

sda TasTalk

AUTUMN
2014

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



What a Result!

But there's more to be done
See pages 6-7



IT'S BA-ack!

The 2014 SDA Tassie Footy Tipping Comp is now in full swing!

Our top tipster each week will receive a double movie pass and the glory of their name being published here in each edition of *TasTalk*.

The overall winner at the end of the season will receive two tickets to a 2014 Preliminary Final in Melbourne, including airfares and accommodation.

If you haven't already signed up to be part of this great competition, just go to www.sdatas.asn.au and click the "Footy Tipping Competition" link.

Good luck! And may the best team win!



a WINNER ALREADY!

David McLean, Delegate at Coles Distribution Centre was the winner of our early bird Tassie Footy Tipping Registration competition. He won a family pass to the AFL game between Hawthorn and Brisbane Lions in Launceston on Saturday 22 March. We hope you and your family enjoyed the game, David.

Your Union

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The Bad News... and the Good News



by Paul Griffin,
General Secretary

Welcome to the first edition of *TasTalk* for 2014.

As we go to print, the State election is behind us, and the Hodgeman Liberal Party will now form Government after 16 years of Labor and Labor-Green minority forces at the helm.

Initially, with the majority Jim Bacon-led Labor Government in 1998, the State began to prosper with daily Bass Strait crossings, the AFL playing in Launceston and the upgrading of the Bellerive Oval that brought international cricket to Tasmania.

Such events bring visitors to the State who generally stay a number of days and boost the local economies significantly.

With both Federal and State Liberal Governments, the year ahead appears to hold some uncertainty in respect of maintaining minimum wages and penalty rates into the future, which have been entitlements in industrial awards and agreements for many years.

SDA members are in the low-paid industries of retail and fast food, and any removal or lowering of penalty rates will have a major impact on many of our members, particularly those members who are students at University level and who rely on their current wages while working late nights and weekends, with the odd public holiday becoming available from time to time.

It is important we are not fooled

by the operators in hospitality and tourism – they claim that shops, restaurants and cafes remain closed on public holidays due to wages and penalties being excessive.

From time to time it has been stated on talkback radio that it “costs \$50.00 an hour to make a cup of coffee” and the “rate on a public holiday is triple time” or “double time and a half on a Sunday”.

This is highly unlikely, as the new General Retail Industry Award and the Fast Food Award do not contain penalties of such nature, with many employees on junior rates.

In many cases, our members work extremely hard in such low-paid industries and to meet these challenges, retail and fast food workers require a strong and effective union such as the SDA to take up the fight against employers and governments that are determined to lower current entitlements.

Currently, we have a Federal Government that has reduced benefits that members were expecting, including deferment of the superannuation increase, abolishing the school kids bonus and employees earning less than \$37,000, a section where many SDA members are employed, will no longer receive the \$500 superannuation concession.

It should be remembered that the State economy relies on members of its communities to have money to spend, and in low-paid industries where income is further reduced, only the basics will be afforded.

Less is spent on any extras and traditionally, when sales are down, one of the first things to be reduced

is labour.

Fortunately, many of our members are covered by Enterprise Agreements that protect wages and penalties.

However, it is important the Union is vigilant and fights, as it has done in the past three years, any attacks by retailers and maintains the standards set by the Modern Award System implemented in 2010.

2014 may prove to be difficult in respect of decisions that are handed down by the Fair Work Commission in relation to the Modern Award Review and outcomes from the Productivity Commission.

Despite any political setbacks, the SDA will continue to provide benefits to its members in competitions, free educational scholarships, discount movie tickets and donations to our members when raising funds for charitable institutions.

Many of our members give up their time voluntarily to assist those less fortunate than themselves either at the workplace or in the communities they are part of.

AND NOW FOR THE GOOD NEWS

The best piece of news in the first part of this year is that we won our case in the Fair Work Commission for the adult rate of pay at 20 years of age.

The quality of the evidence from the witnesses produced by the SDA meant that the Commission had no realistic alternative than to rule in our favour. We proved our case.

This is a big victory in the *100% Pay at 18+* Campaign but it is only the first of three steps. See pages 6-7 for more information.

Tasmanian Public Holidays 2014-2015

Event		2014	2015
New Year's Day	If it falls on a Saturday or Sunday, the holiday is on the following Monday.	Wednesday 1 January	Thursday 1 January
Australia Day	If it falls on a Saturday or Sunday, the holiday is on the following Monday.	Monday 27 January	Monday 26 January
Royal Hobart Regatta (South)	Second Monday in February. (All parts of Tasmania South of, and including, Oatlands and Swansea. Excludes Bronte, Catagunya, Strathgordon, Tarraleah, Wayatinah and the West Coast.)	Monday 10 February	Monday 9 February
Eight Hours Day	Second Monday in March	Monday 10 March	Monday 9 March
Good Friday		Friday 18 April	Friday 3 April
Easter Monday		Monday 21 April	Monday 6 April
Easter Tuesday	Restricted public holiday, currently observed by certain Awards/Agreements and the State public service.	Tuesday 22 April	Tuesday 7 April
Anzac Day	25 April each year.	Friday 25 April	Saturday 25 April
Queen's Birthday	Second Monday in June each year.	Monday 9 June	Monday 8 June
Burnie Show Day	First Friday in October each year.	Friday 3 October	Friday 2 October
Launceston Show Day		Thursday 9 October	Thursday 8 October
Hobart Show Day		Thursday 23 October	Thursday 22 October
Recreation Day (North)	First Monday in November. (All parts of Tasmania in which a statutory holiday is not observed for the Royal Hobart Regatta.)	Monday 3 November	Monday 2 November
Devonport Show Day		Friday 28 November	Friday 27 November
Christmas Day	25 December each year. If Christmas Day falls on a Saturday, the following Monday is observed as the public holiday. If it falls on a Sunday, the following Tuesday is observed as the public holiday.	Thursday 25 December	Friday 25 December
Boxing Day	If Boxing Day falls on a Saturday, the following Monday is observed as the public holiday. If it falls on a Sunday, the following Tuesday is observed as the public holiday.	Friday 26 December	Monday 28 December

WHAT'S HAPPENING AROUND THE STATE AND THE NATION



by Paul Griffin,
General Secretary

COLES SUPERMARKET AGREEMENT

Negotiations commenced in September 2013 in order to form a new national agreement prior to the expiry of the current arrangement on 1 June this year.

However, a demarcation matter arose whereby a Decision was required from the Fair Work Commission to determine the employment instrument of Coles Online Driver.

