

sd TasTalk

WINTER
2008

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



In this issue: ▶ Women's Issues ▶ Great Footy Competition ▶ NEW SDA/AFS Scholarship

IN THIS ISSUE ...

- | | |
|--|--|
| <p>4. Agreement Updates</p> <hr/> <p>5. Paid Maternity Leave</p> <hr/> <p>6. Relay for Life</p> <hr/> <p>7. New SDA/AFS Scholarship</p> <hr/> <p>8. Centenary – National</p> <hr/> <p>10. Tasmanian Perspective</p> <hr/> <p>12. Europcar Deal</p> <hr/> <p>13. Let's Travel</p> <hr/> <p>14. Competition</p> <hr/> <p>16. Member Pics</p> <hr/> | <p>18. Letters</p> <hr/> <p>19. SDA Footy Tipping</p> <hr/> <p>19. Dealing with Women's Issues</p> <hr/> <p>20. Competition Winner</p> <hr/> <p>21. Big W Graduates</p> <hr/> <p>22. Delegate Training</p> <hr/> <p>24. Tasplan</p> <hr/> <p>26. REST</p> <hr/> <p>29. Safety in the Workplace</p> <hr/> <p>28. My Rewards</p> <hr/> |
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On the Cover

Getaway competition winner Coralie Parsons with General Secretary Paul Griffin (see page 20)

It pays to belong to the SDA

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The departure of Paul Lennon saw the end of an era in Tasmanian politics – he was the last of the three big decision makers who came to office in 1998 when the Labor Party was swept into power.

Prior to that time the State had been declining under a Liberal/Green minority government for almost a decade.

With Jim Bacon as Premier, Paul Lennon as his Deputy and David Crean as Treasurer, the majority government was able to make decisions that saw the state economy rise from a potential ‘rust bucket’ to much improved confidence. Tourism flourished, single digit unemployment was achieved and business opportunities escalated.

We congratulate David Bartlett as the new Premier – time will tell if he can maintain the stable and economic growth achieved by his predecessors. No doubt healing the divisiveness created by the Gunns Pulp Mill project will be a major task for him.

With the abolition of WorkChoices workers will now experience a much fairer system with a new ‘No Disadvantage Test’, Award Modernisation ensuring a minimum wage and collective agreements being tested against the Award in its entirety.

The Transitional Bill was passed in March with the Substantive Bill expected to be passed later in 2008.

Award Modernisation

With the passing of the Transitional Bill the Australian Industrial Relations Commission has commenced the Award Modernisation process, which will reduce more than 3000 separate awards to awards based on specific industries.

These will be based on the Substantive IR Bill, which entirely abolishes WorkChoices and incorporates the 10 National Employment Standards –

- Hours of work
- Parental leave
- Flexible work for parents
- Annual leave
- Personal, carers and compassionate leave
- Community service leave
- Public holidays
- Information in the workplace
- Termination of employment and redundancy
- Long service leave

Additional conditions such as good faith bargaining, penalty rates and leave loading will also be included.

SDA Continuing Assistance to Members

The SDA in Tasmania will continue to assist members into the future.

Later in the year we will offer 600 educational textbook scholarships to members (or children of members) at high school, college or university.

This is as well as the new **additional** international SDA/AFS scholarship to be provided every alternate year for a student to live and study in a country most suited to that person.

Also, free with your membership is an insurance package that covers you outside of the workplace to a maximum benefit of \$38,500, plus discounted movie tickets and 10% off at all KFC outlets.

This edition of the journal continues to explore the SDA’s national and state history in the second of a four part series commemorating 100 years of the union working for the benefit of its members.

Paul Griffin, General Secretary

Agreement Updates

Target

Organisers have been busy over the past four weeks discussing issues relating to the negotiation of the new Enterprise Agreement with delegates and members at Target stores.

These discussions have culminated in the collation of claims to be included in the final Log of Claims to be presented to the company during negotiations.

The current Agreement expires in June 2008 and as we go to press the first meeting was held in May with the following two meetings scheduled during June.

Bunnings Small Format Stores

As we go to print there are only a few small technical touch ups required to complete a final proposed document that can be taken to the members for their review and final agreement by a ballot.

The proposal offers a 10.5% wage increase over a period of less than three years, with a back payment to cover the last 12 months when there has been no pay rise.

The increase is provided on the basis of three instalments, the first being 3.6% commencing 1 July.

The following rates are based on a Grade 2 Retail Assistant and the wage increase schedule will be –

3.6%	\$21.90	\$630.00	1 July 2008
3.5%	\$22.05	\$652.04	1 June 2009
3.4%	\$22.17	\$674.21	1 May 2010

However, upon completion of negotiations, the company indicated it was prepared to initiate the increase immediately and members would have received their first payment in late May.

The company now refers to the Bunnings Traditional Stores as Bunnings Small Format Stores.

The ballot is expected to take place towards the end of June 2008.

COMPREHENSIVE VICTORY

Award Modernisation... Forward with Fairness

Last November the Australian electorate comprehensively defeated John Howard's Workchoices legislation and we now have the new Labor Government policy – Forward with Fairness.

Transition Bill

The first stage of the policy came into effect on 28 March with the introduction of the Transition Bill abolishing Workplace Agreements, which were the individual contracts between employers and employees.

ITEAs

The major changes to Workchoices will be dealt with during 2008 and 2009, when the remaining stages of the Transitional Bill will convert current AWAs to a new instrument known as an Individual Transitional Employment Agreement (ITEA).

While this covers new employees and those who were on an AWA, it is a transitional employment agreement and will not continue (or be legally valid) beyond 31 December 2009.

The final and most important stage of the Bill will be the Award Modernisation process, which will reduce the number of awards in each industry and set in place a new minimum wage rate or Safety Net.

National Employment Standards (to operate from 1 January 2010):

- 38 hour working week
- Parental leave for both parents up to 12 months
- Flexible working hours available to parents with pre-school children
- Four weeks annual leave
- Ten days personal/carers leave and additional compassionate leave
- Community and emergency services leave
- Public holidays
- Right to information on employment provisions
- Termination and redundancy provisions (where more than 15 employees)
- Long service leave

Under the new award system these standards will be the minimum for employees earning \$100,000 or less.

Another SDA Success - Paid Maternity Leave

After more than a decade of advancing benefits for women in relation to maternity leave, which was subsequently extended to parental leave for both parents, at least two companies have now decided to provide paid maternity leave.

MYER

Myer announced that effective 1 April 2008 all permanent team members with more than 18 months service will be entitled to six weeks paid parental leave.

A casual team member is eligible if they have been engaged on a regular and systematic basis for at least 12 months immediately prior to commencement of parental leave.

Options for payment include:

- Lump sum payment at the next pay cycle.
- Payment in line with existing payroll cycles during the leave period.
- Half pay over double the time, i.e. extending the period to 12 weeks.

Superannuation is not paid during the period of paid or unpaid parental leave.

WOOLWORTHS

Woolworths also announced the provision of paid maternity leave, as well as the extension of unpaid parental leave from twelve months to two years.

The paid maternity leave applies to all permanent employees with a minimum of two years permanent service and is constructed in two parts –

- Six weeks payable at the commencement of leave either as a lump sum, a full weekly payment or a half payment at the election of the employee.
- The remaining two weeks paid as a return to work bonus based on a commitment to stay with the company for a minimum six-month period.

Employees currently on maternity leave have the option of extending unpaid leave to up to two years.

The new entitlements apply to all divisions of the company including Dick Smith Electronics, BWS, Petrol Plus and Tandy.

This is a very abbreviated summary of the new entitlements – more detailed information can be obtained from the SDA.

If you have any questions about your personal situation, just call us for advice regarding your entitlements.

Employees at Woolworths Greenpoint are happy with the decision on paid maternity leave...

