverstone



Kath Perry & Kim Mallinson, Coles Kings Meadows



Tracee Barr, Isabel Wells & Lindy Anderson, Coles Burnie



Daniel McCulloch, Julia Marks-Clarke & Kyle Webb, Woolworths Mount Street Burnie



Julie Walker, Val Majcen & Michelle Laing-Hughes, Woolworths Mount Street Burnie



Adrian Hingston & Julie Hingston, Spotlight Burnie



Cheree Griffiths, Dave Clark & Alina Dick, Kmart Devonport



Jackie Reid & Kathy Jones, Spotlight Burnie



Danni Williams, Lauren Steward & Kate Wicks, Coles Ulverstone



Katie Turner Helen Milner, Coles Kings Meadows



Jarrold Cook, Greg Elkin & Gemma Bonney, Coles Ulverstone



Sally King & Natalie Walker, Spotlight Burnie



Julie Argent, Emily Hazzlewood & Lisa Matthews, Coles Kings Meadows



Sandra Cugg & Leanne Bhaskar, Millers Kings Meadows



Toni McCoy & Natalie Houston, Coles Wellington St



Luke Scott, Kent Moss & Shane Watson, Neil Pitts

# IMPORTANT TRAINING AT BIG W

**Big W has provided a valuable training program for employees over the last seven years through Wide Bay TAFE, a registered training organisation.**

The program includes mature age employees and enables those who participate to not only secure their employment but, in many cases, establish a career structure within the company.

Over the entire period of its operation, Carol Geeves has been the driving force in making the program so successful for our members – providing greater job security by taking casuals into permanent part time work and making them eligible for more entitlements.

Through the program Jack Webster (an SDA member for almost two years) has graduated to the higher classification of Trainee Manager, while Andrea Jacobs

(a member for over four years) has also become a Trainee Manager.

The most recent Graduation night for Certificate II trainees from the Rosny, Glenorcy and Kingston stores was held in June at the Lindisfarne Rowing Club.

Approximately 50% of the 39 graduates were on a one year traineeship as they had been granted Recognised Prior Learning due to their previous experience in retail. The remainder came through the School Based Trainee system, which runs over two years to provide all competencies – it is part of the school curriculum with at least one year spent in class.



## AND ONE FOR ALL WIVES...

### THE BOTTLE OF WINE

For all of those who are married, were married, wish they were married or wish they weren't married... this is something to smile about the next time you buy a bottle of wine.

Sally was driving home from one of her business trips in Northern Arizona when she saw an elderly Navajo woman walking on the side of the road.

As the trip was a long and quiet one, she stopped the car and asked the woman if she would like a ride.

With a silent nod of thanks, the woman got into the car.

Resuming the journey, Sally tried in vain to make a bit of small talk with the woman.

She just sat silently, looking intently at everything she saw, studying every little detail – until she noticed a brown bag on the seat next to Sally.

"What in bag?" asked the old woman.

Sally looked down at the brown bag and said, "It's a bottle of wine. I got it for my husband."

The Navajo woman was silent for another moment or two. Then, speaking with the quiet wisdom of an elder, she said...

"Good Trade!"



## GETTING TO THE CHURCH

**...on a Harley!**

It wasn't just your normal wedding transport for Julia Marks-Clarke from Woolworths Mount Street Burnie when she tied the knot recently. She and husband David chose to do it in style on this immaculate Harley Davidson.

# 2011 SDA EDUCATIONAL SCHOLARSHIPS

Don't miss your chance to receive this valuable assistance with educational expenses for the 2011 school year.

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

**THERE ARE 600 SCHOLARSHIPS AND WINNERS WILL BE SELECTED BY BALLOT.**

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

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

**Scholarship vouchers can be redeemed at –**  
Any Birchalls or Angus & Robertson store plus, University Co-ops throughout Tasmania.

**Vouchers must be redeemed by –**  
31 March 2011.

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



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

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

---

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

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

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

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

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

School attended in 2010: \_\_\_\_\_

School to be attended in 2011: \_\_\_\_\_

Expected year or level in 2011: \_\_\_\_\_

In respect of this application I acknowledge that it will be subject to the conditions outlined above and the results will be final.

I realise that if I receive a scholarship for myself or my child, it must be redeemed by 31 March 2011.

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

**Don't forget – applications must be lodged by 5 November 2010!**