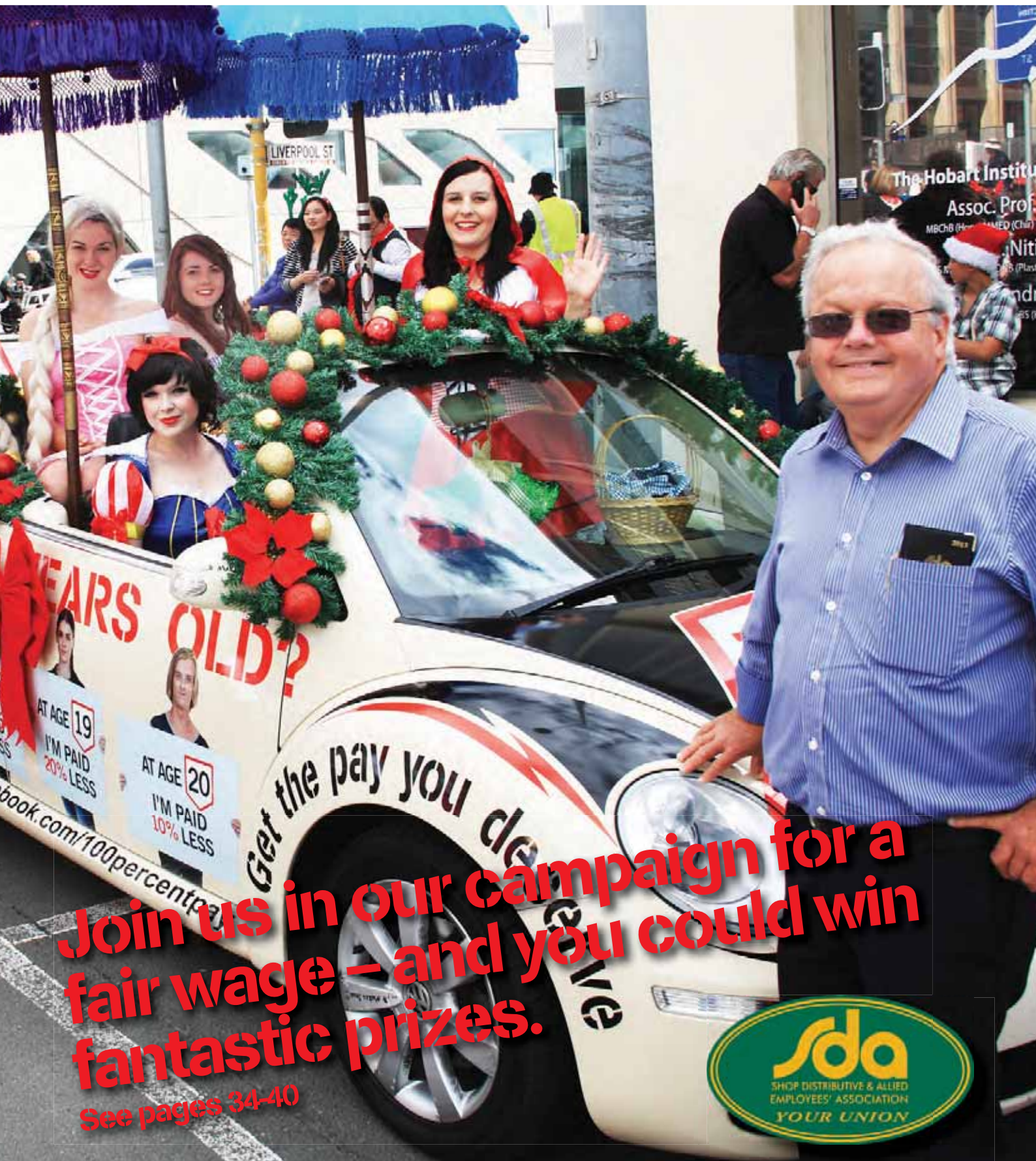


# sda TasTalk

SUMMER  
2013

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



**Join us in our campaign for a fair wage – and you could win fantastic prizes.**  
See pages 34-40





## WILL YOU BE THE CHAMPION IN 2014?

The SDA Tassie Footy Tipping Comp is on again in 2014!

Our top tipster each week will win 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.

In March, just go to [www.sdatas.asn.au](http://www.sdatas.asn.au) and click on the "Footy Tipping Competition" link to sign up!

