

# sda TasTalk

WINTER  
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 SDA Delegates Vicki Garwood, Elaine Flynn and Michelle Felmingham.**

**It pays to belong to the SDA**

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As we reach the halfway point of 2010 we have a new State Government. In light of its minority status, it is critical that it does not become reflective of the 1990s when we experienced both Labor and Liberal minority Governments sharing power with the Greens.

Following the March election, the State finds itself with two Greens in Cabinet and we can only hope that this union will work co-operatively to provide the best results for the people of Tasmania.

The next major political campaign will be to ensure a Labor Government is returned when the Prime Minister announces the Federal election later this year.

The SDA in Tasmania has not traditionally been politically motivated and has always operated within the legislation. However, with the introduction of Workchoices by the Howard Government, we saw members' hard won entitlements under threat because of individual agreements and through the unfair dismissal provision not being available in companies with less than 100 employees.

As Tony Abbott has made it very clear that he would re-introduce certain provisions of Workchoices to the Industrial Relations Act, it is important that SDA members are aware of the potential ramifications to their working conditions if a coalition government is re-elected.



On a brighter side, the Federal Government has announced changes to the tax system and an overhaul of the superannuation industry.

Changes have also been made to the State Workers Compensation Act that provide improvement in the step down rates of pay after being injured at work and incapacitated for a period of time.

Paul Griffin, General Secretary

## CHANGE OF PACE FOR KATH

***Kath Casey has been an SDA member for more than 20 years, most of that time as a valued Shop Delegate at Myer in Hobart.***

Her contribution to the union has been great – she even joined us as an Organiser for a couple of years to assist the cause. She then returned to Myer and continued working there until her recent retirement.

Having served on State Council for a number of years, Kath will happily complete her term... even though she has finished work. What a wonderful commitment!

Kath has always been highly professional in her representation of members in the workplace, and that dedication was recognised by both the company and the SDA at a surprise morning tea held on her retirement in late May. She was also presented with a framed certificate to commemorate her long-standing support of the union.



*Dear Paul  
I am writing to thank you for the beautiful 'surprise' morning tea, SDA certificate and good wishes on the occasion of my retirement. I was humbled and very overwhelmed by your generosity and spoken words.  
The SDA and Myer have been an integral part of my working life for the past twenty years. I leave behind many wonderful friends and each and every one of you have had an impact on my life. So what lies ahead of me? Well, as you get older you realise more and more how important it is to just live in the moment. I have already been blessed with so much, thanks to your friendship.  
From my heart I wish you good health, peace and love.  
Kathleen Casey*

# BEAUT RESULT AT BUNNINGS

**Negotiations on new Agreements for employees at Bunnings Trade Centres and Bunnings Warehouse have finally been brought to a highly successful conclusion, with substantial wage increases and improved benefits in both areas.**

## BUNNINGS TRADE CENTRES

### WAGES

A 10.12% wage increase (3%, 3.4% and 3.4% compounding) is provided over the three year life of the Agreement – for a full-time adult Grade 2 team member this represents a total \$65.22 increase. In addition, the relativity for Grade 4 has been increased from 103% to 105% of the Grade 2 rate. The first increase will apply from the first full pay period on or after 1 July 2009 and has been back paid when the Agreement was approved by Fair Work Australia on 27 May 2010.

### FULL-TIME ADULT TEAM MEMBERS

Operative Date	Grade 1		Grade 2		Grade 3		Grade 4 Now 105% (Currently 103%)	
	Increase	Wage	Increase	Wage	Increase	Wage	Increase	Wage
Current Rate		\$637.75		\$644.32		\$650.76		\$663.65
July 2009	\$19.13	\$656.88	\$19.33	\$663.65	\$19.52	\$670.28	\$33.19	\$696.84
July 2010	\$22.34	\$679.22	\$22.56	\$686.21	\$22.79	\$693.07	\$23.69	\$720.53
July 2011	\$23.09	\$702.31	\$23.34	\$709.55	\$23.57	\$716.64	\$24.50	\$745.03
Final Wage		\$702.31		\$709.55		\$716.64		\$745.03
Cumulative Increase		\$64.56 (+10.12%)		\$65.23 (+10.12%)		\$65.88 (+10.12%)		\$81.38 (+12.26%)

Proportional increases will be paid to juniors (under 20 years of age) and part-time members. The Supported Wage has also been increased to the current minimum.

### INTRODUCTORY RATE

The 95% introductory rate of pay has been removed and team members will now be paid their full relevant classification rate upon commencement.

### ALLOWANCES

Meal Allowance			
Current	\$12.00	July 2010	\$12.56
July 2009	\$12.15	July 2011	\$12.99

### SPAN OF HOURS

Provides for the possibility of an 8pm finishing time being extended to 9pm by mutual agreement.

Motor Vehicle Allowance will increase from 60 cents to 69 cents, which will apply for the life of the Agreement

First Aid Allowance has been removed as team members are not expected to perform first aid responsibilities.

*Back: Michelle Felmingham, Warrick Gillam, Vicki Garwood, Elaine Flynn and Gary Flynn  
Front: Jenny Gillam and Steve Jordan*



**OTHER CHANGES AND INCREASED BENEFITS IN BOTH AGREEMENTS ARE AVAILABLE FROM THE SDA**



Back: Gary Flynn, Wendy Cridland and Guy Constable  
 Front: Paul Griffin, Simone Drazenovic, Toby Wilson, Vicki Garwood, Elaine Flynn, Michelle Felmingham, Warrick Gillam and Bev Richardson

## BUNNINGS WAREHOUSE

The Agreement provides the following wage increases, which for a full-time Grade 2 team members, represents a \$70.49 increase (10%) over the life of the Agreement. The total workforce average increase will not be less than 3.5% each year and is based on performance reviews to be held after 1 July each year.

### WAGES – FULL-TIME ADULT TEAM MEMBERS

Operative Date	Grade 1		Grade 2		Grade 3		Grade 4	
	Increase	Wage	Increase	Wage	Increase	Wage	Increase	Wage
Current Rate		\$662.50		\$700.00		\$735.00		\$752.49
July 2010	\$22.18	\$704.68	\$22.75	\$722.75	\$23.89	\$758.89	\$24.46	\$776.95
July 2011	\$22.90	\$727.58	\$23.49	\$746.24	\$24.66	\$783.55	\$25.25	\$802.20
July 2012	\$23.65	\$751.23	\$24.25	\$770.49	\$25.47	\$809.02	\$26.07	\$828.27
Final Wage		\$751.23		\$770.49		\$809.02		\$828.27
Cumulative Increase		\$68.73		\$70.49		\$74.02		\$75.78

The Supported Wage has been increased to the current minimum of \$71.00 per week.

Cafeteria warehouse team members currently classified as Grade 1 will be reclassified to Grade 2.

### ALLOWANCES

#### Meal Allowance

Current	\$12.15	July 2011	\$12.95
July 2010	\$12.54	July 2012	\$13.37

Motor Vehicle Allowance will increase from 65 cents per km to 69 cents and this rate will apply for the life of the Agreement.

### ROSTERS

A new provision has been inserted into the proposed Agreement as follows –

It is acknowledged that rosters are subject to change on an ongoing basis. However rosters, as far as is practicable should not be subject to frequent variation without good

cause. Nothing in this clause precludes the business from being able to roster to meet operational requirements and nothing is to be construed as meaning that rosters will be of a set and standard nature.

### OVERTIME

A team member shall receive a minimum break of 10 hours between the end of one shift and the beginning of the next. Where a team member is required to work without receiving a 10-hour break between rostered shifts, he/she will be a 100% penalty.

Importantly where a team member is required to work without receiving a 10 hour break between rostered shifts, such rostered hours will now be deducted from the team member's agreed annual hours.



# COLES GROUP SUPPLY CHAIN

**Negotiations on a new Agreement for workers at the Coles Launceston Distribution Centre have been successfully concluded, resulting in a good wage increase and improvements to other benefits.**



by James Russell

### WAGE INCREASES

The following ordinary wage rates payable under this Agreement apply from the first full pay periods on or after 7 April 2010, 7 April 2011 and 7 April 2012.

	Previous Rate	April 2010 (3.25%)	April 2011 (3.25%)	April 2012 (3.25%)
Team Member	\$781.96	\$807.37	\$833.61	\$860.70
Team Leader	\$834.84	\$861.97	\$889.99	\$918.91

Other benefits include –

### HOURS OF WORK

Ordinary hours of work for all employees will extend across 24 hours a day, seven days per week.