That Decision has now been handed down, and meetings are due to commence in April with an expectation of finalisation at the end of May.

NONI B

This new Agreement was due to be rolled out in March, and provides good wage increases. The SDA negotiated a new Agreement last year which provides for 2.8% for each of the first two years of the Agreement commencing in April 2014, followed by further pay rises of 3% on each occasion again using 1 April as the operative date. This means the EBA will have an operative life of four years.

The rate from 1 April 2014 will be \$750.00 per week.

HUNGRY JACK'S

At present, this company operates under a five-year non-union Agreement which expires on 18 September 2014. The SDA has been in discussions with the company seeking an agreement for all company-owned and franchised stores throughout Australia.

Such discussions are seeking pay rates up to 9% above the Fast Food Award as has been made with KFC and Pizza Hut.

SDA Tasmania is keen to finalise this process and revert to once again having full coverage across all Hungry Jack's stores in the State.

JUST JEANS

The Just Jeans Agreement expired late in 2012 with negotiations that continued well into 2013 proving difficult.

Eventually, an interim pay raise of \$25.00 was achieved and implemented on 1 September 2013, with further discussions for an EBA to recommence in March 2014.

MYER

The Myer Agreement expired last year on 31 July. However, discussions with the company on a new arrangement have proved difficult as they were reporting flat sales throughout 2013 and believed any wage increases would be out of the question until later in 2014.

This was unacceptable to the Union, and if an agreement were to be reached, it could not do so unless a pay increase was available upfront. Eventually the Union convinced Myer to commence further negotiations in the first half of this year.

It should be remembered that during this period of time, there was a proposal that Myer and David Jones would merge and it was also public knowledge that subsequent to this, the chairman of David Jones resigned (now he has 'un-resigned') and the CEO of Myer, Bernie Brooks would end his contract in August 2014.

In this time of uncertainty, the Union will continue its push to negotiate a new agreement as soon as possible.

HARRIS SCARFE

The Agreement expires on 12 November this year, with the company being advised that the SDA will be conducting surveys and visiting stores over the coming months in preparation for a new Agreement.

THE REJECT SHOP

The National Agreement is due to expire this year on 6 October and the SDA has informed The Reject Shop of the process whereby a survey and store visits will occur in the coming months.

WORKPLACE HEALTH AND SAFETY

Later this year, the SDA will run a range of activities all around Australia to raise awareness about, and improve issues of, health and safety in our members' workplaces.

The SDA is working hard to make sure our members are genuinely represented in their health and safety concerns, through the appointment of Health and Safety Representatives and the proper constitution of Occupational Health and Safety Committees.

Watch this space for news and events about improving your workplace health and safety, but if you have any concerns in the meantime, contact the SDA!



A Fantastic Result - Part 1...



by **Stephanie Bok,**
Northern Fast Food
Organiser and Youth
Officer

The SDA has won the first round of our push for adult rates of pay for 18+ year olds.

In March, we won our case in the Fair Work Commission for the adult rate of pay at 20 years of age.

The SDA called twenty young people to give evidence in the case.

Their evidence established that the work required of a 20 year old is substantially the same as the work required of a 21 year old.

The seven employer witnesses were generally not able to refute that evidence.

The quality of the evidence from the witnesses produced by the SDA meant that the Commission had no realistic alternative than to rule in our favour. We proved our case.

This is a big victory in the *100% Pay at 18+* Campaign but it is only the first of three steps.

The next step is to win 100% pay at 19 years of age. Then we intend to win 100% pay at 18 years of age.

RECENT GOINGS-ON

The campaign for fair pay for younger workers will reach a fantastic milestone this April – it's a year since the SDA launched the *100% Pay at 18+* campaign!

The support that SDA members and the public have given the campaign has been overwhelming.

Tens of thousands of supporters have joined the online campaign site and more than 5,000 people like the campaign on our Facebook page.

Here's a brief outline of the first year's achievements...

- ✓ 21 March 2013:
SDA submission to Fair Work Commission filed
- ✓ 9 April 2013:
Official campaign launch at Parliament House, Canberra
- ✓ May 2013:
Supporter count reaches 10,000
- ✓ 3 May 2013:
Supporters start calling on Minister Bill Shorten to support the campaign



- ✓ 21 May 2013:
Federal Government puts in submission in support of SDA case
- ✓ 16 July 2013:
Fair Work Commission hearings begin (week 1)
- ✓ 29 July 2013:
Fair Work Commission hearings (week 2)
- ✓ August 2013:
Supporter counter reaches 25,000
- ✓ 25 Nov – 1 Dec 2013:
National 100% Pay Week.
- ✓ February 2014:
Supporter counter reaches 36,000
- ✓ The campaign saw out 2013 on a high, with the National Week of Action being celebrated in style around the country.

100% Pay at 18+ was celebrated with Christmas pageants, billboards, flyovers, movie nights, flash mobs, shopping centre and mall blitzes,

beach BBQs, and even a few fair pay action heroes.

We were overwhelmed by the number of high-quality, creative entries to the National Week of Action competition, with two group winners and seven individual winners awarded prizes.

If you haven't seen the winning entries yet, check them out at 100percentpay.com.au/winners/.

Throughout February and March 2014, 100% Pay at 18+ representatives visited more than 11 university Orientation Weeks to help spread the word about the campaign and reach our first-year target of 40,000 supporters.

Again, we were overwhelmed by the interest and support for the campaign to achieve fair pay for younger workers – and we need to keep the momentum going!

Campaign spokesperson Peter Malinauskas says that regardless of the decision from the Fair Work Commission, it's critical that we show that support for fair pay is growing.

"We're already making an impact with politicians, the media and the community, and I want to thank you so much for all your help so far," Mr Malinauskas said.

"But we need to turn up the volume. If every one of us asked five - or more - of our friends, workmates or family members to join the campaign, we can quickly show Australia that support for 100% Pay for 18 and 19 year olds is building momentum.

"Your help in signing up more supporters will make a big difference, in ensuring ongoing success and growth in the next stages in our campaign."



HOW CAN YOU SUPPORT 100% PAY AT 18+? IT'S EASY!

- 📄 Sign up at www.100percentpay.com.au to show your support.
- 📘 Like us on Facebook – www.facebook.com/100percentpay
- 👤 Ask your friends, workmates and family members to sign up too – the more people who get behind the campaign, the more likely it is that we'll achieve 100% pay for people aged 18 and above.