# There are Many Benefits to being a Member of the SDA

**FREE TO ALL MEMBERS**

- ✓ SDA/Entertainment™ Membership Card
- ✓ \$40,000 Accident Insurance
- ✓ Scholarship Fund
- ✓ Employment Advice
- ✓ Workers' Compensation Advice
- ✓ Workers' Compensation Legal Assistance
- ✓ Workers' Compensation Arbitration
- ✓ Wage Claims
- ✓ Rehabilitation Arrangements
- ✓ Financial Advice Referral
- ✓ Counselling Service
- ✓ Welfare Advisory Service
- ✓ Member Competitions
- ✓ Union Journal

**PLUS**

- ✓ Free First Visit to an SDA Union Solicitor
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## Your Union

SDA Tasmanian Branch Head Office:  
72 York Street (PO Box 1289), Launceston Tas 7250

- ◆ Phone 6331 8166
- ◆ E-mail [secretary@sdatas.asn.au](mailto:secretary@sdatas.asn.au)
- ◆ Website [www.sdatas.asn.au](http://www.sdatas.asn.au)
- ◆ Hobart Office: Phone 6234 1118



**Paul Griffin**  
General Secretary and  
Southern Enquiries



**James Russell**  
Assistant to General  
Secretary and  
WorkCover Officer



**Andrew Coyle**  
North West Organiser  
and Recruitment Officer



**Carol Wadley**  
Education Training  
Officer



**Stephanie Bok**  
Northern Fast Food  
Organiser



**Jodee Inches**  
Southern Fast Food  
Organiser



**Janine Wilson**  
Office  
Manager



**Karen Brown**  
Administration  
Assistant

# We're Growing, and Facing New Challenges



by Paul Griffin,  
General Secretary

As we draw to the end of another year, the Union is able to report strong membership despite a difficult year where unemployment in Tasmania is at its highest for many years.

The end of November 2013 showed membership growth in the major retail stores of Woolworths, Coles Supermarkets, Kmart and Myer in comparison to the previous month.

Increases continue to occur in the fast food industry where KFC and McDonald's employ more people as the festive season and holiday period attract more custom.

With the SDA growing in numbers, the SDA brand is clearly one of value, and employees are happy to join the Union irrespective of certain surveys attempting to downgrade the necessity of unions.

The majority of our members, through enterprise agreements, have enjoyed no less than two wage increases throughout the year, although one major company has remained at arm's length in finalising their particular Agreement.

They seem to believe that the previous Agreement overcompensated in wages and penalties secured by the SDA.

Nevertheless, the Union is confident that a reasonable outcome will be achieved in the New Year when negotiations recommence.

## CHALLENGES AHEAD

Following the change of Federal Government in September, the SDA will be challenged in 2014, with a conservative Government sympathetic to removing (or at the very least reducing) penalty rates that apply on weekends and public holidays. This will coincide with the Review of the Modern Award system that the Gillard Government implemented in January 2010.

Prior to this, all parties including unions, employer groups and the Government had the opportunity to submit claims regarding what Awards would comprise of, and it was at that time it was agreed to retain the current penalty system that had been in place for several decades with very little objection.

Workers in retail and fast food industries should be mindful that rates of pay on Sundays, public holidays and late nights are not new, and that they existed in the previous

State industrial system in the Retail Trades Award without any serious objection by retail companies.

The SDA will again vigorously defend our members' wages and conditions in 2014 as we have done during the past two years with significant success.

However, the Fair Work Commission in its decision earlier this year to retain all penalties in Modern Awards did invite employer groups to again submit claims to reduce or revoke penalties in the above-mentioned Modern Award Review of 2014.

## STATE CAMPAIGN

Having settled the recent Federal Election, early in the new year we will be faced with a State election which from all reports will be a difficult campaign for the current Government to remain in Office.

A date is yet to be set – which might subsequently allow the Christmas period to be free of current and would-be politicians campaigning for your vote.

## GREAT NEW BENEFIT FOR MEMBERS

Watch out at the end of the year for your new membership card and the advantages of the Entertainment™ Card, which is the new loyalty program the Branch has entered into.

This new program offers more opportunities for discounts in dining out and accommodation, both interstate and even more so throughout Tasmania.

## SEASON'S GREETINGS

On behalf of State Council, I thank all members for their support during this year and wish members and their families a very Happy and safe Christmas.

*Merry Christmas and a  
Happy New Year!*



# WIN! WIN! WIN!



## WIN ONE OF THREE \$200 WOOLWORTHS GROCERY VOUCHERS!

Just complete the coupon below and send it in to us by 7 February 2014 to be in the draw to win this great prize!