Penalty rates will only apply to hours worked (excluding overtime) with the following specified times –

Monday-Friday	Midnight to 5.00am	30%
	5.00pm to midnight	27.5%
Saturday	All day	50%
Sunday	All day	100%

The above penalty payments will NOT be included in:

- a) The calculation of overtime; or
- b) The calculation of any allowance; or
- c) With respect to any shift for which any other form of penalty is made under this Agreement.

Casual employees will receive the casual loading or the above penalties (whichever is greater) but not both.

During the following periods the spread of ordinary hours will be 5.00am to 8.00pm Monday to Friday –

- The six (6) week period up to and including Christmas
- Two (2) weeks either side of Easter



▲ Andrew Kennedy

### ROSTERS

All employees shall be employed on a Monday to Saturday roster. Those employed prior to 7 April 2002 on a Monday to Friday roster may elect to work a roster that includes a Saturday.

Full-time employees rostered to work their ordinary hours on a Saturday may work a minimum of four (4) hours for this shift only.

### ROSTER CHANGE

The company will give seven days notice of the requirement to change rosters – the notice period may be shortened by mutual agreement.

An employee's roster may not be changed with the intent of avoiding payment of penalties, loadings or other benefits. Should such a circumstance arise, the employee will be entitled to such penalty, loading or benefit as if their roster had not been changed.

The company undertakes to give full consideration to the needs of employees as well as its own business needs in settling or changing rosters.

▲ Todd Heaver, Matthew Summers, Allan Johnson, Joseph Mikesz and Ross Charlton





David Hyatt and Andrew Cassidy



Paul Allen and Shaun Cahill

**REPLACEMENT OF EMPLOYEES**

Where there is a vacancy for a permanent position, subject to meeting the selection criteria first preference will be given to current employees at the site, including casuals.

**TEA MONEY**

An employee required to work overtime for any period or periods that total on any day one hour and a half shall be paid an allowance of \$12.90 as meal money. Where more than 24 hours notice or notice on the previous shift of the requirement to work overtime is provided, no tea money shall be payable.

**HOLIDAYS WITH PAY**

Subject to their roster, all full-time and part-time employees shall be allowed the following days as paid holidays –

New Years Day, Australia Day, Labour Day, Good Friday, Easter Monday, Anzac Day, Queens Birthday, Launceston Show Day, Recreation Day Christmas Day and Boxing Day.

**SPECIAL RATES FOR SUNDAYS AND HOLIDAYS WITH PAY**

Work on Sundays attracts a maximum of double time (200%), with a minimum of four hours.

Work on Holidays with Pay attracts a maximum of double time and a half (250%), with a minimum of four hours.

**PARENTAL LEAVE**

Unpaid maternity, paternity or adoption leave shall apply to full-time, part-time and eligible casual employees with 12 months or more continuous service.

**SALARY SACRIFICE**

Employees who wish to make voluntary contributions to the Fund (REST), in addition to those being paid by the company, shall be entitled to authorise the company to pay into the Fund from their wages.

These voluntary amounts are specified by employees, must be in multiples of \$1.00 per week and may be varied from time to time.

**RUDD GOVERNMENT DELIVERS**

**After a 21 month freeze on wages imposed on workers by the former Howard Government's Work Choices legislation, through Fair Work Australia the Rudd Government has delivered a pay increase to the lowest paid workers that takes the Federal minimum rate to \$569.90.**

An additional \$26.00 per week will be available to employees not covered by an enterprise Agreement and is on the basic new Modernised Award Rate.

This increase will be implemented on 1 July and take the general Retail Award to \$630.00 per week.

While the majority of our members will not be affected immediately as they are on much higher rates through their union collective enterprise agreement, in the long term they will benefit as new enterprise agreements will be negotiated from the base minimum award rate of \$630.00 and the \$26.00 rise used as a bargaining tool for future wage increases.

The SDA welcomes this particular wage increase as it is only \$1.00 less than the ACTU recommendation and it was approved by the Fair Work hearing at the beginning of June.

# BETTER AT BEST & LESS

**The SDA has reached an Agreement with Best & Less that covers a three year period and pay rises will apply from 5 July 2010.**

While the company employs some full-timers, most are employed as casuals with a high percentage of juniors. In view of various other benefits provided, there will be a 2.5% wage increase that equates to \$16.00 per week. On this basis the starting rate will be \$655.63 per week – higher than some other similar retailers.



by Kelly Whitehouse

## WAGES – SALES ASSISTANT LEVEL 2 (From July 2010)

	Full-time Weekly	Permanent Hourly	Permanent Sunday	Casual Hourly	Casual Sunday
21 years & over	\$655.63	\$17.25	\$25.88	\$20.87	\$31.31
20 years	\$590.07	\$15.52	\$23.29	\$18.78	\$28.18
19 years	\$524.50	\$13.80	\$20.70	\$16.70	\$25.05
18 years	\$458.94	\$12.07	\$18.12	\$14.61	\$21.92
17 years	\$393.38	\$10.35	\$15.53	\$12.52	\$18.79
16 years	\$327.82	\$8.62	\$12.94	\$10.43	\$15.66
15 years & under	\$295.03	\$7.76	\$11.65	\$9.39	\$14.09

The National wage increase will be provided on the anniversary date after 12 months and subsequently after two years, calculated on the base rate of the new Retail Modern Award.

### JUNIORS

20 years	90%
19 years	80%
18 years	70%
17 years	60%
16 years	50%
15 years & under	45%

### CASUALS

A major improvement for casual employees will be an increase in loading –  
 21% from 5 July 2010  
 22% from 1st July 2011  
 23% from 1st July 2012

Sharee Cannon and Chrystal Brown, Best & Less Glenorchy





## CHRISTMAS 2010

Full timers will receive a four day break this year at Christmas and casuals given a choice to work on the Substitution day for Boxing Day to get the full public holiday rate.

## PENALTIES

Team members will receive the following percentages of their ordinary rate of pay for each hour worked within these timeframes:

Monday to Saturday – 6am to 10pm	100%
Monday to Saturday – before 6am & after 10pm	130%
Sunday – 7am to 7pm	150%
Sunday – before 7am and after 7pm	200%

## ALLOWANCES

### Meal Allowance

Where a team member is required to work overtime without receiving notice the day prior and becomes entitled to an additional meal break, a meal allowance of \$14.56 will be paid unless a meal is provided by the company.

### Travel Allowance

Where a team member agrees to use their private vehicle on Best & Less business they will be paid a travel allowance of 76 cents per kilometre.

These allowances will increase in the first pay period in July 2011 and July 2012 by the same percentage increase of the Sales Assistant rates.

## ANNUAL LEAVE

Permanent team members will be entitled to four weeks paid annual leave per annum, accruing progressively, and should be taken within a period not exceeding 12 months from the date it accrues.

## OVERTIME

Overtime is only payable if a team member's store management approves it prior to commencement.

If a team member attends work solely in overtime hours they will receive a minimum payment for 3 hours of overtime (except for stocktake or team member training, when a 2 hour minimum applies).

Overtime will be paid at the rate of 150% of ordinary rate for the first six hours that overtime is incurred in a two week cycle and 200% thereafter (except as provided for in Approved Additional Hours).

## MEAL AND REST BREAKS

Paid rest break and unpaid meal break entitlements are –

	Paid Rest Break	Unpaid Meal Break
More than 4 hours and up to 5 hours	15 minutes	None
More than 5 hours and up to 7 hours	15 minutes	30 or 45 or 60 minutes
More than 7 hours and up to 8 hours	20 minutes	30 or 45 or 60 minutes
More than 8 hours and up to 10 hours	2 x 15 minutes	30 or 45 or 60 minutes
More than 10 hours	2 x 15 minutes	2 x 30 or 45 or 60 minutes

Paid rest breaks include walking time and are to be taken as determined by Best & Less.

## FLEXIBLE WORK FOR PARENTS

A team member who is a parent of (or has the responsibility for) a child under school age, may request a change in working arrangements for the purpose of caring for the child.

To be eligible a team member must have at least 12 months continuous service and requests need to be in writing.

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

# IMPROVEMENTS AT PRICELINE

**Agreement has been reached with Priceline for a new EBA that will be implemented seven days after approval from Fair Work Australia and will be operative for a period of three years.**

## WAGES

Employees will receive an 11.5% wage increase as follows:

- 2.5% backdated to December 2009
- 3% increase in December 2010
- 3% increase in December 2011
- 3% increase in December 2013

In addition, penalty rates for relevant hours worked will be increased as follows:

### Full-time and part-time

Saturday – 22% for all hours worked (currently only after 6pm)

Sunday – 88% for all hours worked

Overtime – Penalty rates maintained at 150% and 200%

Public Holidays – 250%

### Casuals

Loading of 28.5% and casual team members will also receive a higher hourly rate for all hours from Monday to Saturday.