AROUND THE SHOPS



Sarah Wright at Coles Eastlands embraces AFL Footy Team Day...



... and so does Shane Webb, also at Coles Eastlands

Beat this year's Private Health Insurance rate increase with your SDA 8%* discount on nib health insurance

nib lets you tailor the cover you need without paying for things you don't

Take 5 minutes of your time and call nib to start receiving;

- 8%* discount off your premiums potentially saving hundreds of dollars per year!
- 2 & 6 month waiver for new joiners**
- No penalties for members coming across from other funds!^
- 30 day guarantee – it's worth it or your money back!
- Visit www.sda.nib.com.au

It costs nothing to compare and you could start saving money today.

*When you pay by direct debit from your cheque, savings or credit card account.**Offer applies to new membership of any current combined Hospital and Extras package. Longer waiting periods apply for some services including major dental, obstetrics and pre-existing conditions. ^If you've already served your waiting periods at your old fund and are transferring to a similar level of cover with your new Private Health Insurer these will be carried across, it's called continuity of cover. You will only need to serve waiting periods for services that you weren't covered for under your previous policy. †If you are not happy with your cover nib will refund your premiums if you change your mind and contact nib to cancel in the first 30 days (providing you haven't made a claim).



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Belinda Stanway, Kathryn Robottom and Kristine Jackson at Big W Rosny



Long-time SDA member Robert Geer at Woolworths Kingston



Daniel D'Silva at Woolworths Eastlands



More AFL Footy Team Day fun at Coles Eastlands – SDA Secretary Paul Griffin with Delegate Tracey Chalmers, and Emma Rooke, Natasha Clark and Tania Smith



Kyllie Sansom at Woolworths Eastlands



Amy Boud at Coles Eastlands



Lyndall Osbourne at Coles Kingston

Action on Discrimination

In early 2013, the SDA and the ACTU lobbied the Government to support a national inquiry into discrimination in relation to pregnancy at work and return to work after parental leave.

Despite laws and policies in Australia protecting employees against discrimination, many are often demoted, forced to resign, made redundant or treated unfavourably when they become pregnant, are on parental leave or returning to work.

Given this ongoing problem, the Labor Attorney-General funded the Australian Human Rights Commission (AHRC) to conduct a National Review in 2013-14 into discrimination in relation to pregnancy, parental leave and returning to work.

The project is being conducted by the Sex Discrimination Commissioner, with a Reference Group which includes the ACTU and the SDA.

Late last year, the SDA asked members to provide their stories and experiences about being pregnant at work or

returning to work after parental leave.

From the overwhelming response from members, we were able to include 194 SDA Case Studies in our submission.



Some examples highlighted the enormous difficulties our members constantly face both while pregnant and on returning to work after parental leave, including the inability to access rights and entitlements, employers not providing safe work while employees are pregnant (putting both mother and child at risk), difficulty negotiating flexible working arrangements when returning to work, and discrimination while pregnant and on returning to work.

This Review is a real chance to make a difference in the way pregnancy and parental leave is understood and managed in Australian workplaces. The inclusion of our members' experiences assisted in providing an accurate and powerful representation of what happens on the shop floor.

As a result of the issues highlighted in the case studies, the SDA was able to make a comprehensive set of recommendations on what changes need to occur both at a legislative and workplace level in order to improve the rights, entitlements and treatment of women who are pregnant and parents returning to work after parental leave.

The final report from the Australian Human Rights Commission, including recommendations, is due in May 2014.

The SDA looks forward to learning the outcome of the National Review and would like to thank all of the members who made an invaluable and brave contribution to the submission, by sharing their stories and experiences.

The full SDA submission can be found on the SDA website under the "Latest News" tab at www.sda.org.au

SDA Supp



by Carol Wadley,
Education Training
Officer

The SDA strongly believes that Government needs to do more to help families, and makes this case every time we talk to them on behalf of our members.

In the past few months, the SDA has put in a number of submissions and recommendations to Government in response to four separate inquiries into child care, and in the lead up to the 2014 Budget.

There has been increased interest in the role and importance of child care and education, and from surveys, visits and calls to the Union, we know that the availability and affordability of child care is a major concern to our members.



ports More Help for Families

Overall, the summary of our recommendations is that every Australian family should be able to live decently and with dignity, and should receive sufficient government assistance to enable this.

Some of our specific recommendations are outlined here:

- ◆ Further reform of the taxation system is necessary.
- ◆ The declining value of family assistance payments is a cause for serious concern and must be addressed now.
- ◆ All family payments, including child care payments should be means tested.
- ◆ Parenting Payment should not be withdrawn where the youngest child is aged under sixteen years.

The Government should reverse its decision in this area.

- ◆ A maternity payment should be introduced and paid at the same level as the paid parental leave payment to those women who do not qualify to receive paid parental leave.
- ◆ Child care should be accessible and affordable for all families. In the first instance, child care payments should go to the parent.
- ◆ There should be significant upward adjustment of child care payments for low income families.

This increased cost could be met by re-directing any budgetary savings from the means testing of the child care rebate.

- ◆ A set of quality standards, applicable to all service types of child care, must be established and maintained. Such a quality-focused system must have a mandatory link to child care assistance.

We thank you for sharing your stories with the Union, and encourage you to continue to share your experiences about the challenges and solutions of balancing child care and work, family responsibilities and financial demands, so that we can continue to represent and advocate for you and your families.

WANT TO READ MORE?

You can read the SDA's recent submissions to:

- ◆ the Productivity Commission Inquiry into Child Care and Early Childhood Learning;
- ◆ the Senate Inquiry into the immediate future of the childcare sector in Australia;
- ◆ the Senate Inquiry into the delivery of quality and affordable early childhood education and care services; and
- ◆ the 2014-2015 Pre-Budget process, under the "Latest News" tab at www.sda.org.au



WIN! WIN! WIN!



WIN ONE OF FOUR \$50 FUEL VOUCHERS!

Just complete the coupon below and send it in to us by 2 May 2014 to be in the draw to win this great prize!

FUEL VOUCHER COMPETITION

To go into the draw, simply fill in this coupon and send it to the SDA Tasmanian Branch, 72 York Street, Launceston Tas 7250 by 2 May 2014

Full Name:

Address:

..... Postcode.....

SDA Membership Number:

E-mail Address:

Date of Birth:

Home Phone:

Mobile Phone:

Employer:

Employer Location:

Type of Employment Full-Time Part-Time Casual

Hours per Week: 20-40 hours 10-20 hours Less than 10 hours



Cathy Kennedy, a happy winner of one the Grocery vouchers from our last journal.