### WOOLWORTHS GROCERY 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 7 February 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

### Congratulations to Our Winners

The following members each won a KFC Family Feast in our last competition:

- ✓ Carol Scanlon, Woolworths Supermarket Kingston.
- ✓ Jane Hrdalo, Kmart Devonport
- ✓ Suzanne Perkins, Coles Meadow Mews



by Paul  
Griffin,  
General  
Secretary

### COLES SUPERMARKETS

Members have responded to surveys that SDA Organisers carried out in Coles stores earlier in the year, to collate a Log of Claims that has now been finalised by all Branches at National Office and now is ready to be submitted to the company at the first meeting.

As we go to print, meeting dates proposed by the Union are yet to be settled with Coles, however, it is anticipated that at least two meetings will be held during December to initiate the negotiating process.

### SPOTLIGHT

The Spotlight Agreement expired in September last year and following the initiation of negotiations at that time, the company has proved quite difficult in negotiating any new arrangement.

Accordingly, under a new management team, the company has decided that, rather than negotiate a new Agreement, it prefers to revert to the Industry Award, which may be detrimental to a number of employees in regard to penalties. Originally, the company intended to formulate individual contracts under the Howard Legislation which proved to be administratively difficult and subsequently reverted to finalising an Enterprise Agreement with the SDA.

### PRETTY GIRL FASHION GROUP

The Pretty Girl Fashion Group, which includes Rockmans and Wombat, has reported that it is struggling in sales, however, despite its issues, the company has negotiated a new Agreement that provides an increase

# WHAT'S HAPPENING AROUND THE STATE AND THE NATION

of 8.5% above the Award rate which had previously applied.

Employees voted 92% in favour of the new Agreement which further provides for the National Wage increases in 2014 and 2015.

## MCDONALD'S

The McDonald's Agreement expired on 22 June this year, with the Union reaching agreement for a new Agreement in April that included all franchisees.

This company employs approximately 85,000 in company stores and franchisees around Australia and is one of our most important Agreements.

Tasmania has received a 4% pay increase since June and will again receive the same in July 2014.

Thereafter there will be a 4.5% increase from 1 July 2015 and again in 2016.

## BWS

The BWS Agreement expired on 30 June this year, with a new Agreement being reached that provides a 2.91% wage increase per annum over the next three years. The base rate for members is now over \$763.00 per week.

## MYER

The Union commenced its negotiations with Myer quite some time prior to the expiry of the current Agreement on 31 July 2013.

Prior to July, the company raised concerns with the Union regarding its less than expected sales over the past twelve

months and the poor level of retail sales in the economy in general.

Subsequently, the company with its current position of increasing penalty rates to meet the Modern Award fixtures, considers any future wage increases need not apply in 2013.

The SDA position has always been to secure good wage increases throughout its Enterprise Agreements, and the most recent position with Myer is that negotiations will recommence early in 2014. Hopefully, we will get to a position of a new Agreement prior to 30 June 2014.

## BRAS N THINGS

The Agreement with this company expired on 30 September 2013 and although little has been settled in respect of a new Agreement, the company did agree to pass on the 2.6% national wage increase.

They have agreed to rolling out a new Agreement by March next year, which will most likely adhere to national wage increases in the future.

## DULUX

The Dulux Trade Centre Agreement expired on 30 September 2013 and a new Agreement has been finalised with pay rises of 4% per annum.

The Agreement is currently being drafted.

## DELEGATES CONFERENCE

The second Delegate Conference of the Tasmanian Branch was held on 16-17 October at Federal Hotels in Hobart.

The National Secretary, Joe de Bruyn opened the proceedings and spoke of how the Federal Election would impact on SDA members now that there was a Conservative Government in power.

The President of the ACTU, Ged Kearney, gave a presentation of industrial relations and the importance of women in the workforce.

Education and Training Officer, Carol Wadley and James Russell had restructured the training of the role of the Delegate, and Day 2 of the Conference was solely dedicated to this.

Once again, Carol was emphatic in teaching Delegates how to conduct themselves properly on social media.

Charlie Yanni from REST brought Delegates up to date with some of the benefits and changes to superannuation legislation, as did Michael Dalton from ME Bank.

ME Bank provides exceptional benefits to members in comparison to the major four and members would be well advised to look closely at what is being provided that could save money in respect of home loans. During the Conference, the National Partnership Manager, Pinar Altinova attended and gave an overview to Delegates of the Bank's priorities to increase its profile with SDA members in the future.

## Well Done, Ian!

On Saturday 30 November, Ian Woolley notched up 40 years as an SDA member.

Ian became a member in 1973 when he was employed with Harry's Garden Centre, which was a division of the old Charles Davis Group. He later became an SDA Delegate.