Sunday – 88% (currently 70%)

Overtime – 172% and 222% apply to overtime hours worked

Public Holidays – 260%

## OVERTIME

Any team member required by their Store Manager (or management representative of Priceline) to attend work prior to their rostered shift, or to perform duties at the store following the end of their rostered shift, will be paid at the appropriate rate for the additional hours worked.

## PARENTAL LEAVE

All full-time and part-time (pro rata) employees wishing to take birth related leave (maternity leave)

will receive 4 weeks paid leave at the base rate – an increase from the previous 2 weeks. This will be paid in two instalments – 2 weeks at commencement of leave and 2 weeks upon return to work.

In addition, any full-time or part-time (pro rata) employees wish to take adoption related leave will receive 4 weeks paid leave at their base rate at the time the child is placed in the employee's care, so long as the employee is the primary carer. The same instalments payments will apply.

## COMPASSIONATE LEAVE

This provision has been increased as follows:

- On the death of a parent – 5 shifts
- On the death of an aunt, uncle, niece or nephew, brother-in-law and sister-in-law – 2 shifts.

## PERSONAL LEAVE

Sick and Carers Leave is now referred to as Personal Leave and Priceline will provide all full-time and part-time (pro rata) employees with 11 days leave per year.

## SUPERVISOR DUTIES

Any employee required to perform the duties of Supervisor for three or more hours in a once-off situation will be paid at the Supervisory rate for all hours worked.

If required to perform the duties of Supervisor as part of a continuous roster, an employee will be paid at the Supervisory rate for all hours rostered to work in that role.

## COSMETIC SALES ASSISTANT

The title Cosmetic Sales Assistant will be replaced with Specialist Sales Assistant, who may be a cosmetician, wellness consultant or another title as determined by the business and in keeping with business needs.

Specialist Sales Assistant will receive an additional 5% on the normal rate of pay.

## ATTENDANCE AT TRADE NIGHTS

Whilst supporting and encouraging team members to attend training, attendance at trade nights will require prior approval from the Store Manager or Business Development Manager.

Priceline will then pay team members at their ordinary rate of pay – however, if prior approval has not been obtained, no payment will be made.



by Kristy Schiebel



Tracy Medhurst and Lynda Mallinson,  
Priceline Northgate

# AGREEMENT UPDATES

## ► MYER

As we go to print the State Branches of the SDA are currently compiling the Log of Claims to be submitted by each Branch.

Myer senior management at national level has been dealing with a turnover of personnel and the initial meeting with the company was postponed to the second week in June. As this Agreement is due to expire on 31 July 2010 it is expected that meetings will be quite constant during June and July.

## ► WOOLWORTHS

The Woolworths National Agreement has been passed by Commissioner Rafaelli from FAIR Work Australia and became operative from 27 May 2010.

In the past the meat union has been critical but, surprisingly, appeared on the day of the hearing seeking to become a party to the Agreement as it has a few members in the meat departments in Tasmania and Victoria. The union's attitude has totally changed, supporting certification of the Agreement and accepting it in its entirety.

Now that the Commission has registered the Agreement, back pay arrangements will be made and the next scheduled wage increase for 1 July will be implemented.

## ► HARRIS SCARFE

A Log of Claims has been finalised and meetings were held during May and June.

As negotiations progress organisers will keep members up to date on when the proposed agreement will be available for rollout and voting.

## ► COLES

A Log of Claims is currently being prepared for submission to the national office in relation to commencement of discussions for a new Agreement – the current Agreement is due to expire on 28 February 2011.

There is one last increase to be implemented under the current Agreement, effective from 1 August 2010. This will bring a full-time adult Service Assistant to \$700.20 per week, which now includes 20 year olds in the adult classification of 100%.

Such negotiations will be the first major Agreement that will be required to meet the provisions of the National Employment Standards under the new Modernised Award minimum rates of pay.

## TASSIE DELEGATES MEET

**A conference is held twice each year for Tasmanian Shop Delegates to get together for training and to gain an appreciation of what is happening around the state.**

The most recent meeting was held at the Mercure Hotel in Launceston in May, with the main theme being member recruitment – a vital aspect of the union having the strength in numbers to continue delivering good results for members in better wages and improved benefits.

Delegates are becoming increasingly involved in assisting the SDA as, due to the transient nature of people in the retail industry, recruitment needs to be maintained at 40% throughout each year, just to remain static.

General Secretary Paul Griffin made a special point of congratulating the participants as being the strongest and most supportive group of Delegates the SDA has ever worked with.

Guest speakers were pre-selected Labor candidate Geoff Lyons and Linda Cargill who is the ACTU Campaign Coordinator for marginal seats in Victoria and Tasmania.

State Business Development Manager for ME Bank, Caron Hitchcock also gave a presentation on investment and Michelle Guinan from REST outlined proposed changes to superannuation.

The conference was highly successful, with all Delegates looking forward to the next opportunity to share notes.



▲ Paul Griffin presenting the course certificate to Tonia Hine of Coles Kings Meadows







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

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

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

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

This offer is valid until 30 September 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



# MARGARET ASHDOWN

... believes that diversity is the key to enjoying life!

Since joining Myer Launceston some twenty years ago, Margaret Ashdown's work has been divided into a few totally different roles – first a sojourn in sales in children's wear, then store security for many years and more recently branching into logistics. And, of course, she has been a faithful SDA member for all that time.

Initially training as a hairdresser in Deloraine, Margaret later worked in a salon in the Quadrant Mall for sixteen years before moving into retail when she joined Myer in the early 1990s.



"I call myself Jack – a little bit of everything," she said on outlining her full and hectic life that revolves around work, family (including Boof the dog) and, importantly, her passion for golf. She seems to manage by having her feet planted firmly on the ground, displaying a dry sense of humour and embracing the challenges along the way...all with a healthy hint of irony.

"I hadn't been at Myer very long when the opportunity came up to join security and they asked me if I was interested," said Margaret. "I thought it was worth trying and found I actually enjoyed it – most of the time!"

"Fortunately there wasn't a huge amount of trouble," she said, "but there were certainly some hairy moments. I've been pushed and shoved, spat on and had knives pulled on me, but a black eye and a fat lip was about the worst result."



With staffing structures undergoing change, Margaret was quite happy to move on when the next opportunity was presented and now really enjoys working in logistics, which involves managing all the stock for shoes, bags, hosiery and personal care.

"Working with the people in retail is great because it's so diverse," says Margaret. "There is such a wide range of age groups and so many different socioeconomic backgrounds.

"You work with young people who help keep you young and your peers make you realise that everybody's going through the same stages of life as you are! That can be really interesting!"

Margaret has always enjoyed sport, having played badminton and basketball for many years.

However, she is now proving that golf is where she really shines and this was recently confirmed when she and two other Riverside Golf Club team members came out on top in Australia's biggest national amateur golf tournament – the Peugeot Women's Classic.

From a field of some 500 clubs, the Riverside ladies did Tassie proud, first winning at state level and then taking out the national final in Melbourne that brought with it a trip to Paris to compete in the international competition later in the year.

# THE GHAN



## May 2011 Fully Escorted Tour on The Legendary Ghan



*Flying Launceston to Adelaide  
Travelling in Gold Service on The Ghan from  
Adelaide to Darwin*

*Hotel, Accommodation & Tours in Adelaide and Darwin included*

*\*You also have the option of extending your stay in Darwin before flying home to Launceston.*



***Travel 360 will be hosting a fully escorted tour to Darwin in 2011  
travelling on The Ghan.***

***Call now to register your interest!***

**TRAVEL 360, Shop 5, Prospect Vale Marketplace, 350 Westbury Road, Prospect Vale TAS 7250**



# A GLIMPSE OF SHANGHAI

**Darren recently had the opportunity of visiting China and his first stop in Shanghai was an eye-opening introduction to this amazing country.**

China is big and everything is done on a large scale – a city needs four million people before it even gets marked on the map! You get the first sense of scale on arrival at Shanghai Airport, with the walk to customs and immigration certainly knocking the cobwebs out of your legs after the long flight.

To wake up the first morning after arriving in any city at night is an experience. You try to get your bearings from the ride to the hotel but the maze of motorways and flyovers is going to disorientate you so you don't know where the sun will rise. Aha... sunrise straight through the window, so that's east!