Natalie Jacobson –

“I think it’s great. Being away from work now after having a child will be so much easier, especially with the cost of living rising so quickly these days”

Martina Jacobson –

“It’s awesome. Having a child for women in general is a big step and it makes it easier.”



Tracey Kleeman and Regina Barnes –

“It’s awesome for the young women of today with the cost of living as it is.”

RELAY FOR LIFE...

Kmart Devonport in full support

In March SDA members participated in the Relay for Life at the Penguin Sports Centre to raise money for the Pink Ribbon Breast Cancer appeal.



Led by store delegates Jane Hdralo and Alina Dick, Kmart Devonport entered two teams and, between them, they raised over \$8000 comprising their own donations, sponsorships and a matching amount in contributions from businesses in Devonport.

The SDA supported Alina and Jane as well as donating funds to the cause.



Woolworths Burnie employees doing their bit...



State Councillor Annette Jordan receiving a donation from the SDA towards their fundraising for Relay for Life

SDA Head Office showing support at St Leonards...



Janine Wilson (centre) from Head Office

NEW INTERNATIONAL SCHOLARSHIP OPPORTUNITY!

SDA Tasmania and the AFS have created an additional chance for an SDA member (or the child of a member) to experience life in another country as part of the International Scholarship Program.

This new opportunity will be offered on the alternate years to the existing program that provides a scholarship every second year.

SDA Tasmania is thrilled to partner with AFS Intercultural Programs to offer one full scholarship to participate in a high school intercultural learning experience to any AFS country worldwide. With a departure in late 2008 or 2009 this flexible scholarship offers the opportunity to participate in one of the following three programs –

- Intensive (6-8 weeks)
- Semester (6 month)
- School Year

This means a lucky SDA member (or child of a member) can spend up to a year studying at a high school in another country, whilst living with a local host family on a fully funded overseas student exchange program.

Such an invaluable learning experience provides the participant the opportunity to become immersed in another culture, learn a new language and make new friends. The scholarship winner will stay with a volunteer host family for the duration of the program and attend orientations with other exchange students, thereby having the opportunity to make real friendships with people from all over the world.

Under the existing program Kathryn McHugh chose Malaysia as her destination when she won the scholarship in 2006 and sent the following observations on her return to Tassie –

It was very hard for me leaving Malaysia as I have learnt so much and made some wonderful friends from all around the world. I now feel like my view of the world has expanded and I have become a more understanding and tolerant person. My last few months were definitely the best and I am very glad I decided to go to Malaysia. Not just because of the wonderful people but it has so much culture, many different languages and religions and it gave me the opportunity to watch a country growing towards 'developed' status. I now have more of an idea of what I want to do in the future and what I value. I have so much more respect for other religions and I am so glad I visited a Muslim country since the world is the way it is now.



EXPRESSION OF INTEREST



YES, I would like more information about the NEW SDA/AFS Scholarship

MEMBER NAME: _____ SDA MEMBER No.: _____

CHILD'S NAME: (if applicable) _____

STREET ADDRESS: _____

SUBURB: _____ POSTCODE: _____

HOME PHONE: _____ WORK PHONE: _____

MOBILE: _____ EMAIL: _____

DATE OF BIRTH: (of applicant) ____ / ____ / ____

Current School: _____

Year of study in 2009: _____

Expressions of Interest to SDA Tasmania by **Friday 18 July 2008**.
This date is important as the deadline for full applications is 29 August 2008.
This is the experience of a lifetime, so start as soon as possible!

The Union through

As you already know, the SDA is proudly celebrating its 100th birthday this year.

Throughout this centenary year, we are looking back to see how the SDA emerged from small autonomous State branches to become the biggest and most influential union in Australia.

In the last edition, we saw how over-worked and under-paid shop assistants finally attained a union to represent their interests when the Shop Assistants and Warehouse Employees' Federation was registered as a trade union on 14 May 1908.

Although Awards were made to set wages and conditions for our members during this time, the onset of the Great Depression hit all employees hard.

In this next period – 1934 to 1958 – major events such as World War II brought great challenges to the Union.

By the end of the 1930s, the Great Depression was on the wane, with unemployment among unionists down from 20.5% in 1934 to 8.5% in 1939.

In 1939, to enable Australia to help the British in their war against Hitler and Mussolini, the Commonwealth Government passed the *National Registration Act* and the *National Security Act*.

These Acts gave the Commonwealth Government sweeping powers, including:

- ❖ absolute control of the labour force;
- ❖ declaration of “reserved occupations” where employees could not be called up for active service (tea packing was one of these);
- ❖ compulsory military training for all single able-bodied men aged 21 to 35, raised to 45 years of age when Japan threatened to invade Australia after the attack on Pearl Harbour in December 1941;
- ❖ wage and price control.

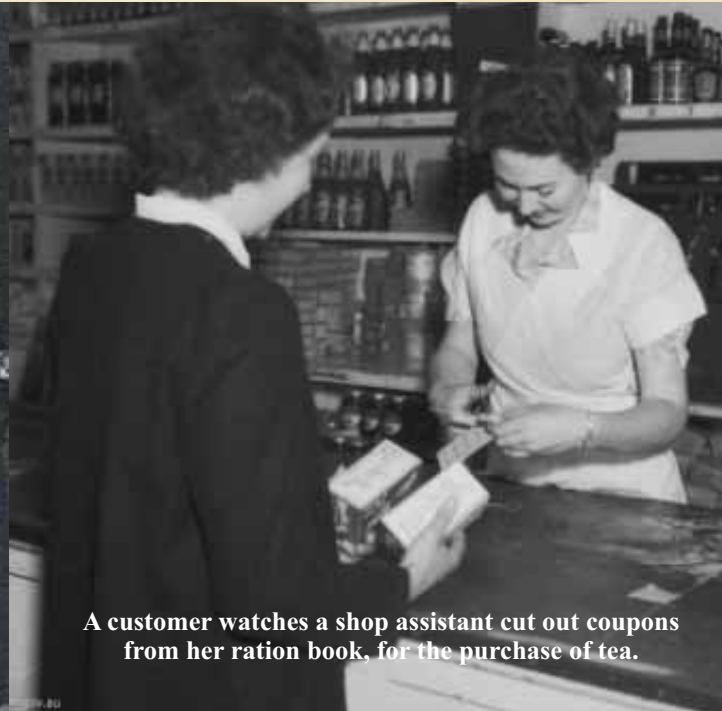
Many male shop assistants had to leave their jobs to join the armed services, transfer to war industries such as munitions and engineering, or go into essential services such as the post office and the railways. One 14 year old ordered to work in the Munitions Department was J.B. Maher, later a leading figure in the Union.



the War Years



A male shop assistant explaining the use of ration books and coupons to customers in a city store.



A customer watches a shop assistant cut out coupons from her ration book, for the purchase of tea.

The men's jobs were frequently filled by women or boys who often earned 54% or less of the men's rate of pay.

To ensure that male members would get their jobs back when the war ended, the Union stepped up its Equal Pay policy. Union dues were suspended "for the duration" for members on active service.

Unions had a major victory here when the Government set up a Women's Employment Board to determine the wages of women who were filling men's jobs in war industries.

In most cases, women were granted the adult male rate. This was a first in equal pay for equal work but, alas, did not survive the war.

The Union's branch membership rose, but finances did not improve, because women and juniors, being lowly paid, were charged much lower union dues than men.

The proportion of juniors and apprentices to permanent employees was carefully guarded in most State Awards but these were disregarded during the war because vacant positions had to be filled by whoever was available.

Late night shopping abruptly stopped in all States as a Commonwealth Government war measure in December 1941, but many employers did not regard this as permanent. The Union kept up a campaign to make sure late night shopping was not reintroduced after the war.

Food and clothing rationing was introduced in 1942, placing shop assistants in the front line of administering the

Government's policy. They had to check customers' ration books and cut out the number of coupons required to buy clothes, butter, sugar, tea and meat. Rationing lasted until well after the war finished in 1945.