During his long membership, Ian has also worked at Blackwoods, and Bunnings Moonah, and since 2009 he has worked at Kemp and Denning Limited at the Hobart city store.

Ian is also a Delegate at his place of work and the Branch congratulates him on his loyalty and support to the union movement through the SDA.

He believes unionism is now more vital than ever, with a conservative Government that appears to be not only tightening up on spending in the public sector, but also appears to favour claims made by employer groups to remove or reduce penalty rates in the retail industry.



# Making Workplaces



by Carol Wadley,  
Education Training  
Officer

On 1 July 2013, a range of new family friendly provisions came into effect in the Fair Work Act, largely due to the extensive lobbying and campaigning by unions to better represent and protect workers' rights and responsibilities as parents and carers. The changes mean that:

- ◆ All pregnant employees now have the right to request a transfer to safe work, if it is not safe to undertake their normal work while pregnant. (Previously, this right only applied to permanent employees or casuals who had worked for 12 months.)
- ◆ Employees can take unpaid special maternity leave without reducing the amount of unpaid parental leave they are entitled to.
- ◆ Employee couples can take up to eight weeks of unpaid parental leave at the same time during the 12 month period of unpaid parental leave. This is called 'concurrent leave' and may be taken in separate periods. Each separate period must be for at least two weeks, unless your employer agrees otherwise.
- ◆ More groups of employees can now request flexible working arrangements including a change to hours, location and patterns of work.

### WHAT DOES TRANSFER TO SAFE WORK MEAN?

If you are pregnant and can work ('fit for work') but can't do your normal job, your employer must transfer you to an appropriate safe job. You must receive the same entitlements, rate of pay and ordinary hours, although you and your employer can also agree for you to work different hours. You have to provide the company with evidence that you can work but can't do your usual job – usually this 'evidence' is in the form of a medical certificate.

If your employer is unable to transfer you to a safe job, you are entitled to no safe job leave. This leave is paid if you are entitled to take unpaid parental leave and you have given your employer the appropriate notice for taking parental leave. If you aren't entitled to take parental leave, you can take unpaid no safe job leave.

During paid no safe job leave, you must be paid your base rate of pay for the ordinary hours you would have normally worked. Paid no safe job leave continues for the time stated in the medical certificate or until the pregnancy ends. This leave doesn't affect the unpaid parental leave you are entitled to.

# More Family Friendly

Those arrangements can only be refused by your employer on reasonable business grounds.

Workers who can request flexible work arrangements include:

- ◆ A carer who provides personal care, support and assistance to someone who has a disability, or a medical condition, including a terminal or chronic illness, or has a mental illness, or is frail and aged;
- ◆ Parents or guardians of children who are school age or younger;
- ◆ Those with disabilities;
- ◆ Those who are 55 years or older;
- ◆ Those who are experiencing family violence or supporting or caring for a family member experiencing family violence.

## IMPORTANT CHANGES

These are significant changes which are aimed to support and benefit all working families.

The SDA sincerely thanks all members who have shared their stories and enabled the Union to advocate for more family friendly provisions in the workplace.

If you think you need to use these provisions, or if you need more information, please talk to your Organiser or the Union Office, or visit the Fair Work Ombudsman website – [www.fairwork.gov.au](http://www.fairwork.gov.au).

## WHAT IS UNPAID SPECIAL MATERNITY LEAVE?

*Note: The following information may be upsetting to some readers.*

If you have a pregnancy related illness or if your pregnancy ends within 28 weeks of the expected birth date (e.g. miscarriage, stillbirth), you are entitled to unpaid special maternity leave.

If you need to use unpaid special maternity leave, you must let your employer know as soon as possible. This might be after the leave has started. Your employer may request evidence for the leave.

If the unpaid special maternity leave is for a miscarriage or still birth, the leave may continue for as long as you are not fit for work.

If the unpaid special maternity leave is taken for a pregnancy related illness, the leave ends when your pregnancy or the illness ends, whichever is earlier.

If you have an entitlement to paid personal/carers leave, you may take that instead of unpaid special maternity leave.

## WHERE CAN I FIND MORE INFORMATION?

For more information on the changes mentioned above, just go to [www.fairwork.gov.au](http://www.fairwork.gov.au) and key the following terms into the 'search' field:

- ◆ Transfer to safe work
- ◆ Special maternity leave
- ◆ Unpaid concurrent leave
- ◆ Flexible working arrangements

The screenshot shows the Fair Work Ombudsman website. At the top, there is a search bar with the text 'Transfer to safe work' and a magnifying glass icon. Below the search bar is a navigation menu with links for Pay, Awards, Employment, Leave, Termination, Complaints, Resources, Industries, About Us, FAQs, and Contact Us. The main content area is divided into several sections: 'Ending employment', 'Looking for your award?', 'Calculate annual and sick leave', 'Help in your language', 'Asking employees to take leave', 'Fair Work Information Statement', 'Small business', 'Latest News', 'Starting your first job?', and 'Video'. On the right side, there is a 'Top 5 Questions' section with a list of questions and a 'Tools & Applications' section with links to 'PayCheck Plus' and 'Award Finder'. A red arrow points to the search bar.