At about 20 million people Shanghai did not actually feel so crowded, but there is certainly no break in the stream of people, bikes (pedal and motor) and cars. The newer streets are four to six lanes wide and road laws seem to be just guidelines. However, for all the traffic and lane swapping, I did not see a car or bus with a scratch – the thick layer of dust on most cars may have covered any damage, but all the freshly cleaned coaches show no sign of suffering from the hectic traffic conditions.

The front seat of the bus provided a heart-stopping ride. Shanghai is China of the last 20 years – a boom city, and Pudong shows it off at its best. The high-rise buildings that have grown out of what were fields just a few years ago, show the result of the world turning to China for goods.

If the fog/smog lifts, the view from the 88th Floor Observation Platform in the Jin Mao Tower offers a glimpse of the very old, the colonial and the modern – not much of the 'ancient' is left, except for the odd pocket around a temple or garden.

A river cruise at night along the Huangpu River really dispels any idea of old China – the light show is florescent.

Some traditions are still around and in a city of small living spaces it is the open areas that are highly valued. Everbright Park was near my hotel and the morning temperature of minus 2 does not stop people exercising and socialising. Tai chi, swords and formation dancing are just part of a frosty morning.



For those of you who are curious... yes, dog is still on the menu if you eat with the locals. At a nearby market I saw them being unloaded from a truck – about the size and shape of a greyhound and here they are bred for the table, just like pigs.

The train journey back to the airport was a great experience and at just 50 yuan, it was a bargain. The train starts out of the blocks really quickly and is doing over 90kph by the time it has cleared the station, builds to over 400kph for a short time then slows to more pedestrian speeds of 300 then 200kph before stopping in the airport station. The ride is smooth and if it wasn't for the speedo in the carriage you would never know it was so fast!

Shanghai was a great introduction to China and definitely had me eagerly anticipating the remainder of the trip.

Darren



Darren



Pam

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

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



Ken



Kay

# WINNERS! WINNERS! WINNERS!

## PETROL VOUCHER GIVEAWAY

The four lucky winners of the \$50 petrol vouchers in the Autumn edition of SDA TasTalk were –

Jessie Medcraft      Coles Wellington Street

Kathryn Allen      Target Hobart

Carolyn Dennis      Kmart Launceston

Barbara Frost      Woolworths Devonport



## THANK YOU LETTER

Dear Paul

I take this opportunity to say a very special thank you to yourself, the SDA Team and Chris Stilgoe (Myer Store Delegate) for setting up and providing a wonderful morning tea for myself, Pat Hathen, Sue Kerrison and Susie Prior to mark each of us attaining 25 years of membership with the SDA.

The function demonstrated recognition by the union of our support and allowed us to celebrate the achievement of this milestone. Thank you once again

Yours sincerely

Rosie Welsh

## FIGHTING FOR PUBLIC HOLIDAYS

*Now that the State Election is done and dusted, the SDA has concerns about members' rights in relation to Boxing Day. This year it falls on a Sunday and the Public Holiday entitlements for that day are substituted for the following day.*

The SDA has held meetings both with the Premier and the Minister for Workplace Relations and put them on notice the union is seeking to vary the Shop Trading Hours Act and that 26 December be classified as a non trading day.

At worst, we would be seeking that the substitution day of Tuesday 28 be made an additional public holiday. This would ensure that Boxing Day (the actual day) receives all public holiday penalties and entitlements.

This would not be unprecedented as Victoria has the additional day provision that was implemented in that state last year.

We will keep you posted as this progresses throughout the year.

## LEAVING THE WORKFORCE



Coles Kings Meadows recently lost two valued employees – Isma Ivory (left) and Irene Hargreaves have recently embarked on the next stage of life... retirement.

Both have been long-term loyal supporters of the SDA with Isma being a member for 16 years and Irene clocking up approximately 23 years.

The SDA wishes them a long and enjoyable retirement.

# WIN! WIN! WIN!

TEN (10) LUCKY MEMBERS

will each win

## \$100 Gift Voucher

# birchalls

all \AIl\, adj.  
Something for everyone:  
*example: At birchalls...  
you can find it all.*

### Get your entry in early to win one of our BIRCHALLS VOUCHERS

DON'T MISS OUT!

Only current SDA members are eligible to enter the competition and the FIRST TEN 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

- Which public holiday does the SDA have concerns about for later in the year? A \_\_\_\_\_
- Where does The Ghan travel from/to? A \_\_\_\_\_
- Which sport is Magaret Ashdown most keen on? A \_\_\_\_\_

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

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

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

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

### ENTRIES CLOSE ON FRIDAY 23 JULY 2010

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





Sandra Hillier, Tammy Maxwell-Bourke & Carolyn Plapp, Coles Devonport



Krystal Percy & Sarah Jago, Jay Jays Northgate



Tiffany Frankcombe & Diane Charlesworth Kmart Devonport



Alicia Simpson & Alysha Bourke, Kmart Devonport



Donal McIntee, Elaine Towell & Simone Drazenovic, Bunnings Launceston



Ali Chamberlain, Abbie Garth, Tara Clark, Joe Chivers & Clinton Kinsella, Big W Rosny Park



Aaron Cox, Kmart New Town



Angela Phillips, Coles Devonport



Ben Cowen, Kmart New Town.





Karen Bird, Kmart New Town



Sarah James, Morgana Rawlings & Jessi Sampson, Sanity Northgate



Maureen Greenwood, Kmart New Town



Michelle Felmingham & Michael Osbourne, Bunnings Launceston.



Sandra Kaine, Kmart Devonport



Tahleah Jacobson, Melissa Abel & Liam Sutton, Coles Devonport



Vicki Kent, Kmart New Town



Garry McKeown, Michelle Felmingham, Vicki Garwood & Elaine Flynn, Delegates from Bunnings Launceston



Andrea Oates & Andrea Godfrey, Kmart New Town

# AFS REPORT FROM GERMANY

Dear Mr Griffin and the SDA

*I would like to start by thanking you so much for the fantastic opportunity the SDA has provided me with through the scholarship to Germany.*

*Already I feel like my life has changed so much. Not only through obviously living on the other side of the world, but my views of culture and lifestyle as well. The two months I have lived in Germany have really been so much fun, although at times testing. I feel I have grown up a lot, but it has also made me appreciate the family and the country I come from.*

*My host family in Germany is so fantastic and has a lot of similarities to my family in Australia. Although I haven't met my host sister yet, as she lives in a city seven hours away, I have gotten to know my host parents really well and we get along well – they have a great sense of humour.*

*Despite my preconceptions about German food it is actually so delicious! My host mum is a really good cook and enjoys making all sorts of delicious food. My host parents have organised lots of trips to German cities in the summer holidays, which should be amazing. The weather is getting warmer now, about 15-20 degrees, which makes it easier to do things outside.*

*During the Easter holidays we made a trip to Dresden and I was able to see some amazing sights.*

*Thank you again for this opportunity, I can't thank you enough for the experience you have provided me with!*

Eleanor Salt

SDA Scholarship recipient  
Germany



## SHORT PROGRAM EXPRESSION OF INTEREST



YES, I would like more information about the GO DISCOVER Short Programs 2010

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 2010:

**This could be YOUR experience of a lifetime, so send your form to the SDA NOW!**

Send this Expression of Interest form to Paul Griffin, General Secretary, SDA, PO Box 1289, Launceston, 7250

**BY FRIDAY 30 JULY 2010**



# AFS SHORT PROGRAMS 2010

# FIND YOURSELF

## GO **d**iscover 2010 SHORT PROGRAMS



## CANADA

"I loved my AFS experience in Canada and especially my host family to whom I say thanks a thousand times for their love and because they helped me see the world and myself differently."

Anita Kupper, AFS Participant to Canada, 2002

Host of the 2010 Winter Olympic Games, Canada is the second largest country in the world and the largest in North America. Renowned worldwide for its vast, untouched landscape and its unique culture, Canada is the perfect destination for anyone who has an adventurous spirit. It has a thriving multicultural society with a mix of indigenous, French and British traditions, cultures and cuisines.

**4 weeks: December 2010 to January 2011**

**Program**

- You will be placed in a local school in Montreal, Quebec or Vancouver
- Participate in extra curricular activities such as ice hockey or skiing

**Eligibility Criteria:**

- 15 to 18 years old

**Language lessons:**

- French language lessons provided if you are placed in Montreal or Quebec

**SEND IN  
YOUR  
EXPRESSION  
OF INTEREST  
NOW!**



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

## THE SAVINGS...

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

## WHEN YOU ARE COVERED...

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

## WHAT IS COVERED...

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

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

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

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



# WORKING SAFELY

**Through its links with the state's peak union body, Unions Tasmania, the SDA has been involved with major reforms to the Workers Rehabilitation and Compensation Legislation that will commence on 1 July 2010 – these reforms will change how injured workers are managed and assisted in their return to work.**

The changes are designed to get people back to work sooner and include early intervention and a team based approach to help with an injured worker's treatment, recovery and return to work.



by James Russell

Other changes include:

- The notification, claim and settlement process;
- Step down provisions for the payment of weekly benefits whilst a worker is away from work, with key elements being:
  - 100% of normal weekly earnings for the first 26 weeks (previously 13 weeks)
  - 90% of normal weekly earnings after 26 to 78 weeks (previously 85%)
  - 80% of normal weekly earnings after 26 to 78 weeks.
- The amounts available for permanent serious injury
- Access to common law claims for damages.