In 1942, the Union's National Office moved from Melbourne to Sydney, with the election of NSW State Secretary E.C. O'Dea to the position of Federal Secretary.

Battles to improve basic wages and conditions – such as sick leave and long service leave – resumed after the war. Campaigns for these entitlements had been largely suspended in 1940.

In 1947, the Arbitration Court approved a 40-hour week, but this did not apply to most shop assistants unless their State Tribunals determined it. This was quickly done in NSW, Tasmania and Queensland but was delayed in Victoria. Even so, shop assistants continued to work the 40 hour week over five and a half days, so the campaign for a five-day week was far from over.

The Basic Wage case was further delayed when the Liberal Party Government imposed a wage freeze in 1950. In 1954, the basic wage concept was changed to include margins for skill. Long service leave was granted by several states.

In 1957, the ACTU was reconstructed, paving the way for a gradual decline in the power of Trades and Labor Councils and increasing union influence, including the SDA, in the decades to come.

☛ *Next edition: 1958-1984*

The Tasmanian



In early 1980 Brian Harradine, President of the Tasmanian Branch of the SDA at the time, predicted tough times ahead for retail workers in the coming decade.

He was responding to comments by the Managing Director of the largest retail company operating in Tasmania at the time, who was reported in the Mercury as saying: "I anticipate Saturday afternoon trading to emerge during the 1980s, and possibly Sunday trading".

Brian Harradine's concerns were that the extension of shop trading hours would cause a massive cut in full time jobs, further casualisation, a decline in customer service and an increase in prices. He pressured the State Government to honour its responsibility to legislate for orderly trading hours. "Not only should our members be paid a decent wage, but we must continually work for increased family allowances and tax relief," he said.

It was in 1981 that Myer revealed its plans for extended trading on Saturday afternoons. Further, that payment for Friday nights, Saturday mornings and Saturday afternoons would be less than provided in the Award – i.e. longer working hours for less pay.

On 5 February 1981 meetings were held with members at Myer, where a decision was taken to go on strike on Saturday 7 February to fight the company's decision to trade on Saturday afternoons. Following the strike a mass meeting of members was held on the Tuesday afternoon in Princess Square, Launceston – people stopped work for the day, picketed the Myer store and placed a ban on further Saturday work.

Another mass meeting was held on Wednesday 11 February in Franklin Square, Hobart. Retail workers then marched on Parliament House seeking the Premier, stopped work until 12.30 pm, picketed the Myer store and placed a ban on Saturday work. A compulsory conference was held on Friday 13 February, called by the Minister because of the bans on Saturday morning work and chaired by the President of the Commission, Mr O.H. Pamplin.

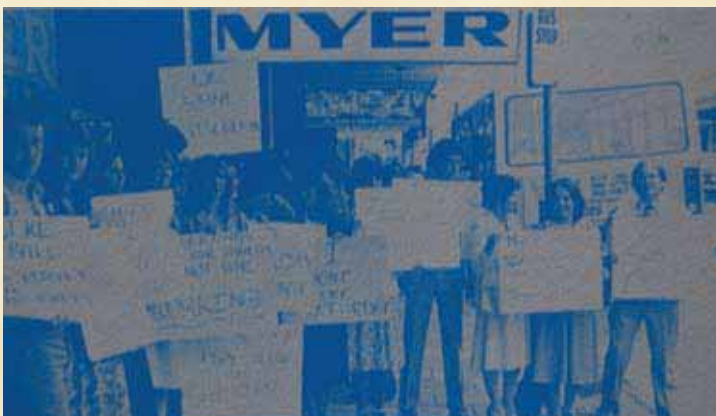
Employees returned to work at midday on Monday 16 February and, while the bans on Saturday afternoon trading were lifted, the status quo returned with major stores closing at 12.00 noon. The SDA expressed its appreciation to Myer employees for their courage in taking strike action and attending mass meetings in Launceston and Hobart.

In this particular campaign it was the strength of Brian Harradine and General Secretary Ken Bennet that kept shops closed on Saturday afternoons – until the Groom Liberal Government came to power in 1992 and by 1994 had legislated for all day Saturday trading.

Sunday trading was kept out until 2002 when the Bacon/Lennon Labour Government completely deregulated shop trading hours except for Christmas Day, Good Friday and the morning of Anzac Day.

By 1984 the Shop Trading Hours Legislation stood as –

- Companies employing 100 or less employees to open 24 hours 365 days a year, i.e. open slather;
- Companies employing more than 100 employees unable to open on Sundays or after 12.00 on Saturdays.



Myer employees on strike in Hobart

Perspective



Myer employees protesting in Launceston

38 Hour Week

In 1984 negotiations commenced to introduce the 38 hour week for retail employees, which continued into 1985. Under the National Guidelines the agreement of employees was required before the shorter working week could be made part of the Award. The first round of negotiations failed due to employers seeking offsets that would have resulted in a reduction in pay for members. By September 1985 the cost offsets demanded by employers were still too high and they would not guarantee that existing members would not suffer a reduction in wages.

Negotiations continued throughout 1986 and achieved a breakthrough in the latter half of that year – implementation took place on 1 February 1987. This meant full-time members had the option of 12 leisure days per year, or half a day off each fortnight amongst shorter periods of time off if requested.

The union was able to negotiate a wage increase for part-time and casual staff who missed out on the shorter working week, by reducing the hourly wage divisor from 40 to 38.

Superannuation

In 1987 the SDA launched its drive in Tasmania to have 3% of wages paid into superannuation by employers for all members. This was to be implemented no later than January 1989 but in fact, was finally implemented on 1 June that year.

Wage Increases

July 1988	SDA won a 4% pay rise
March 1989	\$10.00 pay rise

Wages rose by \$37.00 per week over a 12 month period, with a further \$12.50 pay rise in November 1989

Affirmative Action

The Affirmative Action Act was proclaimed in October 1986. This required employers to promote equal opportunity for women through the development and implementation of affirmative action programs, effectively removing discrimination against women in employment.



In the early 1980s long time official, State Councillor and initial meeting convenor Tas McDermott (pictured right) was awarded life membership of the SDA.

Tas and Brian Harradine organised the first meeting to form the union branch for Tasmanian shop assistants in 1962 – the many hours of dedicated work by Tas have never been forgotten.

In the next two editions of SDA TasTalk during this centenary year of the union, we will examine its activities and achievements through the 1990s and the new millennium... from a Tasmanian perspective.

GREAT RENTAL DEALS

Europcar

Europcar is one of Australia's leading car rental companies and operates from all major airports and capital cities, as well as many regional remote locations.

There is a wide choice of vehicles including standard passenger, luxury and commercial vehicles, plus 4WD and minibus options.

As an SDA member you can receive an exclusive rate if you rent with Europcar – simply quote CCC14182 when making your booking.

Just call 1300 555 242 or go to www.europcar.com.au, click on Quotes and Bookings, then Corporate Clients, then key in the magic number CCC14182.

More good reasons to rent with Europcar...

Europcar's Greenfleet Program – Offsetting Carbon Emissions

In recognition of the importance of reducing carbon emissions, Europcar Australia has partnered with not-for-profit organisation Greenfleet to offset the emissions of every new vehicle added to the fleet.

How does it work?

Greenfleet plants 17 native trees for each new car purchased (at a cost of \$40). These trees help to create a forest and, as they grow, absorb the greenhouse gases that the car produces in one year (based on 4.3 tonnes of CO₂ for an average car). Science shows that 17 trees of mixed species absorbs a car's greenhouse emissions as well as helping to tackle salinity, improving water quality and providing essential habitat for native species.

What is Greenfleet?

Greenfleet was launched as a project in 1997 and Greenfleet Australia was subsequently established in 2001 as a not-for-profit environmental organisation specialising in reducing the environmental impacts of transport by –

- Planting native trees to offset current CO₂ emissions.
- Promoting fuel-efficient technologies and low carbon fuels in order to reduce emissions in the future.