# Dreaming of getting away?

Whether you're dreaming of snorkelling in Fiji, exploring the cobblestone alleys of Italy, or cruising the warm waters of the Mediterranean, our travel specialists have the knowledge and experience to turn your dreams into reality!

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[www.ajtravel.com.au](http://www.ajtravel.com.au)



*Andrew Jones*  
T R A V E L

K N O W S T R A V E L



# Cuts to Your Entitlements



by Joe de Bruyn,  
National Secretary

In the first two months of his newly-elected Government, the Prime Minister, Tony Abbott, has attacked three significant entitlements enjoyed by SDA members around Australia.

## ❶ A TAX ON SUPERANNUATION

The Government has announced it intends to impose a 15% tax on employer contributions of superannuation for workers earning up to \$37,000 per annum.

This tax would cost each affected worker up to \$500 each year in their superannuation account.

As the tax is levied each year, the cost to each affected worker will quickly reach thousands of dollars.

Not only does the worker lose the money, he also loses the interest this money would otherwise have earned in his superannuation account over the years.

As you can see from the table on this page, our members are particularly affected by this change.

## ❷ DEFERRAL OF INCREASED SUPERANNUATION

The Government has also announced it intends to defer for 2 years the progress of employer contributions of superannuation for each worker from 9.25% at present to the 12% target of ordinary time earnings.

This deferral for two years of higher superannuation contributions is a cost to the worker that will increase each year.

If calculated over a working life, the cost to each worker comes to many thousands of dollars in their superannuation accounts.

This money will never be recovered. Therefore it will greatly reduce the retirement savings of each Australian worker.

## ❸ ABOLISHING THE SCHOOL KID BONUS

Finally, the Government has announced it will abolish the School Kid Bonus.

This is worth \$410 for a primary school student and \$820 for a secondary school student.

This is taking cash out of the pockets of ordinary Australian parents who are hard pressed to make ends meet each year.

## WHY THESE ACTIONS?

Why is the Government reducing the retirement savings of workers and taking cash away from parents with children at school?

The answer is the Government wants to remove the Mineral Resources Rent Tax – the so-called “mining tax”. This tax is levied only on the profitable corporations mining iron ore, coal and oil/gas, and is only applied if these companies are earning super profits.

Is it fair that low income workers be penalised thousands of dollars over time so that super-profitable mining companies can further increase their profits?

We say the answer is NO!

The SDA is opposing the Government’s proposed legislation as it is unfair to Australian workers.

## OCCUPATIONS WHICH BENEFIT MOST FROM THE LOW INCOME SUPERANNUATION CONTRIBUTION

<i>Occupation</i>	<i>Number of people estimated to benefit</i>	<i>Percentage of workforce</i>
1 Sales assistants and salespersons	218,900	45
2 Checkout operators and office cashiers	146,000	53
3 Food preparation assistants	93,500	57
4 Hospitality workers	89,700	35
5 Cleaners and laundry workers	83,200	35
6 Receptionists	57,700	32
7 General clerks	46,700	17
8 Miscellaneous labourers	42,900	28
9 Packers and product assemblers	41,700	33
10 Food trades workers	40,400	35
11 Child carers	37,000	36
12 Freight handlers and shelf fillers	33,000	37
13 Personal carers and assistants	29,500	12
14 Electricians	25,600	27
15 Farm, forestry and garden workers	25,300	45
16 Bricklayers, carpenters and joiners	25,100	35
17 Food process workers	24,100	29
18 Accounting clerks and bookkeepers	22,000	11
19 Automotive electricians and mechanics	20,300	21
20 Storeworkers	18,600	18

# **SDA Tasmania in 2014 is bringing you THOUSANDS of new deals!**

**Check them out at  
[www.sdatas.asn.au](http://www.sdatas.asn.au)**

## **The all new 2014 SDA Tasmania Member Benefits Program is coming!**

All new content, and thousands of new offers providing you with even more value!

Keep an eye out in your mailbox for your brand new SDA Tasmania membership pack. To access the benefits on [www.sdatas.asn.au](http://www.sdatas.asn.au) you must be a financial SDA Tasmania member.