## AN ASBESTOS FREE TASMANIA

In conjunction with Unions Tasmania, SDA Tasmanian Branch has the ambitious long-term target of a Tasmania that is free from building materials containing asbestos – a Class 1 carcinogen that has no safe level of exposure.

This is a huge task that will require major government policy development and co-ordination.

Strong submissions were made to government in 2009 and an announcement was subsequently made by the previous Minister (Lisa Singh) that a policy unit would be established within the Tasmanian Government.

The issue of the dangers of asbestos has been debated for many years and a prime example of neglect is the derelict

building in the North West that was once the Devonport Maternity Hospital. Vandals and exposure to the elements has made this site a clear threat to the environment and the surrounding community.

Included in the submissions to Government of sites requiring attention was the roof of the Princess Wharf No.1 Shed in Hobart, where leaking asbestos fibres were identified – the Government has now released its plan to reroof Shed No.1 as part of its redevelopment of the area.

Most recently, new Workplace Relations Minister David O'Bryne has announced the formation of a dedicated asbestos unit within state government.

## FREE INSURANCE KEEPS PAYING

After suffering an accident away from work, Luke Scott from Neil Pitts in Launceston was very happy to receive a cheque from the SDA's Free Accident Insurance Scheme.





# ME BANK IS OFFERING 6.25% P.A. ON ITS FIRST HOME SAVER ACCOUNT

ME Bank's First Home Saver Account (FHSA) is now offering a variable interest rate of 6.25%\* p.a. to young Australians wishing to save for their first home.

When added to the Government's 17.00% p.a. contribution, ME Bank's FHSA interest rate of 6.25% p.a. gives first home buyers the opportunity to earn a combined 23.25% pa on their first \$5,000 deposited to the account each year.

This simple, tax effective way to save for your first home, earned ME Bank Money magazine's Best of the Best Award 2009, Gold Winner, Best First Home Saver Account, Bank Category.<sup>^</sup>

Best of all, ME Bank's FHSA has no account keeping fees.

If you do want to open an ME FHSA, you must be an Australian taxpayer between the ages of 18 and 65 years and you have not previously had a government First Home

Buyers Grant. And, of course, you must be buying your first home!

If for some reason you don't wish to continue saving in the FHSA, the funds will be transferred to your superannuation account and will only be accessible on retirement.

**[www.mebank](http://www.mebank) or phone 1300 309 374**

<sup>^</sup> Money magazine's Best of the Best Awards 2009, Gold Winner, Best First Home Saver Account, Bank Category.

\* Interest rate is current as at 9 March 2010 and is subject to change. Subject to government eligibility and withdrawal criteria.

This information does not take into account your situation and you should consider if this product is appropriate for you. Before you make any decisions about our First Home Saver Account you should review the Product Disclosure Statement and Terms and Conditions.

For information about First Home Saver Accounts generally you may wish to visit the ATO website or the ASIC website.



## Take your first step to home ownership with an ME Bank First Home Saver Account.

ME Bank is delighted about helping you save for your first home. This is why we're working hand in hand with the Australian Government to bring you the ME Bank First Home Saver Account (FHSA).

With this new savings account, you'll earn a high interest rate on your entire balance with no bank fees. Plus, you'll receive Government contributions. Once you have made a contribution of at least \$1,000 per year in your account for four financial years, you can withdraw the money, tax free to buy or build your first home.

### The benefits of an ME Bank First Home Saver Account

- Earn a high interest rate\* on every dollar, every day
- Receive an additional 17.00% p.a. contribution from the Government on your first \$5,000 in personal contributions made each financial year, to really boost your savings!
- No account keeping fees
- Contributions will be tax free
- Investment earnings (or interest) will be taxed at 15%



Money magazine's Best of the Best Awards 2009, Gold Winner Best First Home Saver Account, Bank Category.

Make home ownership a reality today and call **1300 309 374** or visit **[mebank.com.au/firsthomesaver](http://mebank.com.au/firsthomesaver)**

\*The interest rate is the standard variable interest rate and is subject to change. The 17.00% p.a. Government contribution is based on your contributions in a financial year. The maximum Government contribution in a year is currently \$850. Subject to government eligibility and withdrawal criteria. Please consider if the FHSA is appropriate for you with the Product Disclosure Statement and Terms and Conditions available from Members Equity Bank Pty Ltd ABN 56 070 887 679. ME Bank is a trademark of Members Equity Bank Pty Ltd 0510/152576

# GAIL HAS SEEN IT ALL

Recently retired from Woolworths in Ulverstone, Gail Thow looks back on her early working days – to 1979 in the grocery area of Moran & Cato in Ulverstone, which was subsequently bought out by Roelf Vos.

In 1985 Gail changed direction and went to work at Westpac for the ensuing five years, rejoining Roelf Vos in 1990. Although Woolworths had already taken over the chain at that stage, the name change did not occur until the mid 1990s.

Between 1990 and 2000 Gail was the manager of general merchandise in the Devonport store and then spent a short time assisting with the opening of the new Woolworths store at Mowbray.

When that was successfully up and running she joined the Kings Meadows store for the next five years. At that point Gail decided to return to 'home ground' and transferred back to Woollies in Ulverstone, where she worked until retiring in April this year.

Like many other long termers in retail, Gail remembers that when she first started there were 'boys' to pack groceries for the customers.



▲ Gail Thow recently retired...

However, with the introduction of the Equal Employment Opportunity policy, everything changed and both males and females had to undertake the job. Obviously this role was phased out when packing became part of the check out function.

She also remembers when groceries were priced by hand, a practice that quickly became outmoded when pricing guns were introduced.

Of course that meant an additional pricing gun was needed for specials and it was all a bit of a challenge when at the end of the week the specials had to be replaced with normal prices!

With retirement approaching and in preparation for having some additional leisure time, Gail joined her husband in playing lawn bowls. Apparently she turned out to be a 'natural' from the start and, within two years of beginning to play, she won the Tasmanian Open.

The SDA congratulates Gail on her long retail career and her quickly won success in the field of bowling... and we wish her a long and happy retirement!

## Don't be fooled, they're dangerous

Ulverstone pair causes major state bowls upset

By MARTIN ASATYR

A VIRTUALLY novice pair of women from Ulverstone have caused one of the greatest bowlers in Tasmanian bowls, after winning the state title in just their second year in the sport.

But that's only a wee part of the story.

Ulverstone duo Gail Thow and Shiraz Beavis beat the state bowls coach, and her partner, to win the final of the state pairs championships at South Burnie recently.

Dropping only one game from six in their sectional play, which included defeating several pairs boasting state-ranked players, the Coastal pair progressed to the quarterfinals.

What followed would have had most bowlers showing their fingertips back to the point of new entrants.

Thow and Beavis had to survive not one, not two, but three tie-breakers during the Coastal series.

The ends were locked up after regulation play in their quarterfinal, forcing their first-ever state titles final into extra ends.

Most novices would have folded under pressure, but not Thow and Beavis.



THE SHANTHOLLERS OF ULVERSTONE: Gail Thow and Shiraz Beavis defeated the state women's bowls on her star partner to win the state pairs title — after just two years of playing bowls. Picture: Sam Eyles.

— a fine effort to anyone's look for such an inexperienced pair — and most felt they should have been satisfied with that.

Not Thow and Beavis. They were another thriller after the stress and made a fairytale appearance in the state final.

To add even more pressure, their opponents in the grand final were state coach Margaret Pearce and her partner Lyn Quarrell. Inevitably, the Ulverstone dynamic duo looked up the ends with the star-struck Launceston pair after regulation play.

With just two bowls to go in the grand final tie-breaker, the Launceston pair led by two shots.

Coil as a youngster, Beavis followed a golden-bowl, which carried the jack through to two of her team-mates' bowls to take the lead.

Pearce failed to regain the shot, giving the Coastal pair the victory.

"I needed to trail the kids through to two of Gail's bowls at the back to give us the win and luckily I was able to do it," she said.