The first step

Europcar kicked off its carbon-neutralisation campaign in conjunction with its major fleet supplier Subaru in December 2006. On the delivery of 836 new Subaru Forester, Outback and Impreza models, a commitment was made with Greenfleet to plant 14,000 trees to offset one year of carbon emissions for each car.

The aim

Europcar Asia Pacific CEO Josh Green hopes the move to become a greener car company will help promote environmental awareness in the car rental industry and among consumers. "In these times of noticeable global warming and environmental changes we consider it more important than ever to do our bit to conserve and support the environment," he said.

"As one of Australia's major car rental operators we have more than 6,000 vehicles and we anticipate the creation of a very substantial forest as we replace the fleet. We were proud to be the first Australian car rental company to commit to such an agreement and are seeking the support of customers and the motoring public in our efforts."

Staff commitment

As well as offsetting all rental vehicles, Europcar encourages staff to sign up their own private vehicles and, as an added incentive, the company is subsidising the annual subscription.

What can you do?

You can offset the carbon emissions from your car rental with a \$2 donation (fully tax deductible) every time you rent – help Europcar maintain a carbon neutral fleet.

Hybrids have arrived

In keeping with Europcar's commitment the fuel efficient Toyota Prius has been added to the fleet – an ultra low carbon emission hybrid car that uses petrol/electric technology, making it one of the most environmentally friendly cars on the market.

Kay's adventures with a GPS...

Does the thought of driving an unfamiliar (hire) car through a busy city at lunchtime on a Friday make you consider taking a taxi instead? Even though our ultimate destination was some 400kms away I did entertain the idea for a short time.

The answer? Hire a GPS navigation system as part of the car rental. The need recently to hire a car in Melbourne city made the decision to include a hand-held GPS a practical one.

While I fought with the seat and mirror adjustments, my daughter assumed the role of programming 'Glenda', our route director for the next four days.

So...out of the underground car park, with enough bunny jumps to have the mechanic looking concerned (I drive a manual and hadn't been behind the wheel of an automatic for a long time). Mental note – brake and accelerator; not clutch, brake and accelerator!

Into the daylight and our first voice instruction – "Turn right" – repeated several times while I waited for a break in the traffic.

We were then advised to stay in the right hand lane and turn at the second intersection. Doing great so far – into Collins Street and now have the footwork under control. "Enter left lane and proceed" – approaching Flinders Street and our first hiccup as Glenda did not recognise road works and lane closures – two of them!

Some delay while I re-entered the remaining lane and Glenda was not taking this unauthorised lane change lightly.

Safely into Flinders Street then a left and on to St Kilda Road – now we're cruising!

The voice directions came regularly and in no time we saw the signs for Chadstone Shopping Centre. Easy!

After a short shopping break, back in the car, key new directions for Glenda, then reverse. Sounds akin to an air raid siren rang out and I almost stalled an automatic car! A thorough check revealed no moving objects so reversed again – more alarms.

We think the car sensors were warning that I was too close to other parked cars. Come on, it's a car park – not usually known for generous spaces.

Driving to Bairnsdale was fairly uneventful, with Glenda navigating us successfully through highway changes and major towns. Her main instruction... "remain on this road for quite some time".

On arriving in Bairnsdale after dark we entered some motel names – Glenda not so good with these. At one point we were directed to another town so we allowed her to rest for the night.

Next day our GPS test was to locate a laundromat – we were obviously doing something wrong as she gave us directions to Launceston!

Returning to Melbourne on Sunday Glenda was again put to use, partly for entertainment value. Making an unscheduled turn off the highway into Dandenong caused her great consternation and we were soon advised that "your next option is....."

Front seat passenger had to reprogram to get us back to the highway and in to Melbourne – Spencer Street at 5:00pm on Sunday with footy on at Telstra Dome. Great!

Glenda was actually doing a great job, but I wasn't doing quite so well – at one stage turning too quickly. After a pause Glenda came back on line advising my next best option – did we now detect a hint of exasperation in the voice?

Then our first major 'misdirection' – it was not quite dark, but Blind Freddy could see the street we were being directed to (three times) was a dead end. A connecting road is apparently planned and it seems that this particular GPS already shows it as operational.

Next day it was off to Melbourne Airport and Glenda informed us that travel time could be 40 minutes to an hour and a half, depending on traffic. On the way we forgave the dead end experience as she alerted us to five speed cameras.

Approaching the airport we were directed into the right hand lane and told to stay there, but this took us into the paying car parks. So, pay \$2.00 to exit and go around again. But we had made the journey in 45 minutes, so what was \$2.00.

Would I use a GPS again? Absolutely, particularly if driving in unfamiliar territory.

Would I drive an automatic car again? Most definitely, but I still prefer my manual!

Happy driving...



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



Ken



Kay

WIN! WIN! WIN!



ATTENTION ALL FOOTY FANS!

Here's your chance to attend an AFL game... and do it in style.

The lucky winner of this competition will receive an amazing entertainment package to be part of the KNIGHTS OF THE ROUND TABLE at –

HAWTHORN v BRISBANE LIONS
at Aurora Stadium in Launceston
on Saturday 9 August 2008

Hosted by Hawthorn legend Peter Knights, guests at Knights of the Round Table will enjoy a two-course on site lunch with guest speaker and grandstand reserved seating to watch the football.

This is the ultimate in football entertainment and the valuable package includes –

- Tickets (2) with reserved seats
- Sumptuous carvery meal
- Beverage package consisting of beer, wine and soft drink (pre-game, half-time and post match)
 - Afternoon tea at half-time
 - Guest speaker
- Complimentary AFL Record

PLEASE NOTE: Guests at Knights of the Round Table MUST be 18 YEARS OR OVER.

WIN! WIN! WIN!



WIN! WIN! WIN!

Just fill out the entry form, answer the questions and send YOUR entry in NOW!
Only current SDA members are eligible to enter. First correct entry drawn after the closing date will win.
Remember ALL guests of the Knights of the Round Table MUST be over 18 years of age

QUESTIONS

1. Which AFL team calls Aurora Stadium home? A. _____
2. Which Hawthorn legend is the luncheon named after? A. _____
3. Who wears #23 for Hawthorn? (Nickname is fine) A. _____

SURNAME: _____

FIRST NAME: _____

POSTAL ADDRESS: _____

POSTCODE: _____

EMPLOYER: _____

EMPLOYER LOCATION: _____

ENTRIES CLOSE ON FRIDAY 25 JULY 2008

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



April Beresford
Target, Hobart



Janice Howard
Crossroads, Hobart



Birgit Pohl and Lynn Maycock
Target, Hobart



Jody Harrison
Target Hobart



Chris George
Target, Hobart



Michael Stephens, Vincent Hennessy and Alex Gibbins
Wattyl, Launceston



Steven Lowe and Shaun Roberts
Dulux, Prospect



Soph Lewis
Harris Scarfe, Hobart



Maria Giannaros
Target, Hobart



Delegate Leann Duggan
Target, Hobart



Shane Watson and Luke Scott
Neil Pitts, Launceston



Dion Walters
Woolworths, Deloraine



Neneh Webb and Kate Williams
Harris Scarfe, Devonport



Todd Harner
Harris Scarfe, Devonport



Samantha Cunningham and Rachel Cohen
Woolworths, Deloraine



Wendy Halley
Harris Scarfe, Devonport



Judy Reid
Harris Scarfe, Devonport



SDA Organiser Kelly Whitehouse and Nicole Harris
Target, Hobart

Dear Paul

Thank you so much for your help recently regarding my house settlement.

Gary Kaine from Bishops was fantastic and the advice he gave has eased my mind.

I would not have been able to see him without the help of Andrew, yourself and the SDA.

Thank you again for the care and effort you have shown towards myself and my boys.