Raylee Austin-Stone (Delegate) congratulates Mary Moran from Woolworths Kingsmeadows, on winning a \$200.00 grocery voucher in our last competition.



Carol Scanlon from Woolworths Kingston won a KFC Family Feast in our Spring competition. She is shown here being presented with her prize, accompanied by Delegate Mel Kelt.

WINNERS!



On the Case



by James Russell,
Assistant to General
Secretary and
WorkCover Officer

Unlike many countries, Australia has a strong and effective 'safety net' for the protection of its workers. This safety net ensures that working people are able to afford a decent standard of living.

Unfortunately, there are sections of the community who believe that these minimum standards are too high. Sadly, there are even some people who feel that a safety net is not necessary and should not exist at all.

Your Union supports the notion that a safety net is critical for the protection of low-paid workers and is indeed important for society in general.

THE HARVESTER DECISION

In 1907, Justice Higgins, a judge of the Commonwealth Court of Conciliation and Arbitration made the historical decision that workers at the Sunshine Harvester factory should be paid a wage that "must be enough to support the wage earner in reasonable and frugal comfort".

Before making his decision, Justice Higgins heard evidence from the workers and their wives. The evidence included the costs of living, such as clothes, furniture, boots, newspapers, tobacco, alcohol and heating.

Justice Higgins decided that the workers at the factory should be paid seven shillings a day as a minimum wage.

It is this decision (the Harvester Decision), made more than 100 years ago, that set the principles for the minimum wage we have today.

100 years later, every June, the Fair Work Commission hands down its National Wage Case decision. The Commission decides on a dollar

increase or a percentage increase which is then applied to the minimum wage and to modern awards.

ANNUAL WAGES REVIEW 2014

Every year the Minimum Wage Panel of the Fair Work Commission considers what an appropriate increase to the National Minimum Wage and minimums in modern awards should be. This reflects the increases in living costs that everyone faces.

Although the majority of SDA members are protected by Enterprise Agreements that generally are superior to the modern award system in respect of wages and conditions, there are some members employed in award-based companies in Retail and Fast Food.

The annual Wages Review is the only means of a wage increase for these employees.

The Fair Work Commission considers many factors including the state of the economy, the unemployment rate, living standards and the needs of the community when hearing submissions from unions, employers, charities and the Federal Government.

Usually, a decision is handed down in June to be implemented on 1 July and traditionally, unions, through the ACTU, seek an amount that is excessive in the employers' view and on the contrary, the ACTU believes is far too low when an offer is made by the employers.

In 2013, the increase was 2.6%. However, in 2009 the Commission refused an increase of any description which is unlikely to occur again, as union membership is on the increase and where there is strong union membership, it gives greater weight to the submissions made by the ACTU before the Commission.

Holding a strong base rate in the modern minimum awards, gives leverage for additional good increases when negotiating enterprise agreements.

Remember back when
our bank was all 😊

LOL. Now they're like 😬

And so we're like 😡

You mean 😡

Exactly! That's why
we should 

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REST Earns 19.7%



by Joe de Bruyn,
National Secretary

The REST Core investment strategy earned an amazing 19.7% in the 2013 calendar year.

Together with the REST Diversified investment choice option which earned 20.2% for the year, it put REST at the top of the table of 61 funds in investment earnings.

The 61 funds are Balanced Funds, and have 61% to 80% of their money invested in growth assets.

The REST Core investment strategy earned 10.7% per annum over the previous 5 years, and 8.4% per annum over the previous 10 years.

The investment return over 10 years was also the highest among the 61 funds.

REST IS FUND OF THE YEAR

Last October, REST won the Fund of the Year award as well as the Pension Fund of the Year award at the Super Ratings awards night.

It was the first time a super fund had won both prestigious awards on the one occasion.

The Fund of the Year award is presented to the super fund that has provided the best cumulative value for its members.

The Pension Fund of the Year award is presented to the super fund that has provided the best value for members in their retirement.

REST has also retained the highest rating Platinum award for the 11th year in a row.

These and other awards prove that REST is recognised as a high-performing super fund.

CONSOLIDATE YOUR SUPER IN REST

There are about 11 million people in Australia's workforce but they have over 30 million superannuation accounts.

This arises when a worker changes jobs and the new employer pays super contributions to a different fund compared to the previous employer.

The worker then has multiple super accounts and a fee is charged in each account.

To avoid multiple fees being paid, you should consider consolidating all your super accounts into a single fund such as REST.

Before you act, you must investigate what insurance cover you have in each super fund, and ensure there is no loss of cover arising from the consolidation of your super accounts.

LETTERS FROM MEMBERS

Dear Steph,

I just wanted to thank you so much for today. I think without you I probably would have lost my job, and I'm really lucky to have joined such a fantastic union!

I hope there will be no further issues at the store, but if there are, I know who to contact.

Thanks heaps,
Holly :)

Dear SDA,

I would like to thank the SDA for their generous scholarship of \$120 that I was luckily given last year.

The \$120 enables me to face grade ten prepared and ready as ever to be the best I can be.

This is why I am entering this competition once again for 2014.

Thanks again.

Kind regards,
Ellie Duniam

Dear SDA,

I am writing to thank you for your generous \$120 scholarship.

Currently, I am a first-year student at Monash University in Melbourne and I am studying a Bachelor of Nursing/Bachelor of Emergency Health (Paramedics) double degree.

The scholarship I received from you has assisted me in preparing to undertake the first four years of studying for these degrees. I have used the money towards the purchase of textbooks, uniforms and equipment required for my degree. Due to my undertaking a double degree, I have needed to purchase both paramedic and nurse uniforms, as well as specialised equipment and your scholarship has assisted me in purchasing these items.

I hope that you continue this scholarship in the years to come in order to assist others who, like me, are about to undertake a tertiary degree.

Again, thank you so much!

Yours sincerely,
Hannah Cotterell

Dear James and Paul,

Thank you very much on my retirement.