"I looked for six weeks in 1991, but other than that, I've only been at it for a couple of years," she said.

North-West Tasmania Women's Bowls Association president Susan Stepten described the match as the most exciting bowls game she had

66  
It was the most exciting bowls game I have ever witnessed.

— NW women's president Susan S

# Get the Federal Government to put money in YOUR super account

## It's a great deal!

To try and get you to save more for your retirement, the Federal Government will contribute \$1 for every dollar you pay as a personal (after tax) contribution to your super account – up to \$1,000 per year.

If your total income is less than \$61,920 a year, you make personal super contributions and meet eligibility criteria, the Government will make a pro-rata payment to your Tasplan account (refer to the Ready Reckoner).

The Government calls its payment a 'co-contribution.' Remember, if you are eligible, ANY personal contributions will attract a Government co-contribution.

## Are you eligible?

Eligibility conditions apply. Please check [www.tasplan.com.au](http://www.tasplan.com.au) and do a search for co-contributions on the homepage.

## What will I receive?

You will receive \$1 for every \$1 personal contribution you make. The maximum amount is available if you earn \$31,920 or less. The \$1,000 reduces by 3.3 cents for each dollar of income earned over \$31,920 up to an income of \$61,920 where it phases out completely.

**Remember**, you're not entitled to a co-contribution for contributions you claim as a tax deduction or any salary sacrifice to your super you may make.

Your Income	Your Contribution			
	1000	800	500	200
31920 or less	1000	800	500	200
37920	800	800	500	200
43920	600	600	500	200
49920	400	400	400	200
55920	200	200	200	200
61920 or more	0	0	0	0

## What do you do next?

It's simple. Just make a contribution to TASPLAN by June 30 (Tasplan **must** receive your contribution before June 30).

by:

- Payroll deduction;
- Direct debit
- EFT, or
- BPay.

The rest is handled automatically between us and the ATO.



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.

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



# HELPING OUR OWN

Debra Fraser is an SDA member at Woolworths Legana and was most appreciative when General Secretary Paul Griffin presented her with a cheque to assist with considerable expenses the family is experiencing in dealing with her son's rare medical condition.

Debra and husband Scott will be travelling to Sydney and Newcastle to meet an American specialist regarding possible new treatments that are being tested overseas.



## POLITICAL SUCCESS

The SDA supported Scott Bacon (son of Jim) in his election campaign for State Government in March.

We congratulate Scott on his success on being elected and look forward to working with him in the future.

# SDA FOOTY TIPPING 2010

### Weekly winners to date...

- Round 1 Susan Harwood K&D Hobart
- Round 2 David McLean Coles Logistics
- Round 3 Phil Lockett Myer Launceston
- Round 4 Donna Johnston Coles Kings Meadows
- Round 5 Max Evans Motors Launceston
- Round 6 Trent Smith KFC Bridgewater
- Round 7 Tania Venn Coles Kings Meadows
- Round 8 Scott McGillvery Coles Logistics
- Round 9 Ben Post Woolworths Kings Meadows
- Round 10 Susan Morton Officeworks Launceston
- Round 11 Susan Harwood K&D Hobart



*Max Evans, Motors Launceston Round 5 Footy Tipping winner*

### WEEKLY WINNERS RECEIVE A DOUBLE MOVIE PASS

Overall winner at the end of the season will receive two tickets to an AFL Preliminary Final, airfares and overnight accommodation in Melbourne.

# ACTU CAMPAIGN LAUNCH

## ... FOR THE UPCOMING FEDERAL ELECTION



The election campaign for the marginal and critical seat of Bass was launched in May by the Secretary of the ACTU, Jeff Lawrence, and was attended by many SDA members and representatives of other unions.

He encouraged unions to provide all possible assistance to pre-selected ALP candidate Geoff Lyons in his bid to retain the seat for Labor.

His presentation emphasised the importance of a Federal Labor Government being returned – an essential outcome to ensure the continuance of the new Fair Work Australia legislation, which includes improved entitlements through the Modernised Award system that reduced more than 2000 awards to approximately 120.

Secretary of Unions Tasmania, Simon Cocker, identified specific electorates that unions will be targeting in their campaign and ACTU Campaign Coordinator Linda Cargill outlined what her role will be in the closely fought electorates of Bass, Franklin and Braddon.

Press coverage at the event was strong, and 'Eric' (the Eric Abetz lookalike) was spotted hovering in the background of proceedings.

With Opposition Industrial Relations Minister, Senator Eric Abetz joining Tony Abbott in favourable comments relating to certain provisions of the previous government's Workchoices legislation, 'Eric' will attend various functions to remind voters of the threats to working conditions if a Coalition Government is elected.

While in Launceston for the launch, Jeff Lawrence also took the opportunity to inspect a local manufacturing industry during a visit to Waverley Woollen Mills.

## SDA ORGANISERS AT WORK

*Each year our union organisers attend a national conference to report on their activities over the previous twelve months.*

Convened by SDA National Secretary, Joe de Bruyn, this year the get together was held in Brisbane over two days in May.

Each branch is required to report on membership recruitment and the strategies and tools utilised in signing new members into the union.

The forum also provides an important opportunity for organisers to meet with their counterparts from other states, exchange ideas and understand whether similar difficulties are being experienced with particular companies.

Deputy Prime Minister, Julia Gillard, opened the conference and our National Secretary then reported on current political issues and the situation in regard to negotiating enterprise agreements with retail companies.

The Prime Minister addressed delegates later in the day, before flying to Burnie to meet people on the North West Coast in relation to health issues and commit to a Federally funded cancer centre for the region.

Other guest speakers included Major General Jim Nolan, a Senior Australian Defence Force Advisor, who spoke on his leadership role in Afghanistan in recent years.

**Tasmania was the most successful branch** when it reported on its 7.7% increase in new members over the previous 12 months – other states reported no significant increase.

This is indeed a remarkable result, particularly as Tasmania does not have the scope of new store and shopping centre openings that other states enjoy. In addition, our organisers are to be further congratulated on their success, as they do not benefit from the technological resources available to some interstate organisers. Many of the local sign ups are made face to face during store visits or inductions for new employees.

A dinner for all delegates was held on the final evening of the conference, during which each Branch presented a skit – with plenty of freedom to make it a musical, drama or just down right bagging of other states.

*Once again, Tassie won the award for the best presentation, which now makes it three in a row!*



# A HARD ROAD BACK TO HEALTH

**Joe Chivers works at Big W at Rosny Park... and is very happy to be part of the team again.**

In August 2009 he was involved in a skydiving incident and fractured a vertebrae in his lower back.

After four months spent recovering in hospital in Melbourne, Joe returned home to Tassie in a wheelchair and was amazed to find that not only had Big W kept a position open for him, but the team (with some help from the SDA) had been fundraising to assist with the substantial expenses related to his accident.

With the help of some rigorous and exhausting rehabilitation, Joe returned to work at Big W some twelve months after being injured and is now working in the fitting rooms for 15 hour a week...and loving it! Not only that, he is also able to stand and can even take one or two steps.

Joe is keen to thank all his family and friends, the SDA and his workmates at Big W for the support provided to him and his parents throughout a very testing time. "Words cannot express how much your supports has meant to me," says Joe.



The SDA applauds Joe's courage and determination in fighting his way back from such a crippling injury and we know he will continue to improve and regain his life.



## SPEAKING FOR YOUTH

**Oliver James has been selected to represent Tasmania at the United Nations Youth of Australia Conference to be held in Perth in July at the University of Western Australia.**

From 35 public speaking contestants at the Tasmanian conference held in Hobart under the theme of 'Generating Change and Empowering Minority Groups', James was honoured to be chosen as one of 10 representatives to attend the national conference. He spoke on six subjects that included 'Refugees in Australia' and 'The Israel / Palestinian Conflict'.

The SDA was pleased to provide Oliver with some financial assistance towards his airfares and accommodation in representing Tasmania at this important forum.

There will be approximately 150 contestants from around the country, as well as some international participants from South Korea and New Zealand.

Oliver has been an SDA member at Coles Racecourse Crescent for 18 months and is currently in Year 12 at Scotch Oakburn College. Amongst his other accomplishments he is in the school hockey team and plays the trombone in school musicals.



▲ General Secretary Paul Griffin presenting Oliver with a donation from the SDA to help with expenses to participate in the Youth of Australia Conference

**Congratulations Oliver, we wish you well!**



# GOVERNMENT BOOSTS SUPERANNUATION

**The Rudd Government has provided a big boost to retirement benefits by proposing a boost to employer contributions from 9% to 12% of workers' earnings.**

This announcement was made in early May following a major review of Australia's Taxation system.