Raylee Austin-Stone (and Jake, Henry and Sam)

Dear Paul

Following nearly 20 years association with the SDA, both as a member and for the last 12 years and as Union Delegate, it is with much regret that I am now resigning due to the fact of my retirement from Myer.

It has been a rewarding and happy period of my working life and I wish the SDA all the very best for the future in the pursuit of fair working conditions for all members.

I take many pleasant memories with me and want to thank you Paul along with James, Andrew, Janine and Sue for your help with everything.

Yours sincerely

Cynthia Bransden

Paul

To everyone who supported John and myself making Tasplan's big shave a huge success, thank you. Some of us will do anything for a free haircut!

For the record, we managed to raise over \$2,100 for the Leukaemia Foundation, which we absolutely stoked about.

Mike Dalton and John Harmon, Tasplan

Hi Paul

Thank you so much for the Grocery Giveaway voucher that I won, it was a very pleasant surprise.

Monique Bennett

Dear Paul

It was a great surprise to be chosen as the Tasmanian winner of the SDA Centenary Writing Competition!

Both my husband Steve and I enjoyed being part of the SDA celebrations at the Regent Plaza Ballroom.

Of course, staying in Melbourne also allowed me the opportunity to indulge in a little retail therapy!

I would like to thank the SDA for my generous prize of a trip to Melbourne for two including airfares, accommodation and breakfast, and tickets to the Centenary Dinner.

Rose Milne

Helping out at school

The SDA received the following request from Janice Hammond, a member who works at Woolworths Kingston and we were happy to assist –

Dear Paul

We write to you as we are very excited about our up coming event at Margate Primary School where we will hold an 'Anything Goes' Fun Fair and a 2008 Soccer Perpetual Cup on Sunday 27 April.

To make our day a great success we need your help. We are hoping that your business could assist with the donation of movie tickets.

Your kind donation would go a long way in helping us to minimise our costs to allow us to raise additional funds to help our school throughout the 2008 school year.

We intend to use the movie tickets as a prize in a Stamp-A-Thon where the children need to collect three different stamps to enter – a fun thing for them to do. We will then draw winners for a number of prizes.

The children thank you.

Janice Hammond, Anything Goes Fun Fair Coordinator



Kelly Whitehouse with Janice Hammond and sons Andrew and Eddie

SDA FOOTY TIPPING COMPETITION

Weekly winners to date...

Week 1	Angela Quilliam	Woolworths Scottsdale
Week 2	Gary Easton	Allgoods Launceston
Week 3	Harley Castles	Woolworths Mowbray
Week 4	Scott Bryan	Coles Warehouse
Week 5	Chris Watson	Woolworths Huonville
Week 6	Annette Senior	Woolworths Mowbray
Week 7	Kristy Reid	Coles Bridgewater
Week 8	Robyn Cashion	Coles Eastlands
Week 9	Cheryl Burnett	Coles Newstead
Week 10	Erik Robertson	Woolworths Kings Meadows
Week 11	Erica McCarthy	Coles Kingston
Week 12	Karissa Ford	Woolworths Devonport

Weekly winners receive a double movie pass.

The overall winner at the end of the season will receive two tickets to an AFL Preliminary Final, airfares and one nights accommodation.

DEALING WITH WOMEN'S ISSUES

SDA Tasmania Womens Officer, Kelly Whitehouse, attended the National Womens Committee meeting held at the SDA National Office in Melbourne in June.

National Womens Officer Therese Bryant (front, second from left) regularly meets with major retail companies to progress women's issues such as day care, Pink Ribbon Day, sexual harassment and bullying in the workplace... to name just a few.

The Committee has been instrumental in bringing about advancements in parental leave that have culminated in the paid maternity leave recently announced by Myer and Woolworths.



WINNER! WINNER! WINNER!



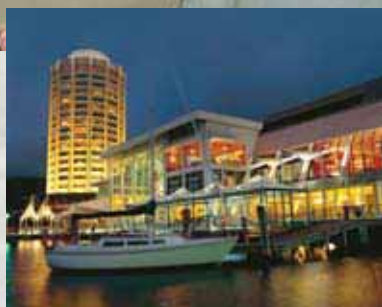
It was a very excited Coralie Parsons who took the call from General Secretary Paul Griffin advising that she was the competition winner from the last edition of SDA TasTalk.

Coralie has worked at Woolworths Devonport for the last two years, following a move from New South Wales to Tassie with her husband and children after she had been diagnosed with cancer.

She had already been a Woolworths employee and an SDA member for ten years before arriving in Devonport and she says the family is definitely appreciating the more relaxed lifestyle.

However things are still a bit of a struggle so, when she filled out the entry form, Coralie said to her husband "I'm going to win this because it would just be perfect for us" ... and then crossed her fingers!

The strategy obviously worked and they are now looking forward to a wonderful break away.



Penalties restored in Retail Trades Award

In 1990 there was a strong rumour of a renewed attack by retailers to reduce penalty rates applicable for workers covering late night shopping and Saturdays.

At the time, late nights and Saturday mornings (trading hours at that time) reflected time and a half and double time respectively.

In order to protect these rates the union commenced discussions with the principle parties to come to an agreed position that would modernise the Award, which brought other factors into play such as the extension of shop trading hours.

The outcome of these discussions delayed the full deregulation of shop trading hours from coming into play for at least another 12 years

The method of protecting penalty rates was achieved by freezing the dollar amounts at the time and, as wage increases were determined in the ensuing years and penalties did not receive the applicable increases, the rates were actually eroded.

However, it was agreed that when the base hourly rate equaled the frozen rate applicable to the late night rate, the union then had the right to apply for the reintroduction of penalty rates through the Industrial Commission – at time and a quarter for late night work (until 9.30pm) and time and a half for all work on Saturdays.

The matter was heard in March and agreed by all parties.

See changed award rates page 30

GRADUATION TIME AT BIG W

In March 2008 Big W held a ceremony for graduates who had successfully completed Certificate II or III in their retail traineeships – 38 of whom were SDA members.

They received certificates from Regional Manager Shane Thornton who congratulated them on their achievement. He also applauded the outstanding effort of training provider, Carole Geeves, in ensuring all the trainees graduated – in fact, there were no failures. At the close of the ceremony Carole was presented with a gift in appreciation of her work and dedication.

Since the inception of Big W traineeships in 2002 there have been 154 graduations from the program and Mr Thornton spoke highly of the achievements of the three Tasmanian stores – he believes that if stores in other states mirrored the Tasmanian program and success rate, Big W would lead the way across the nation.

The keynote speaker at the ceremony was Wendy Rockliffe from Skills Tasmania and she is the Vocation, Education and Training Coordinator for all traineeships, including school-based trainees.

Wendy related how the approach to training has changed significantly over the years – until 1983 students either went on to university or took up an apprenticeship.

As the global economy expanded industries needed to raise the skill level, which led to the introduction of the VET system. This eventually progressed into the retail area where trainees now achieve Certificate II or III over a one or two year period.

Graduating SDA members were:

Ben Alderton	Alison Gillie
Kylie Alomes	Theresa Gordon
Donna Barrett	Tracey Graham
Arijana Bartulin	Mandy Greaves
Janine Bradley	Sarah Hasler
Cathi Burton	Kellie Herring
Therese Chilcott	Kyle Hohne
Sharlene Cracknell	Leeane Jackson
Carl Denehey	Margaret Jackson
Kim Dowling	Angela Lawless
Lauren Fletcher	Angela Lewis
Emma Foster	Kim Lidster
Tracey Gardam	Pamela Martin
Tamara Garth	Coralea Midgley



Ann Percy	Fran Smith
Angela Shatz	Karen Smith
Glenn Seabourne	Chris Tatnell
Jacqui Shaw	Liz Twining
Liz Sherrin	Sally White



Ben Wilson and Stephen Roney



Paul Griffin and Joe Debruyn



Dee Brain and Phil Van Asch



James Russell and Susan Johnston



Julie Walker and Val Majcen

Learning the ropes

The SDA held a two-day training course for shop delegates in May that was held at the Mercure Hotel in Launceston.