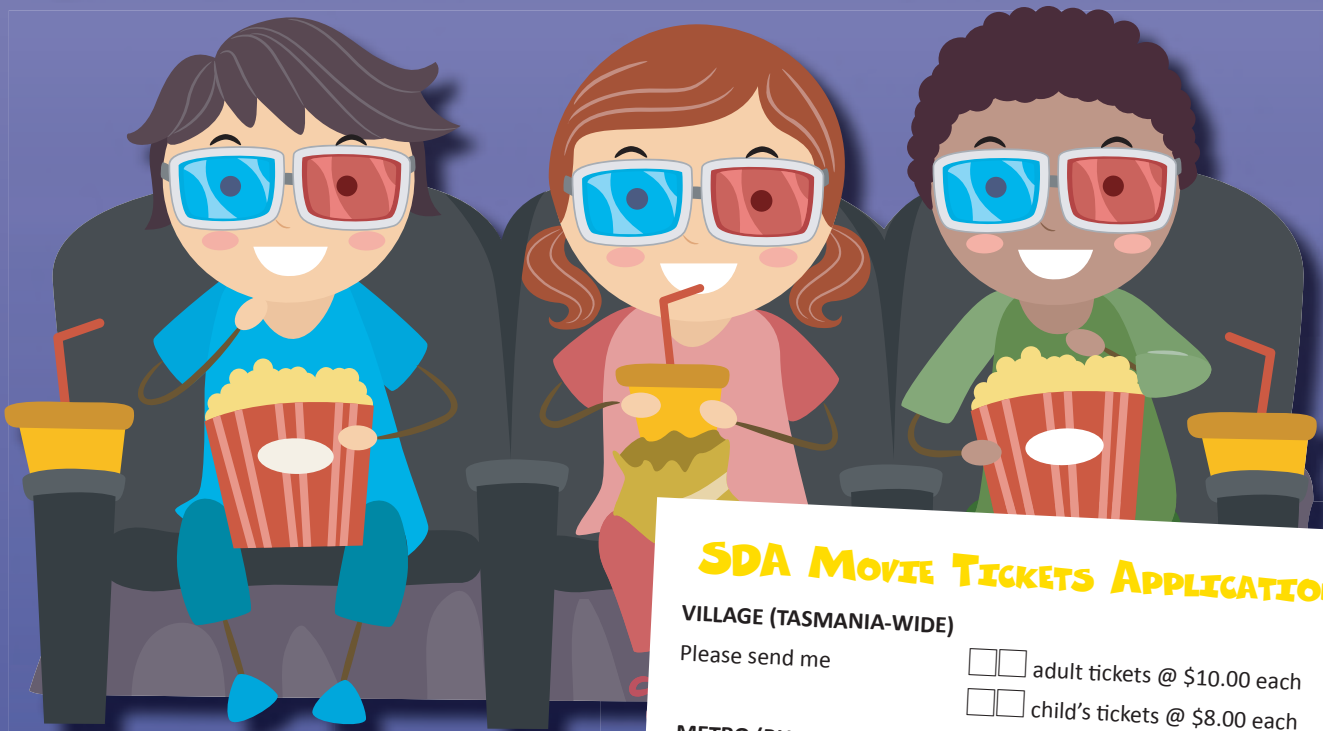
James – for attending my morning tea.

Paul – for your letter and move tickets, coming from Hobart especially to give them to me.

Very much appreciated.

Margaret Burns, Myer

SDA DISCOUNT MOVIE TICKETS



FINANCIAL MEMBERS OF THE SDA CAN GO TO THE MOVIES AT GREAT DISCOUNTED PRICES!

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* **COMPLETE THE COUPON OPPOSITE AND SEND THE ENTIRE PAGE TO:**

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Please note: Tickets/Vouchers cannot be e-mailed.

SDA MOVIE TICKETS APPLICATION

VILLAGE (TASMANIA-WIDE)

Please send me adult tickets @ \$10.00 each
 child's tickets @ \$8.00 each

METRO (BURNIE)

Please send me adult tickets @ \$11.00 each
 child's tickets @ \$8.00 each

CMAX (DEVONPORT)

Please send me adult tickets @ \$10.00 each
 child's tickets @ \$8.00 each

YOUR DETAILS

Full name:
 Address:
 Postcode
 SDA Membership Number:
 E-mail Address:
 Date of Birth:
 Phone: Home..... Mobile.....
 Employer: Location.....

PAYMENT

I enclose my cheque/money order for: \$

OR

I wish to pay by: Visa Mastercard

Card No:

Expiry Date: /

Cardholder's Name:

Cardholder's Signature:

DO NOT SEND CASH THROUGH THE MAIL

Please allow 7-10 working days for delivery.

Tasplan Super

making sense of recent super changes



by Neil Cassidy,
CEO, Tasplan

With the change of federal government, recent changes to super have some people confused.

Low income super contribution

The low income super contribution (LISC) has been scrapped. The LISC was a rebate of up to \$500 paid on employer contributions made to super for those earning less than \$37,000 per year.

Super guarantee

The Government is delaying the implementation phase of superannuation guarantee (SG) contribution increases by two years. This means that the compulsory superannuation contributions that employers pay on an employee's behalf will remain at 9.25% of the employee's wage until 30 June 2016. From then the SG rate will increase until it eventually reaches 12% by July 2021 (table below).

SG rate increase	
Financial Year	Rate (%)
2013/2014	9.25
2014/2015	9.25
2015/2016	9.25
2016/2017	9.5
2017/2018	10
2018/2019	10.5
2019/2020	11
2020/2021	11.5
2021/2022	12

Co-contribution

Those who will earn less than \$48,516 a year in 2013/2014 are able to take advantage of the co-contribution scheme. If you make an after tax contribution to your super account, the Government may add to the contributions you make. How much you receive will be dependent upon how much you contribute and what your income is (table below).

Your total income (\$)	Your personal super contribution (\$)			
	1,000	800	500	200
33,516	500	400	250	100
36,516	400	400	250	100
39,516	300	300	250	100
42,516	200	200	200	100
45,516	100	100	100	100
48,516	0	0	0	0

In addition to satisfying the income limits, to be eligible for a co-contribution you must:

- ◆ earn at least 10% of your income from eligible employment and/or running a business and
- ◆ be a permanent resident under the age of 71 at the end of the financial year in which you are making the contribution and
- ◆ lodge a tax return for the previous financial year.

If you are eligible the Government will pay the co-contribution directly into your super account after you have lodged your tax return for the financial year in which you have made your contribution.

Superannuation guarantee contributions, salary sacrifice contributions, spouse or child contributions and self-employed contributions for which a tax deduction is claimed do not qualify for the co-contribution.

Super can be confusing. That's why Tasplan has a team of consultants who are happy to provide information and general advice free of charge – just call 1800 005 166 or visit tasplan.com.au.