As there are so many offers in the new program, redemption methods may vary. Some offers require you to show your card and save, others require you to purchase online, and some even allow you to download and print a voucher every day of the year.

Please check the website for more information.



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Experience something truly unique as you soar over an eighteen metre cliff, landing 200 metres from your take-off point, at the top of Trevallyn, just minutes from Launceston city centre. Fun for the whole family including the kids!

Open daily, weather permitting – for more information regarding opening times, please contact the office.

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[www.cablehanggliding.com.au](http://www.cablehanggliding.com.au)

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Enjoy **up to 38% OFF** (normally 10% off) the Best Available Rate at Crown Metropol Melbourne and **up to 25% OFF** (normally 10% off) the Best Available Rate at Crown Towers Melbourne.

Valid for sale until 16 January 2014.

Valid for stays from 18 November 2013 to 16 January 2014.

8 Whiteman Street, Southbank  
Phone (03) 9292 8888  
[www.crownmelbourne.com.au](http://www.crownmelbourne.com.au)

## Cataract on Paterson



**20% OFF!**  
SHOW CARD

The brand new Cataract on Paterson brings the famous Stonegrill dining concept to Launceston for the first time.

This modern restaurant proudly supports Tasmanian farmers, and showcases the freshest and best quality produce in a fun setting, with fantastic service. Make sure you give this one a try – you won't be disappointed!

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Launceston, Tasmania  
Phone (03) 6334 1228

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**LA LUCHA**

**20% OFF!**  
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La Lucha is a unique and authentic Mexican restaurant in the heart of Devonport, offering a dining experience with a difference.

With friendly table service, sensational food, and plenty of wine, beer and cocktails on offer, La Lucha is bound to quickly become a favourite!

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Devonport, Tasmania  
Phone (03) 6423 5455

## Abel Tasman Airport Motor Inn



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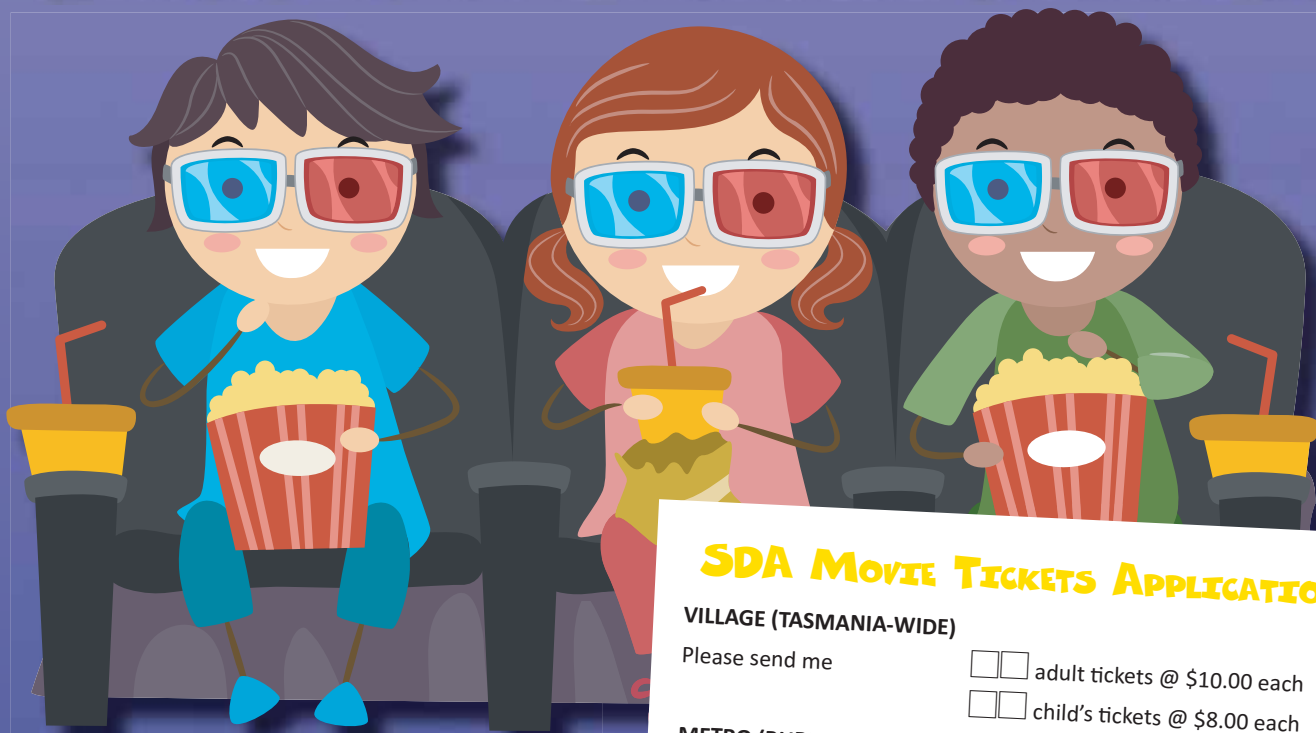
Enjoy **15% OFF** the Best Available Rate **PLUS** present your Entertainment™ Gold Card at the restaurant to receive **20% OFF your dining bill, up to \$25 value.**