The course was the first of its kind for three years and delegates traveled from all around the state to attend.

Information sessions were wide ranging – from interpretation of the new Industrial Relations system and the time schedule set down by the Federal Government for implementation, to understanding body language that portrays threatening or submissive attitudes by other people.

SDA National Secretary, Joe de Bruyn, gave an incisive description of the changes already made to the Federal IR Act and how the dismantling of John Howard's WorkChoices legislation will be replaced by Fair Work Australia over the next 18 months.

Other speakers included Susan Wallace from Unions Tasmania – she described the need to continue the Your Rights at Work campaign to ensure that what was promised by the Labor Party leading up to the last election has, or will, happen.

Sonja Buckley presented changes to the superannuation scheme and the importance of understanding the benefits to workers in their retirement.

Assistant to the Secretary, James Russell, progressed the participants through an ongoing member recruitment process, with delegates to report back at the next conference, scheduled for early October.

Northern Organiser, Carol Wadley, gave a presentation on Body Language. This was well received by delegates as they learned how to judge and anticipate the mood or intention of people they are engaging with – particularly when they are involved in negotiations with management.

The union movement has strong links with banking organisation Members Equity and the State Coordinator, Caron Hitchcock, gave a presentation on the assistance that is provided to members, compared with the four big banks.

Delegates welcomed a change to the usual training course format as we departed from the normal schedule of union activities. We invited recently retired SDA Secretary, Geoff Williams, to give an overview of what things were like in the retail industry in the past and how the union battled for over 40 years to advance entitlements for workers.

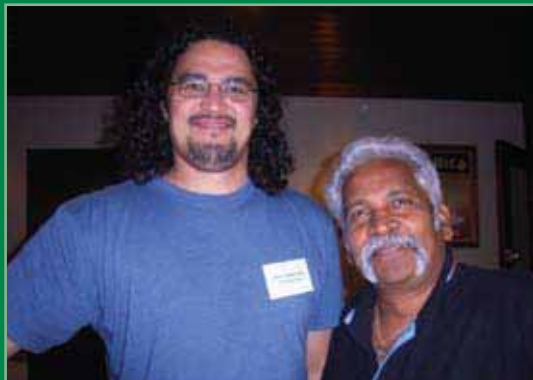
Geoff had worked for the SDA in Newcastle and retired approximately three years ago. His presentation was extremely interesting and delegates were impressed with how different times are now to some of the periods Geoff spoke about.



*Susan Johnston and
Kristy-Lee Bowring*



*Tania Venn and
Belinda Wilson*



*Dean Chamberlain
and Bob Sundram*



*Isabell Wells and
Joe Debruyn*



*Margaret Adlard,
Rachelle Third and
Debra Fraser*



Sharyn Smith



*Lee-Anne Walters,
Tracey Brown and
Gail Thow*



*Vaughan Bracken,
Chris Stilgoe and
Maree Wakeling*



Bronwyn Mastrocola



*Tonia Hine and
Toni-Maree Woods*

HEY... WANT TO WIN A COUPLE OF MOVIE TICKETS?



Hi, I'm **SUPERANT**. Tasplan and I have put together a tantalisingly great website that tells you all about superantuation... oops sorry... superannuation.

My website contains lots of relevant information about super and brilliant tips about banking, budgeting, insurance and lots more.

Most people only have a vague idea about what they're doing with their super, which investment option their money is in (there are five to choose from) and what their insurance options are.

Tasplan has negotiated new death and disability insurance and income protection for all its members and, because there are more than 100,000 Tasplan members, they've got really competitive rates.

Do you have enough insurance to look after your loved ones or pay your rent or mortgage if you're hurt or injured?

Check out the Super Basics book on my bookshelf – it explains super in an easy to understand way.

There are also Tips for Growing your Super, the various insurance options available, Tips for Financial Fitness and even a toolbox with forms you may need.

By spending a short time on the website you'll understand a bit more about what's happening with YOUR money and what you can do to maximise your savings for retirement. A small amount of time spent now can mean a big difference later in your retirement income.

Now, we **want** to know what you think of the site, so I have convinced those humans at Tasplan to put up a prize of a double pass to the movies for a lucky SDA member who completes the feedback form on the website (www.superant.com.au) before 15 July 2008.

Remember to put 'SDA Competition' in the body of your feedback form.

All the details are on my website (click on WIN MOVIE TICKETS on the wall) so you can get all the info, plus see what a great consultant I am!

Of course if you **want** a human to explain anything else about Tasplan or super in general, you can still give them a call on 1800 005 166.

They are a helpful lot at Tasplan. They're Tassie's largest industry super fund (which means all profits are returned to you, the members).

That's why Tasplan is the natural choice for super in Tasmania!



TASPLAN
Your Choice for Super

ABN 14 602 032 302
AFSL 235391

Visit the Tasplan website at www.tasplan.com.au
or call 1800 005 166 for assistance.
Remember that by registering you can have internet access to
your account details at any time.

This information is of a general nature. It has been prepared without taking into account your particular financial needs, circumstances and objectives. You should assess your own financial situation and read the Product Disclosure Statement (PDS) relating to the products before making an investment decision based on this information. You may wish to seek the help of an adviser to do so. Please phone 1800 005 166 to request a copy of the Tasplan PDS. (Trustee Company, Issuer: Tasplan Ltd. ABN 13 009 563 062 AFSL 235391 Capacity: AFS Licensee) RSE Licence No. L0000680 Tasplan Super: RSE No. R1000924.

**10%
INCREASE
IN BENEFITS PAYABLE**

sda

FREE

\$38,500

**ACCIDENT
INSURANCE**

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

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

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

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

Accidents Can Happen

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

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

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

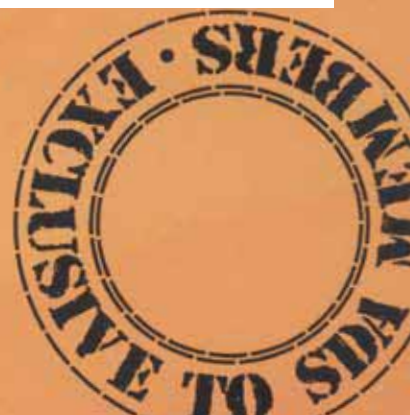
What You Save

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

MORE INFORMATION

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

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



Where does REST invest?

At the end of March 2008, the retail industry superannuation fund REST had over \$14.3 billion in assets.

Where is this money invested?

Spreading the Risk

In order to ensure that all the eggs are not put into a single basket, REST invests in a wide range of asset classes in order to spread the risks as widely as possible.

The basic classes and the proportion of the assets in each as at 31 March 2008 are set out below:

Australian Shares	28.9%
Overseas Shares	21.3%
Property Assets	11.4%
Infrastructure	3.1%
Equity Strategies	5.5%
Australian Agriculture	0.5%
Absolute Return Strategies	6.4%
Bonds (Australian and overseas)	14.4%
Cash	8.5%
Total:	100%

Investing in Shares

The share market has, in the long term, provided the greatest average return of all the asset classes. However returns are volatile and can vary greatly from one year to the next. Therefore it is important to invest in shares to earn the good average returns, but have a limit on this investment in case returns in a single year are poor.

REST spreads its investments in shares into both domestic and overseas markets and between large, medium and small capital stocks. A range of different investment managers are employed in both the domestic and overseas share asset class to harness different investment strategies.

All these factors serve to spread the risks and thereby protect the returns.

Investing in Property

REST owned three city office buildings at 31 March, two in Melbourne and one in Sydney.

It also had money invested with three different property investment managers, each with its own property portfolio and investment strategy.