This information is of a general nature only and does not take into account your particular needs, circumstances or objectives. You should assess your own financial situation and seek professional advice before making a decision. To consider whether Tasplan is appropriate for you, obtain a Product Disclosure Statement by calling 1800 005 166 or go to tasplan.com.au/pds. Tasplan Ltd: AFSL 235391, ABN 13 009 563 062

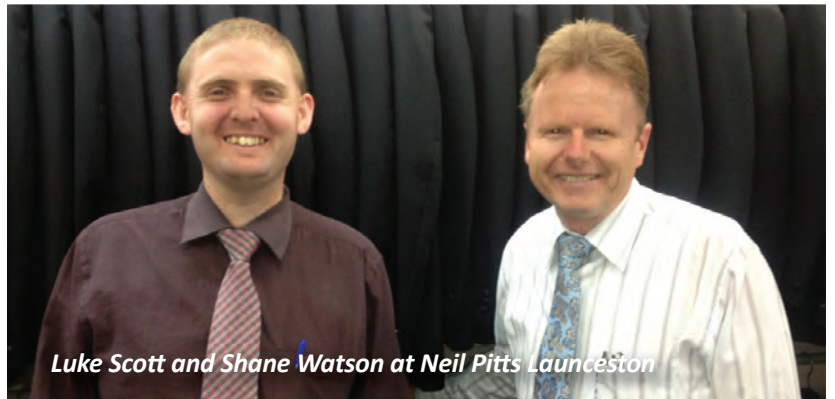
AROUND THE SHOPS



Caroline Badcock from Coles Meadow Mews enjoys AFL Footy Team Day!



Jenna Rixon and Carol Scolyer at Coles Charles St



Luke Scott and Shane Watson at Neil Pitts Launceston

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Cheryl Mackrill and Sandra Chugg at Katies



Kate Groombridge and Jordan Hay at The Reject Shop New Norfolk



Tracy Bennett and David Wilson at Coles Charles St



Dee Porro, Caitlin Cornwall and Devena Thomas at Coles Charles St



Maxine Groom and Maree Kennedy at Woolworths New Norfolk



Ashleigh Direen at McDonald's New Norfolk



Chelsea Birchall at Coles Charles St



ACTU President Ged Kearney recently held a press conference in the Elizabeth Street Mall to defend the retention of penalty rates in retail, fast food and hospitality. Members from Woolworths CBD attended, along with KFC members and hospitality workers.



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Andrew Jones

T R A V E L

K N O W S T R A V E L

Calling All Learners!



by Paul Griffin,
General Secretary

Did you know that the SDA is one of the major traineeship and apprenticeship unions?

The latest public figures show that in 2011, across Australia there were 67,408 students enrolled in a Retail training program, 607 in a Wholesale program, 4,452 in Community Pharmacy, 24,707 in Hairdressing and 14,444 in Beauty.

TRAINING AND CAREERS SURVEY

We'd like to know more about our members' experiences with training and career development at work, whether you're a trainee, an apprentice or an employee who has done some workplace training. The SDA is conducting an important e-survey to learn more about the training and career opportunities for people working in the retail, fast food, hairdressing and beauty services and floristry industries.

Your input is really important and will help us to represent and improve the training and career development opportunities available to our members. We're encouraging as many people as possible to complete a short e-survey, which you can find at:

https://www.surveymonkey.com/s/SDA_Apprentice_Trainee_Survey

All personal details provided in this survey will be kept private and confidential and won't be published or shared without your permission. If you're under 18, please let your parent or guardian know you're taking part in the survey, and at any stage, please contact the SDA if you have any questions.

DODGY TRAINING PROVIDERS!

The Australian Skills Quality Authority (ASQA) recently reviewed the marketing and advertising practices of organisations which seemed to offer 'too good to be true' training courses – for example, offering courses over a very short space of time, promising a qualification or guaranteeing a job.

The final report and recommendations were released in December 2013, with Chief Commissioner Chris Robinson saying that the Review found a "disturbing number of registered training organisations were marketing qualifications they claimed could be achieved in an unrealistic time frame, while others were marketing qualifications that were no longer current."

The review found that up to 45% of registered training providers could be in breach of the national standards required for their registration!

So, if you are looking into doing a course, check out whether it is reliable by visiting the Service Skills Australia website at <http://www.servicesskills.com.au/careers/employees-job-seekers> or calling the ASQA information line on 1300 701 801.

THE SDA AND INDUSTRY SKILLS COUNCILS

The SDA is part of Service Skills Australia, one of eleven Government-funded 'Industry Skills Councils' that are responsible for designing the training qualifications across all industries in Australia.

Through our role in this Council, the SDA is able to provide information and a voice to Government on vocational education and training matters which affect our members. This is the only structured way in which unions can talk to Government on a regular basis in this area.

As well as this, the SDA has made several submissions to Government over the past year in the area of training and development, including responses to the House of Representatives Inquiry into TAFE and the development of a Work Studies subject in the National Curriculum.



FREE
FOR ALL SDA MEMBERS



ACCIDENT INSURANCE



For many years, all financial members of the SDA have been covered by the Union's free Accident Insurance Scheme.

And from 1 July 2012, it was improved to cover dislocations and knee reconstructions, as well as increasing the amount payable for the most common bone fractures by 10% – still at no cost to you.

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 \$450 each year.

The buying power of more than 230,000 SDA members nationally enables the Union to cover you for free.

WHEN ARE YOU COVERED?

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 (subject to sanction exclusions), 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,
- ▼ the dislocation of joints,
- ▼ the need for a knee reconstruction,
- ▼ the suffering of burns,
- ▼ the loss of limbs, sight or hearing,
- ▼ the 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 are not attributable to an illness.

HOW TO CLAIM

If you suffer an injury, please contact the SDA for advice on the procedure to follow. Claims should be submitted within 30 days of the accident.

The benefits of the SDA Accident Insurance Scheme are not affected if you have other insurance cover.

PAYS UP TO
\$40,000

ALSO COVERS
DISLOCATIONS AND KNEE RECONSTRUCTIONS

Big Shave at Coles!

Maddie Gentle from Coles Kings Meadow recently volunteered to have her head shaved to raise funds for the Cancer Council. The SDA was very happy to contribute to this important cause, so James Russell made a special guest appearance to present the cheque! Photos show Maddie before (at bottom) and after (top) with her very supportive workmates.