At present, an employer must pay a superannuation contribution of 9% of ordinary time earnings for each eligible employee.

This superannuation payment is made into an appropriate superannuation fund – this is the Retail Employees Superannuation Trust (or REST) for most SDA members.

The Government wants to change the law to increase the superannuation entitlement gradually to 12% of ordinary time earnings.

The proposed increase to superannuation payments to be made by employers is shown in the table below: -

Time	Proportion of Ordinary Time Earnings
Now	9.0%
1 July, 2013	9.25%
1 July, 2014	9.50%
1 July, 2015	10.0%
1 July, 2016	10.5%
1 July, 2017	11.0%
1 July, 2018	11.5%
1 July, 2019	12.0%

## \$500 Boost for Low Incomes

In a further boost for superannuation, the Government proposes to contribute \$500 each year to the superannuation accounts of workers on taxable incomes up to \$37,000 per year.

The new benefit will commence from 1 July, 2012.

It applies in addition to the superannuation co-contribution where the Government matches an eligible worker's contribution to super, dollar for dollar, up to \$1,000 each year.

The \$500 payment will be made by the Government to the superannuation account of an eligible worker after the worker submits his tax return each year.

## Boosting Retirement Incomes

There will in future be 3 major benefits to increase retirement incomes for low income workers: -

The employer contribution rising from 9% to 12%.



by Joe Debruyne

The \$500 Government payment for workers earning up to \$37,000 per annum; and

The existing Co-Contribution Scheme worth up to \$1,000 from the Government for eligible workers.

## Why is the Government doing all this ?

The answer is that Australia has an ageing population.

More and more people are entering retirement and living longer, while the low birth rate means that fewer people are entering the workforce.

This means the burden of the aged pension will grow while the proportion of workers paying taxes will fall.

Therefore, we need to make alternative arrangements for our retirement – and superannuation is the logical answer.

In the future, the average worker in retirement will be able to draw on the aged pension and supplement this with his/her superannuation benefit.

It should mean a higher living standard in retirement.



**To contact REST for advice and assistance –**

**Phone: 1300 300 778**

**Fax: 0500 507 378**

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

**Email: [contact@rest.com.au](mailto:contact@rest.com.au)**

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



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

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

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



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



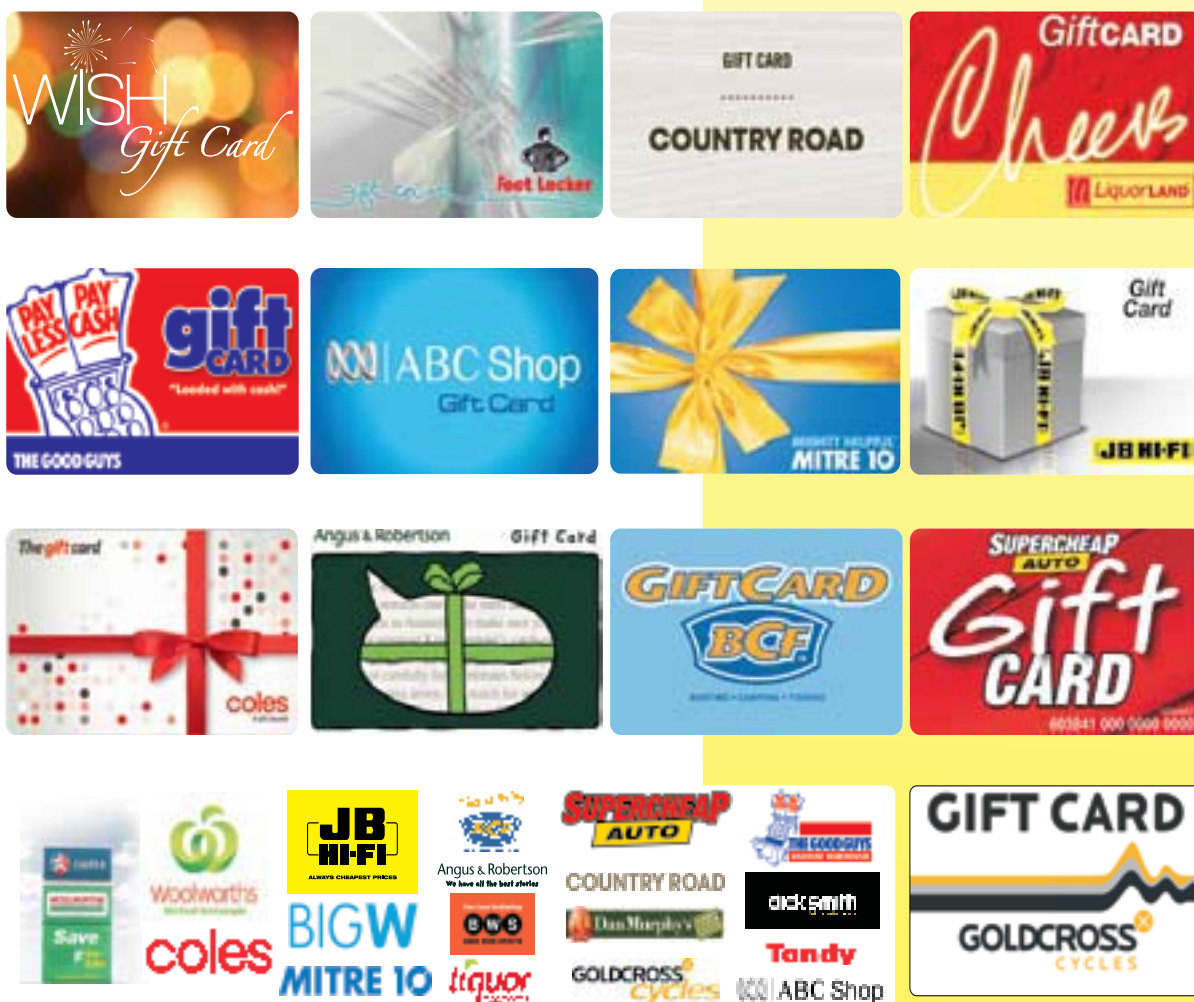
Welcome to the SDA Tasmania Member Benefits update.  
 The very best discount offers in the very best locations.  
 For the latest news, exclusions and updates visit [www.sdatas.asn.au](http://www.sdatas.asn.au) regularly.

**Where To Enjoy**®

# More Choices, More Savings

**Your favourite stores, the best discounts!**

purchase Gift Cards.



Visit [www.sdatas.asn.au](http://www.sdatas.asn.au) and follow the links to Gift Cards to view the latest Gift Card inclusions and to place your order.

See website for full details. To receive a discount, you must pre-purchase Gift Cards from Where To Enjoy member benefits. You cannot present your member card at the stores listed above, you must pre-purchase the discounted gift cards to receive the discount.





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

From the team at SDA Tasmania, Enjoy.



## TRY QUICKFLIX WITH 8 FREE MOVIE RENTALS!



To receive your 8 free movies visit: [www.sdatas.asn.au](http://www.sdatas.asn.au) and follow the links within the members area.

Try Quickflix for FREE with up to 8 movie rentals over 30 days. If you enjoy Quickflix then continue to rent DVDs after your trial. If you don't, then cancel your trial and you won't pay a thing. Visit the SDA website for details.

Offer valid for new members only.

### Where To Enjoy Leisure Club with Flight Centre



Flight Centre offers members the following benefits when booking their holidays:

- 5% discount off holiday packages including accommodation and airfares.\*
- 5% discount on Domestic and International accommodation booked 28+ days in advance.\*
- \$100 per person discount with selected coach tour companies.
- 5% discount on selected Adventure travel operators.
- Corporate Accommodation rates within Australia.
- Corporate rates on Qantas and Virgin Blue lounge memberships.\*
- There are no joining fees associated with the Where To Enjoy Leisure Club.

These special offers are not available at Flight Centre retail outlets. All Leisure Club enquiries or bookings MUST be directed to the dedicated Where To Enjoy Team, and only on the following contact details:

Please call or email:  
E-Mail: [wheretoenjoy@flightcentre.com.au](mailto:wheretoenjoy@flightcentre.com.au)  
Phone: 1300 287 751  
PLEASE QUOTE "Where To Enjoy".

Please note: This is not valid with any other Flight Centre Business Travel office.

\*Flights to be quoted at time of booking. \*Conditions apply. \*Subject to availability. \*Some items may be cancelled without notice due to lack of availability.

### lenovo Computers

Save up to 30% Off.

Members receive a discount of up to 30% off computers.