Funds are also invested in a shopping centre fund, which owns a range of retail centres spread across several states.



by Joe Debruyne

Finally, REST also invested in Australia and New Zealand retirement villages and in Australian and U.S. university student accommodation.

Investing in Agriculture

REST has over \$70 million invested in dry land cropping on farms located in Queensland, NSW and Victoria. These farms grow wheat, barley, canola, sorghum and cotton, with small amounts of other crops such as chickpeas.

In recent years, crop production has been affected by the drought being experienced in much of eastern Australia. However, at the time this article was written, crops of wheat, barley and canola were being sown and REST is hoping for good winter and spring rain to yield a good harvest.

Growing Your Retirement Money

The investment process of REST involves a lot of time and effort, using the best available advice and carefully considering all the relevant factors that affect investment returns.

REST aims to achieve the highest rates of return, but also to ensure that investments are safe and secure – its objective is to maximise your retirement savings.

To contact REST for advice and assistance –

Phone: 1300 300 778

Fax: 0500 507 378

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

Email: contact@rest.com.au

Internet: www.rest.com.au



Keeping safe and healthy in the workplace

In early June I attended an SDA national Occupational Health & Safety conference at the union's Head Office in Melbourne.

It was an enlightening experience as all state branches reported on their activities in this field over the past twelve months – in areas such as the structure of OH&S committees and how they have been implemented in retail operations.



by James Russell

Safety in the workplace

Records identify that 9,768 workers were injured in Tasmanian workplaces in 2006 – unfortunately 2,503 of those were new employees with 110 injuries occurring in the first week of work.

This could be attributed to new workers being nervous, excited and most probably eager to impress. However young people often don't see the hazards and dangers of which more experienced workers are aware.

This is why new employees should always attend work safety inductions – to ensure they receive the proper information and training – and be supervised in a responsible manner.

Hopefully 'initiations' of new employees into the workplace are a thing of the past – not many years ago such pranks were common and often led to serious injury when recklessness got out of hand.

It is everybody's responsibility to ensure their workplace is a safe and risk-free environment.

That is, not put themselves or other workers at risk.

WorkCover has undertaken extensive stakeholder consultation in its preparation for the rollout of its Return to Work and Injury Management Model and is finalising a number of key issues relating to improved injury management.

Concerns raised have facilitated a number of amendments to the model including –

- A shift in the role of the Injury Management Coordinator
- Provision to stipulate the minimum number of employees when an employer is required to appoint a Return to Work Coordinator, as specified in the Workers Rehabilitation and Compensation Act 1988.

Draft guidelines have been developed to help licensed insurers and self-insurers establish an injury management program.

LONG SERVICE LEAVE... pro-rata entitlement

Under the Long Service Leave Act 1976 an employee is able to claim a proportionate part of their leave entitlement after seven years.

It should be remembered that under the Act's provision of 'Pressing Domestic Necessity' employees are also able to claim an entitlement if they resign their position to move to another location with their spouse/partner.

In recent cases the Tasmanian Industrial Relations Commission has been sympathetic to claims in order to maintain a marriage/relationship.

Pro-rata is also available if an employee has entered into a second round of accrual with the same employer, as well as reaching retirement age or if resignation is forced through ill health.

Welcome to the SDA My Rewards Update

What a better way to spend the winter season than in the cinema watching the biggest block busters and new releases! Now you can! Pre purchase movie tickets to your favourite cinemas for as little as \$8 per movie. If you're planning a trip away, Europcar is here to save the day! Save up to 40% on car rental in Australia and New Zealand plus receive a reduced damage liability on your rental. Why not add some excitement to your getaway with a Golfers PLUS membership. Members can enjoy substantial 'green fee' discounts at over 200 of Australia's premier courses plus much more for only \$39 – that's a saving of over 50%! For the latest most beautiful jewellery from the world's best designers, try Mico Mico - exquisite and original, and at 20% off, this is just irresistible!

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

Pre-purchase Movie Tickets

Pre purchase movie tickets to your favourite cinemas for as little as \$8 a movie.

Treat yourself to a fantastic cinema experience with leading cinema exhibition forces or turn the tickets into a great gift to your loved ones. Movie tickets available for Village and Village Gold class.

Remember these tickets can be used any time at any session at all participating movie outlets, there is no limit.

To access this offer search on www.sdatas.asn.au and download the voucher order form.

\$8
MOVIE TICKETS



VILLAGE
CINEMAS

Growing Gifts

The green gift choice!

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

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



Members receive a **15% discount on all purchases with the exclusion of our baby gift tree range which attract a 10% discount.** Growing Gifts also donate **5% of all sales of their unique baby gift trees to Greening Australia.**

Terms and conditions apply. Not valid in conjunction with any other offer and excludes delivery charges.

To access visit www.sdatas.asn.au to obtain your members only promotional code.

SAVE UP TO
15%

Europcar

SDA My Rewards is offering fantastic discounts on car rental in Australia and New Zealand through our partner Europcar.

Europcar is one of the world's leading car rental brands and offers a range of privileges for members, so you can save even more...

Europcar guarantees a great corporate rate, especially over busy holiday periods such as Easter and Christmas where you can **save up to 40%!**

In addition you will receive a reduced damage liability on your rental which equates to **an additional savings of \$21 per day.**

This rate is usually only available to large companies but as a SDA My Rewards member you will have access to these great rates and benefits.

To access this offer search on www.sdatas.asn.au to obtain your members only promotional code.

SAVE UP TO
40%

Europcar



Mico Mico Jewellery

Come to find the very latest most beautiful jewellery from the world's best designers.

Tired of "bling"? Mico Mico sought out and found real designs, not mass produced, to add a personal and unique touch to every woman's jewellery collection. Whether shopping for yourself, for a friend, mother, daughter, girlfriend or wife, we hope you will find that special piece that says something to both the giver and receiver.

If you have been searching for something "a little bit different" you have come to the right place!

As a SDA My Rewards members you receive **20% off the entire jewellery range on the site.**

To access this offer search on www.sdatas.asn.au to obtain your members only promotional code.

MICO MICO



SAVE 20%

Golfers PLUS

Golfers Plus offers a Golf & Leisure Membership for the whole family.

As a SDA My Rewards can **Join from only \$39.00, a saving of \$40.00** on the regular member rate.

Membership includes:

- Substantial green fee **discounts of up to 50%** at over 200 of Australia's premier courses.
- No game limits... Play as often as you like at as many clubs as you like!
- Access to Golfers Plus handicap program
- 25% discount on Golfers PIP insurance
- Access to fantastic prepaid green fee offers
- Discounts at golf stores around Australia
- Regular email newsletters and offer updates
- Stay and play packages
- Escorted overseas tours

Golfers
PLUS

SAVE \$40



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

My Rewards Coupons

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

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

20% DISCOUNT

20% off lunch food bill



TERMS & CONDITIONS: 20% discount on food lunch bill. (15% off December-April). Not valid in conjunction with any other offer. Kabuki By The Sea.

Rocky Hills Tasman Hwy, Swansea. Ph: 03 6257 8588. Web: www.kabukibythesea.com.au

Offer expires: 30 September 2008



2 FOR 1

Buy one baths entry get one free



TERMS & CONDITIONS: Buy 1 baths entry and get 1 free. Not valid in conjunction with any other offer or gift voucher. Savoy Baths & Day Spa. Lower Level 38 Elizabeth Street, Hobart.

Ph: 03 6224 1586. Web: www.savoybaths.com.au

Offer expires: 30 September 2008



10% DISCOUNT

10% off the entire product range



TERMS & CONDITIONS: 10% discount on ENTIRE product range. Simply quote 'myrewards' completing your sale via our phone sales line on the number below or in person in our Sydney and Melbourne stores. This very special offer is exclusive to My Rewards members and is not to be used in conjunction with any other offer.