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Valid for stays until 31 January 2014. Block-out dates apply.

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Launceston, Tasmania  
Phone (03) 6334 1228

# SDA DISCOUNT MOVIE TICKETS



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

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\* **PHONE THE SDA ON 6331 8166 WITH YOUR CREDIT CARD DETAILS; OR**

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

**SDA MOVIE TICKETS  
72 YORK STREET  
LAUNCESTON TAS 7250**

*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.

# What an Effort!



by Paul Griffin,  
General Secretary

The Coles Distribution Centre in Launceston has once again set another record by working 1,500 days without injury, achieved by working strictly within the Occupational Health and Safety guidelines.

This is a national milestone and surpasses the previous record of 1,422 days which was also achieved by the Launceston DC team.

In total, just under 3,000 days have been worked with only one shift lost through injury at the worksite. An amazing effort.

The team is led by Ross Charlton, David McLean and Shaun Cahill who have been the instrumental force in making a safe worksite, through consultation with members at Safety meetings while changes have taken place.

Such an achievement is even more meritorious in that a number of barriers had to be overcome due to serious storm damage to the entire front awning of the building, requiring approximately 20 contractors, subcontractors and visitors to undertake extensive restructure.

Subsequently, any such contract and visitor work is included, as well as the DC team, in calculating lost time through injury.

In addition, the commitment made by Coles to ensure the ongoing viability of the Centre has been confirmed by the more than one million dollar commitment to modernise the facility with all new racking currently under way. This will eventually introduce 800 new lines.

A great effort by all involved. Keep up the good work!



*David McLean and Ross Charlton, Coles DC Delegates*



*Ross Shepherd and David Hyatt*



*The safe and happy workers at Coles DC Launceston*



*Staff at their celebratory luncheon*



# New Anti-Bullying Powers: A Win



by Carol Wadley,  
Education Training  
Officer

Bullying in the workplace is a significant issue which many of our members have unfortunately experienced.

However, for many years, bullying has been treated as a general breach of OHS legislation, meaning that an employer or employee who is bullying may be charged for failing to maintain a safe workplace.

But, as many of our members know, trying to resolve workplace bullying through OHS legislation can be a long, confronting and difficult process.

What many people may not know is that unions all over Australia have been campaigning for over 13 years – publicly, with governments and regulators, to Senate Inquiries and with employers – to have bullying recognised as an industrial issue, as well as an OHS issue.

Unions are committed to building positive, healthy and safe workplaces, but this has been made more difficult without appropriate industrial legislation.

Following years of tireless lobbying, educating and awareness-raising by unions, in 2012 the Federal Government held an inquiry into bullying in Australian workplaces. The Inquiry received over 300 submissions. Their Report, called “We Just Want it to Stop” made over 23 recommendations aimed at stopping workplace bullying in a more effective and sustainable way.

## SUCCESS AT LAST

The Inquiry and Report led to the historic development of new anti-bullying protections in industrial legislation.

These changes to The Fair Work Act are a huge win for workers being bullied at work, because they provide a quick, inexpensive and impartial way to stop bullying. However, these changes also happened late in the term of the last Federal Government, amid the change of leadership and the

election campaign – so it’s fair to say that many people may not even know about these new workplace rights!

## THE NITTY GRITTY

What are these changes?

Well, from 1 January 2014, if you are bullied at work, you’ll be able to apply to the Fair Work Commission for an ‘order’ to stop that bullying.

The changes to the legislation mean that the Commission must respond to such an application two weeks after it is received.

Orders may be anything from directing the bullying behaviour to stop, to ensuring that all staff undergo anti-bullying training.

And if the bullies don’t follow these orders, they face very significant fines.

It is also important to note that orders for compensation and reinstatement are not available to workers making an application through the Commission to stop being bullied.

### WHAT IS BULLYING?

Bullying is defined as 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 A CODE OF PRACTICE VERSUS A GUIDE?