Visit the SDA website and within the members benefits area type 'Lenovo' in the keyword search. Full details on the Lenovo feature located on the website.



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

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

#### Where To Enjoy

[www.wheretoenjoy.com](http://www.wheretoenjoy.com)

### Bakers Dozen

ONE GOURMET PIE

Enjoy One Free "Gourmet Pie" with the purchase of a Second "Gourmet Pie" of equal or greater value

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

Burnie, Devonport  
Kings Meadows  
Lalorston X, Z  
Mowbray, Wynyard

Valid to 30th September 2010

#### Where To Enjoy

[www.wheretoenjoy.com](http://www.wheretoenjoy.com)



20% OFF

Enjoy 20% off 2 full priced Bowling Games and Shoe Hire at any AMF Bowling Centre across Australia.

Conditions of use: Not valid in conjunction with other discount offers, public holidays or redeemable for cash, limit of one voucher per day, must be surrendered. Member Card must be presented if requested. See website for full details. Not valid for League or Tournament Play. Valid for up to 4 adults

(Offer valid Australia wide)

Valid to 30th September 2010

#### Where To Enjoy

[www.wheretoenjoy.com](http://www.wheretoenjoy.com)



ONE LARGE PIZZA

Enjoy One Free "LARGE PIZZA" with the purchase of a Second "LARGE PIZZA" of equal value

Conditions of use: Not valid in conjunction with other discount offers, public holidays or redeemable for cash, limit of one voucher per day, must be surrendered. Member Card must be presented if requested. See website for full details. \*valid for Delivery and Takeaway purchases only\* (Australia wide)

Brisbane 3892 1111  
National 13 11 199  
[www.pizzahut.com.au](http://www.pizzahut.com.au)

Valid to 30th September 2010

#### Where To Enjoy

[www.wheretoenjoy.com](http://www.wheretoenjoy.com)



15% OFF Bistro Meals

Enjoy 15% off all Bistro Meals

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

82 Formby Rd Devonport  
Ph: (03) 8424 1601

Valid to 30th September 2010

# RETAIL TRADES AWARD

## MINIMUM WAGE RATES EFFECTIVE 1 AUGUST 2009

**DOES NOT APPLY TO BETTS SHOES, BIG W, BUNNINGS, COLES, COUNTRY ROAD, HARRIS SCARFE, JUST JEANS, K&D WAREHOUSE, KMART, MYER, OFFICEWORKS, PETROL PLUS, PRETTY GIRL FASHION GROUP, PRICELINE, REJECT SHOP, ROCKMANS, SPECIALTY FASHION GROUP, SPOTLIGHT, SUPER CHEAP AUTO, TARGET, WATTYL PAINTS, WOOLWORTHS, GUNNS AND FAST FOOD WORKERS**

	ORDINARY HOURS						SUNDAY RATES AT DOUBLE TIME	
	7 am to 6.30 pm Monday to Friday		6 pm to 9.30 pm Thursday to Friday		7 am to 6.30 pm Saturday			
	HOURLY RATE		HOURLY RATE		HOURLY RATE			
38 HOUR WEEKLY RATE	Full-time and part-time (15 hrs or more per week)	Casual and part-time (less than 15 hrs per week)	Full-time and part-time (15 hrs or more per week)	Casual and part-time (less than 15 hrs per week)	Full-time and part-time (15 hrs or more per week)	Casual and part-time (less than 15 hrs per week)	17.5% Annual leave loading on 4 weeks leave	
RETAIL EMPLOYEE GRADE 1 ADULT ENTRY Less than 6 months experience Sales, stores, clerical function (graded after 6 months) Cleaner	\$ 587.30	\$ 15.45	\$ 18.55	\$ 19.31	\$ 22.40	\$ 23.18	\$ 26.27	\$ 411.11
RETAIL EMPLOYEE GRADE 2 Shop Assistant, clerical officer (basic) Storeman, van salesman	616.80	16.23	19.48	20.29	23.54	24.35	27.60	431.76
RETAIL EMPLOYEE GRADE 3 Section 21/C senior sales assistant, front end 21/C supervisor electrical officer, storeperson (supervising up to 10), corsetiere	633.20	16.66	20.00	20.83	24.16	24.99	28.32	443.24
RETAIL EMPLOYEE GRADE 4 Section manager in charge of 2 including self Front end controller (supervising up to 15), nightfill supervisor, senior clerical officer, trades person	651.90	17.15	20.59	21.45	24.87	25.72	25.15	456.33
RETAIL EMPLOYEE GRADE 5 Section manager in charge of 3 to 4 employees including self Front-end controller (managing 15 or more)	672.80	17.70	21.25	22.12	25.67	26.55	30.09	470.96
RETAIL EMPLOYEE GRADE 6 Section manager in charge of 5 or more Admin officer supervising 5 or more	693.60	18.25	21.90	22.81	26.46	27.37	31.03	485.52
RETAIL EMPLOYEE GRADE 7 Senior admin officer, reflects grades 6 & 7 from Clerical & Admin Employees (Private Sector) Award	712.50	18.75	22.50	23.44	27.19	28.12	31.87	498.75
JUNIORS								
Under 17 Years 50%	308.40	8.12	9.74	10.15	12.18	12.18	14.62	215.88
17 to 18 Years 54.5%	336.16	8.85	10.62	11.06	13.27	13.28	15.93	235.31
18 to 19 Years 67.5%	416.34	10.96	13.15	13.70	15.89	16.44	18.63	291.44
19 to 20 Years 79.5%	490.36	12.90	15.48	16.12	18.71	19.35	21.93	343.25
20 to 21 Years 83.1%	512.56	13.49	16.19	16.86	19.56	20.23	22.93	358.79
FLORISTRY APPRENTICES								
1st Year 42%	265.94	7.00		8.75		10.50		186.16
2nd Year 55%	348.26	9.17		11.46		13.76		243.78
3rd Year 75%	474.90	12.50		15.62		18.75		332.43
4th Year 88%	557.22	14.66		18.33		21.99		390.05
NIGHTFILL EMPLOYEES								
Grade 2	771.00	20.29	24.35					
NIGHTFILL JUNIORS								
Under 18 Years	420.20	11.06	13.27					
18 Years	520.42	13.70	16.43					
19 Years	612.95	16.13	19.36					
20 Years	639.93	16.84	20.21					

# SDA MEMBERSHIP APPLICATION FORM

Surname: \_\_\_\_\_

Given Names: \_\_\_\_\_

Postal Address: \_\_\_\_\_

Suburb: \_\_\_\_\_ Post Code: \_\_\_\_\_

Home Phone No: (    ) \_\_\_\_\_ Mobile No: \_\_\_\_\_

Email Address: \_\_\_\_\_ Date of Birth: \_\_\_\_\_

Employer: \_\_\_\_\_

Employer Location: \_\_\_\_\_

Occupation: \_\_\_\_\_

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

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

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

Signature: \_\_\_\_\_ Date:    /    /

# SDA CHANGE OF ADDRESS/EMPLOYMENT FORM

## PREVIOUS

Surname: \_\_\_\_\_ Given Names: \_\_\_\_\_

Postal Address: \_\_\_\_\_

Suburb: \_\_\_\_\_ Post Code: \_\_\_\_\_ Member No.: \_\_\_\_\_

Employer: \_\_\_\_\_

Employer Location: \_\_\_\_\_

## PRESENT

Surname: \_\_\_\_\_ Given Names: \_\_\_\_\_

Postal Address: \_\_\_\_\_

Suburb: \_\_\_\_\_ Post Code: \_\_\_\_\_ Member No.: \_\_\_\_\_

Employer: \_\_\_\_\_

Employer Location: \_\_\_\_\_

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





# FREE

## member benefits

- ▶ \$40,000 Accident Insurance
- ▶ Educational Scholarship Fund
- ▶ Employment Advice
- ▶ Union Journal
- ▶ Wage Claims
- ▶ Workers' Compensation Advice
- ▶ Workers' Compensation Legal Assistance
- ▶ Workers' Compensation Arbitration
- ▶ Rehabilitation Arrangements
- ▶ Insurance Brokerage
- ▶ Financial Advice
- ▶ Counselling Service
- ▶ Welfare Advisory Service
- ▶ Member Competitions

### **PLUS -**

- ▶ Free first visit to an SDA union solicitor
- ▶ SDA Holiday Discount Coupons
- ▶ SDA Discount Home Loans

## **For more information about the SDA...**

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

Hobart Office  
Phone: 6234 1118

Email: [secretary@sdatas.asn.au](mailto:secretary@sdatas.asn.au)

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

# **IT'S YOUR UNION!**