Bad Backs. Ph: 1800 615 666. Web: www.badbacks.com.au

Offer expires: 30 September 2008



10% DISCOUNT

10% off all purchases



**JEFFERSONS
TEA & HAMPERS BY
JEFFERSONS**

TERMS & CONDITIONS: 10% off all purchases excluding items already on special. Not valid with any other promotion or discount. Jeffersons Tea & Hampers by Jeffersons.

59 Liverpool Street, Hobart. Ph: 03 6265 2234. Web: www.jeffersonstea.biz

Offer expires: 30 September 2008



FREE DK HOT BEVERAGE

Coffee, Tea or Hot Chocolate with any 2 Donut King Iced Donuts purchased



TERMS & CONDITIONS: Simply present this MY REWARDS coupon at your favourite Donut King upon purchasing any 2 DK Iced Donuts and receive a Regular DK Hot beverage absolutely FREE! Offer is not redeemable for cash and not to be used in conjunction with any other offer. Offer is available at all Donut King stores in Australia where the products as identified are sold. Donut King. Web: www.donutking.com.au

Offer expires: 30 September 2008



15% DISCOUNT

15% off entry to attraction



**ALPENRAIL SWISS MODEL
VILLAGE & RAILWAY**

TERMS & CONDITIONS: 15% off entry to attraction. Not valid in conjunction with any other offer.

Alpenrail Swiss Model Village & Railway.
82 Abbotsfield Road, Claremont. Ph: 03 6249 3748

Offer expires: 30 September 2008



10% DISCOUNT

10% off full price merchandise

ROGER DAVID

TERMS & CONDITIONS: 10% off full price merchandise. Not to be used in conjunction with any other offer. Please visit the web site for store locations.

Roger David. Web: www.rogerdavid.com.au. Discount code: MY

Offer expires: 30 September 2008



25% DISCOUNT

25% off total food and beverage



BAR CAFE & HOTEL

TERMS & CONDITIONS: 25% off total food and beverage bill when 2 people dine. When 3 or more people dine, the benefit is determined by dividing the total food bill by the number of people dining and deducting the resulting amount. Not valid in conjunction with any other discount.

113 Charles Street, Launceston. Ph: 03 6331 6111. Web: www.starbarcafeandhotel.com.au

Offer expires: 30 September 2008



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

My Rewards Offer Guarantee:

In the unlikely event that a merchant does not honour the offer and the member has met all the current conditions*,

My Rewards will refund the amount equivalent to the saving the member would have received.

To receive your refund, simply send a copy of your bill to the address shown below. A refund cheque up to a value of \$50 will be sent to you.

My Rewards, PO Box 622, Carnegie VIC 3163.

MY REWARDS OFFER CANCELLATIONS:

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

RETAIL TRADES AWARD

MINIMUM WAGE RATES EFFECTIVE 1 AUGUST 2007

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

	ORDINARY HOURS							SUNDAY RATES AT DOUBLE TIME
	7 am to 6.30 pm Monday to Friday		6 pm to 9.30 pm Thursday & Friday		7 am to 6.30 pm Saturday			
	HOURLY RATE		HOURLY RATE		HOURLY RATE			
	Full-time and part-time (15 hrs or more per week)	Casual and part-time (less than 15 hrs per week)	Full-time and part-time (15 hrs or more per week)	Casual and part-time (less than 15 hrs per week)	Full-time and part-time (15 hrs or more per week)	Casual and part-time (less than 15 hrs per week)		
	\$	\$	\$	\$	\$	\$	\$	\$
RETAIL EMPLOYEE GRADE 1 ADULT ENTRY Less than six months experience Sales, stores, clerical function (graded after 6 months) Cleaner	556.30	14.64	17.57	18.30	21.23	21.96	24.89	389.41
RETAIL EMPLOYEE GRADE 2 Shop assistant, clerical officer (basic) Storeman, van salesman	585.80	15.42	18.50	19.28	22.36	23.13	26.21	410.06
RETAIL EMPLOYEE GRADE 3 Section 21/C senior sales assistant, front-end 21/C supervisor, clerical officer, storeperson (supervising up to 10), corsetiere	602.20	15.85	19.02	19.81	22.98	23.77	26.95	421.54
RETAIL EMPLOYEE GRADE 4 Section manager in charge of two including self Front-end controller (supervising up to 15), nightfill supervisor, senior clerical officer, trades person	620.90	16.34	19.61	20.43	23.70	24.51	27.78	434.63
RETAIL EMPLOYEE GRADE 5 Section manager in charge of three to four employees including self Front-end controller (managing 15 or more) Clerical officer (supervising up to four clerical staff)	641.80	16.89	20.27	21.11	24.49	25.33	28.72	449.26
RETAIL EMPLOYEE GRADE 6 Section manager in charge of five or more Administrative officer supervising five or more	662.60	17.44	20.92	21.80	25.29	26.16	29.65	463.82
RETAIL EMPLOYEE GRADE 7 Senior administrative officer, reflects grades six and seven from Clerical and Administrative Employees (Private Sector) Award	681.50	17.93	21.52	22.41	25.98	26.89	30.49	477.05
JUNIORS								
Under 17 years 50%	292.90	7.71	9.25	9.63	11.55	11.57	13.10	205.03
17 to 18 years 54.5%	319.26	8.40	10.08	10.50	12.18	12.60	14.28	223.48
18 to 19 years 67.5%	395.41	10.41	12.49	13.01	15.09	15.61	17.70	276.79
19 to 20 years 79.5%	465.71	12.25	14.71	15.31	17.76	18.38	20.82	326.00
20 to 21 years 83.1%	486.80	12.81	15.37	16.01	18.57	19.22	21.78	340.76
FLORISTRY APPRENTICES								
1st year 42%	252.92	6.66		8.33		9.99		177.04
2nd year 55%	331.21	8.72		10.90		13.08		231.85
3rd year 75%	451.65	11.89		14.86		17.84		316.15
4th year 88%	529.94	13.95		17.44		20.93		370.96
NIGHTFILL EMPLOYEES								
Grade 2	732.25	19.27	22.35					
NIGHTFILL JUNIORS								
Under 18 years	399.08	10.50	12.60					
18 years	494.26	13.01	15.08					
19 years	582.13	15.32	17.71					
20 years	608.50	16.01	18.57					

SDA MEMBERSHIP APPLICATION FORM

Surname: _____

Given Names: _____

Postal Address: _____

Suburb: _____ Post Code: _____

Home Phone No: () _____ Mobile No: _____

Email Address: _____ Date of Birth: _____

Employer: _____

Employer Location: _____

Occupation: _____

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

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

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

Signature: _____ Date: / /

SDA CHANGE OF ADDRESS/EMPLOYMENT FORM

PREVIOUS

Surname: _____ Given Names: _____

Postal Address: _____

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

Employer: _____

Employer Location: _____

PRESENT

Surname: _____ Given Names: _____

Postal Address: _____

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

Employer: _____

Employer Location: _____

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



FREE

member benefits

- ▶ \$38,500 Accident Insurance
 - ▶ Educational Scholarship Fund
 - ▶ Employment Advice
 - ▶ Union Journal
 - ▶ Wage Claims
 - ▶ Workers' Compensation Advice
 - ▶ Workers' Compensation Legal Assistance
 - ▶ Workers' Compensation Arbitration
 - ▶ Rehabilitation Arrangements
 - ▶ Insurance Brokerage
 - ▶ Financial Advice
 - ▶ Counselling Service
 - ▶ Welfare Advisory Service
 - ▶ Member Competitions
- PLUS -**
- ▶ Free first visit to an SDA union solicitor
 - ▶ SDA Holiday Discount Coupons
 - ▶ SDA Discount Home Loans
 - ▶ SDA Computer Discounts
 - ▶ SDA Optical Benefits

For more information about the SDA...

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

Hobart office
Phone: 6234 1118

Email: secretary@sdatas.asn.au

Website: www.sdatas.asn.au

IT'S YOUR UNION!