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6326 2655

HOBART

114 WARWICK ST HOBART
6234 2288

KINGSTON

1 ASCOT DRIVE HUNTINGFIELD
6229 5777

MORNINGTON

4/21 SOUTH ARM HIGHWAY
6244 3333

MOONAH

63 CHARLES ST MOONAH
6272 4441

There's No Place for Bullying



by Jodee Inches,
Southern and Fast
Food Organiser

Bullying at work is a serious issue that can affect people in a number of ways.

At worst, it can result in serious physical illness, alcohol and drug use, depression or suicidal thoughts and death.

Other symptoms can include headaches, sleep difficulties, high blood pressure, digestive problems, tearfulness, anxiety, nausea, anger, irritability, and loss of motivation, concentration, self confidence and morale.

But there are things you can do about it.

WHAT ARE WORKPLACE BULLYING BEHAVIOURS?

- ◆ Shouting or abusive language;
- ◆ Taunts, name calling, excessive/unreasonable criticism;
- ◆ Excluding/isolating from work related activities;
- ◆ Open or implied threat of the sack or demotion;
- ◆ Unreasonable demands or impossible targets;
- ◆ Being required to perform tasks without adequate training or direction;
- ◆ Being forced to stay back to finish work or additional tasks;
- ◆ Unfair rostering or allocation of work;
- ◆ Constant, intrusive surveillance or monitoring;
- ◆ Interference with personal belongings or sabotage of work;
- ◆ Offensive messages on email, phone and social media;
- ◆ Belittling, humiliating or intimidating someone;
- ◆ Spreading gossip or false and malicious rumours with an intent to cause harm;
- ◆ Undue pressure and victimisation on injured employees, employees on workers' compensation and pregnant employees.

WHAT IS NOT WORKPLACE BULLYING?

Reasonable management action, conducted in a reasonable manner, does not constitute bullying – for example, legitimate performance management processes and disciplinary actions are not bullying if they are conducted reasonably.

WHO'S DOING THE BULLYING?

Co-workers, managers, supervisors, clients, customers, contractors or people from outside the workplace can be bullies.

Research consistently shows more workers are bullied by employers and managers than by co-workers.

Bullying is a health and safety issue.

HOW CAN BULLYING BE STOPPED?

Everyone has the right to be treated with dignity and respect, and to a safe and healthy environment at work.

If bullying is happening in your workplace, it should be stopped.

- ◆ Take action – raise concerns with your
 - employer;
 - supervisor or manager;
 - human resources department;
 - workplace health and safety representative;
 - Union Delegate or Union Organiser.
- ◆ Identify the issues and behaviours occurring in the workplace.
- ◆ Get a copy of your workplace's bullying policy and/or grievance or issues resolution procedures to deal with bullying, if your workplace has them.
- ◆ Keep records of incidents, so they are not forgotten or misrepresented.

If the bullying does not stop, seek advice from the SDA. Under the Fair Work Act, employees can now lodge an application to seek an order to make the bullying stop.

NEW FAIR WORK COMMISSION ANTI-BULLYING POWERS COME INTO EFFECT

On 1 January 2014, the historic anti-bullying provisions in the Fair Work Act came into effect. In the first month alone, more than 40 applications for different orders to stop bullying were made to the Fair Work Commission, and their website had over 28,000 unique 'hits' or visits.

The SDA is keeping a close eye on how the new jurisdiction is working and will keep our members updated about the process and outcomes offered.

Remember, if you are being bullied at work, you can now apply to the Fair Work Commission for an 'order' to stop that bullying. The Commission must respond to such an application two weeks after it is received. For more information, contact the SDA.

WHAT IS BULLYING?

Bullying is repeated, unreasonable behaviour directed towards an employee or a group of employees that creates a risk to health and safety.

This kind of behaviour can victimise, humiliate, undermine or threaten a worker, causing enormous personal damage and organisational costs.

The Productivity Commission estimates that workplace bullying costs the Australian economy between \$6 billion and \$36 billion annually.

WHAT IS AN 'ORDER'?

An order from the Fair Work Commission is a legal direction which must be complied with. If someone doesn't comply or follow an order, they are in breach of the Commission and could face significant fines.

Opening the door to cancer research



Register4, established with seed funding by the National Breast Cancer Foundation (NBCF), is a national registry for women and men interested in opportunities to participate in cancer research.

Register4 helps researchers spend less time and money recruiting volunteers, so they can spend more time conducting their research.

In a ground-breaking move, the NBCF's Register4 opened up the Register on 3 February to assist research across all cancers and to make a real difference to everyone affected by these diseases. The online Register provides researchers with a quick, easy and cost-effective way to access participants for their studies.

Since October 2010, Register4 has proven its worth in fast-tracking breast cancer research, saving researchers vital time and resources. NBCF hopes to share that success and believes expanding the Register will prove as valuable to researchers working across all cancers that affect Australians.

Traditional research recruitment can take years, often delaying results and exhausting resources. Register4 has shown that it can cut the recruitment process down from two years to two days, so results can flow faster. The Register has also been able to offer a wider variety of research participants and to do so at no cost to researchers.

The understanding of how cancer evolves at the molecular level has improved over recent years, and there has been a shift towards research that spans across different cancers rather than focusing on specific parts of the body or tumour types.

By expanding the Register to projects across all cancers, Register4 can accelerate the research process and fast-track results for all those affected by cancer, and their families.

The first resource of its kind in Australia and one of just a handful throughout the world, Register4 has already attracted more than 38,000 members across Australia. Register4 is an online resource connecting researchers with the community to fast-track cancer research – www.register4.org.au. Open to anyone 18 years and over, with or without cancer, Register4 brings together researchers and people who are willing to take part in approved studies.

Register4 provides a very simple way for all Australians to participate in cancer research and is now calling for more men and people with cancer to sign up. Every member makes a difference.

for more information or to sign up, please visit www.register4.org.au or call the info line on **1300 709 485**.

Relay fo



by Andrew Coyle, North West Organiser and Recruitment Officer

Relay for Life is an annual event to raise money for the Cancer Council of Tasmania.

It is a unique event where teams of 10 to 15 challenge themselves in a relay style overnight run or walk.

All the money that is raised by the Relay for Life stays in Tasmania to help those who need it most.

The SDA has members in a number of Relay for Life teams, a few of which are shown here.

Well done to everyone who took part, and we hope to see you all strutting your stuff again next year!



REGISTER4
RESEARCH FOR CANCER

er Life; Fun and Fundraising



Coles Devonport Relay for Life team members Kristi Harris, Donna Hutchison, Belinda Wilson, Michelle Gore and Sharon Douce



KD Striders (Kmart Devonport) Leonie Smith, Jane Hrdalo and Alina Dick dressed for their "Priscilla Queen of the Desert Theme"



Members at Woolworths Kings Meadows have been tirelessly raising funds for cancer research, and the SDA Tasmanian Branch was happy to help with a donation!

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Crocs, alligators, reptiles, aquarium, wombats, quolls, kangaroos, over 80 species of birds including swift parrots, 9 species of primates and lots more.

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North Hobart, Tasmania
Phone (03) 6231 5557**

Entrées

Spring Vegetables Roll	12.90
Miniature spring rolls filled with mixed vegetables, served with sweet chilli sauce	
Goong Yang (4pcs)	15.90
Grilled skewered prawns served with special chilli lime sauce	

Curry

Red Roasted Duck Curry (Gang Phed Ped Yang)	28.90
A rich red curry of roasted duck with lychee, cherry tomato and vegetable	

Stir-fried

Cashew Nut Sauce (Pad Med Ma Muang)	
Famous Thai cuisine, stir-fried roasted cashew nuts with mild chilli jam	
Vegetable and tofu	21.90
Chicken, beef or pork	23.90
Prawn or Seafood	27.90

Seafood and Fish

Crispy Soft Shell Crab (Pu Nim Tod Grob)	29.90
Crispy soft shell crab stir-fried with garlic and pepper sauce	

Noodles

Pad Thai	
A popular Thai fried noodles with egg, bean curd, bean sprouts and peanut	
Vegetable and tofu	20.90
Chicken, beef or pork	21.90
Prawn or Seafood	26.90

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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 SPOTLIGHT, KFC, HUNGRY JACK'S, DOMINO'S, PIZZA HUT AND OTHER FAST FOOD WORKERS
MOST RECENT WAGE INCREASE \$17.30

38 HOUR WEEKLY RATE	Ordinary Hours						SUNDAY RATES AT DOUBLE TIME		
	7am to 9pm Monday to Friday		6pm to 9pm Monday to Friday		7am to 6pm Saturday				
	Hourly Rate		Hourly Rate		Hourly Rate				
	Full-time and part-time up to 38 hours a week	Casual loading of 25%	Full-time and part-time loading of 25%	Casual loading only	Full-time and part-time loading of 25%	Casual loading of 35%			
RETAIL EMPLOYEE	\$	\$	\$	\$	\$	\$	\$	\$	
Level 1 Shop Assistant, Checkout Operator, Trolley Collector, Video Hire Worker, LPO, Clerical Assistant	683.40	17.99	22.48	22.48	22.48	22.48	24.28	478.38	
Level 2 Forklift Operator	699.70	18.41	23.02	23.02	23.02	23.02	24.85	489.81	
Level 3 Dept Mngr 2IC, Corsetiere, Snr LPO, Cook	710.60	18.70	23.38	23.38	23.38	23.38	25.25	497.44	
Level 4 Trades Qualified (e.g. Butcher, Baker), Clerical Officer Level 2, Shiftworker/Nightfill Supervisor	724.50	19.07	23.83	23.83	23.83	23.83	25.74	507.15	
Level 5 Tradesperson in charge of other Tradespersons, Services Supervisor (more than 15 employees)	754.30	19.85	24.81	24.81	24.81	24.81	26.80	528.00	
Level 6 Section/Dept Manager (5+ employees including self), Clerical Officer Level 3, Assistant/Deputy/2IC Shop Mngr	765.20	20.14	25.17	25.17	25.17	25.17	27.19	535.64	
Level 7 Visual Merchandiser, Clerical Officer Level 4	803.50	21.14	26.43	26.43	26.43	26.43	28.55	562.45	
Level 8 Shop Manager, Clerical Officer Level 5	836.20	22.01	27.51	27.51	27.51	27.51	29.71	585.34	
JUNIOR RATES									
<i>Age</i>	<i>% of weekly rate of pay</i>								
Under 16 years of age	45	314.86	8.29	10.36	10.36	10.36	10.36	11.19	220.40
16 years of age	50	349.85	9.21	11.51	11.51	11.51	11.51	12.43	244.90
17 years of age	60	419.82	11.05	13.81	13.81	13.81	13.81	14.92	293.87
18 years of age	70	489.80	12.89	16.11	16.11	16.11	16.11	17.40	342.85
19 years of age	80	559.76	14.73	18.41	18.41	18.41	18.41	19.89	391.83
20 years of age	90	629.73	16.57	20.72	20.72	20.72	20.72	22.37	440.81
APPRENTICES									
<i>Apprenticeship Year</i>	<i>% of Level 4</i>								
1st Year	50	362.25	9.53						
2nd Year	60	434.70	11.44						
3rd Year	80	579.60	15.25						
4th Year	90	652.05	17.16						

SDA MEMBERSHIP APPLICATION FORM



Surname: _____ Date of Birth: _____

Given Names: _____

Postal Address: _____

Suburb: _____ Postcode: _____

Phone Numbers: Home () _____ Mobile: _____

E-mail Address: _____

Employer: _____

Employer Location: _____

Occupation: _____

Type of Employment Full-time (20 hours or more per week)
 Part-time (10-20 hours per week)
 Casual (less than 10 hours per week)

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: / /

AUTHORITY TO DEDUCT UNION FEES FROM WAGES

Name: _____

Employer: _____

I authorise my employer to deduct from my wages the contribution prescribed by Rule 6 of the Shop, Distributive and Allied Employees' Association Tasmanian Branch, the fees prescribed by the rules as varied from time to time. Such deduction shall be paid to the aforementioned Association on behalf of the undersigned member as Union Subscriptions.

Signature: _____ Date: / /

SDA CHANGE OF ADDRESS/EMPLOYMENT FORM



PREVIOUS

Surname: _____ Member No: _____

Given Names: _____

Postal Address: _____

Suburb: _____ Postcode: _____

Employer: _____

Employer Location: _____

CURRENT

Surname: _____ Member No: _____

Given Names: _____

Postal Address: _____

Suburb: _____ Postcode: _____

Employer: _____

Employer Location: _____

**PLEASE RETURN COMPLETED FORM TO: PAUL GRIFFIN,
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FOR MORE INFORMATION

CONTACT THE SDA



SDA Tasmanian Branch Head Office:

72 York Street (PO Box 1289), Launceston Tas 7250

☎ Phone 6331 8166

✉ E-mail secretary@sdatas.asn.au

🌐 Website www.sdatas.asn.au

☎ Hobart Office: Phone 6234 1118

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