A code of practice is a practical guide on how to comply with the legal duties under the Work Health and Safety (WHS) Act and Regulations. An approved code of practice is automatically admissible as evidence in court proceedings under the WHS Act and Regulations.

A guide differs from the authoritative advice of a code of practice by allowing duty holders (like employers) wider discretion to choose the options that best suit their circumstances. A guide may be tendered as evidence in court proceedings.

# for Workers

## REMAINING VIGILANT

However, although this is a big win for workers, there is also a very real threat that these rights will be taken away before they even come into effect.

While they were in Opposition, the Abbott Coalition promised not to reduce workplace rights if elected.

But the Coalition also voted against the new anti-bullying measures, and, since coming to power, they have downgraded the anti-bullying code to a guide.

Unions are very worried that if people don't know about their new workplace rights to stop workplace bullying, the Coalition may very easily be able to take those rights away.

## SO WHAT CAN YOU DO?

Unions are calling all workers to support the new laws coming into effect on 1 January 2014.

Put the date in your diary, follow Australian Unions on Facebook, and share their updates about bullying with your friends.

This is an historic win for workers – so let's make sure the right to a positive, healthy and safe workplace is not taken away.

If you've been bullied, tell your Union, the SDA.

For more information, go to [safeworkaustralia.gov.au](http://safeworkaustralia.gov.au)



## 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.

## A MEMBER'S STORY



*When this SDA member met with her store manager about a roster change, she had no idea she would become the target of workplace bullying.*

*A part-time employee for a large retail company, our member has been repeatedly subjected to a range of unreasonable behaviour by her store manager for nearly two years.*

*She has been verbally abused, given unreasonable deadlines, been subject to contact surveillance and monitoring, had her requests for annual leave declined while other staff have had their leave approved. She has also been publicly embarrassed and humiliated by the store manager after he used his phone to record footage of her which he then showed to other staff. Even after making a formal complaint involving HR and the Union which resulted in an apology from the manager and a promise he would not behave that way again, the bullying has continued.*

*After 18 months, our member finally made a claim for workers' compensation as a result of the illness and injury she suffered from the constant bullying. The company tried to discourage her from submitting her WorkCover certificate, offering to pay for her medical bills and some leave instead. Luckily, and bravely, she persisted – with her Union's support.*

*While the company's insurer hired an independent investigator and psychiatrist whose findings supported her claim, she has still not been able to return to her workplace because the store manager is there and the company will not move him.*

*As of 1 January 2014, the new anti-bullying legislation will help workers in situations like this in a much more timely and effective way. Victims of bullying will be able to make an application to the Fair Work Commission for an order to stop the bullying – and the Commission has to respond to the application within two weeks. The new process is designed to be fast and effective and will hopefully prevent situations like this where bullying goes on for a long time with no satisfactory resolution.*

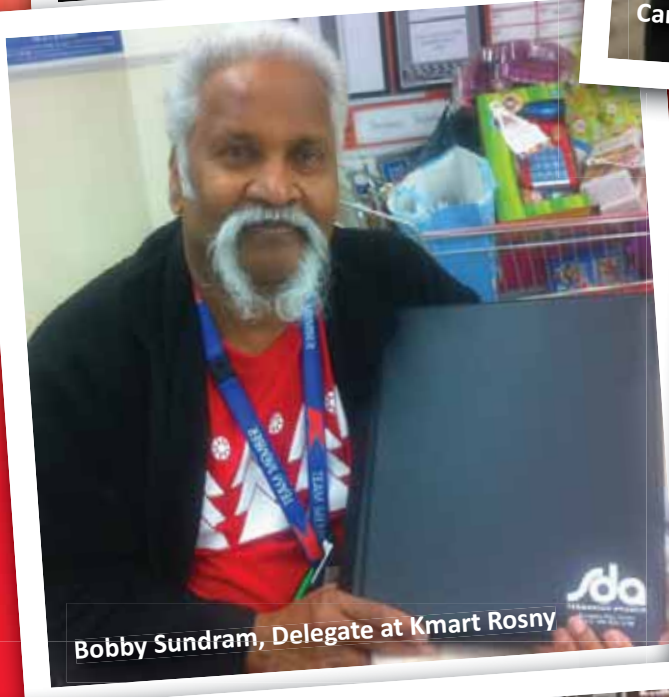
# Around the Shops



Skye Leslie from Woolworths Georgetown



Ebony Brown, Kim Ford, Lauran Neil and Carissa McDonald from Myer Launceston



Bobby Sundram, Delegate at Kmart Rosny



Dannielle Bowerman, Sarah Chatwick and Carolyn Richardson from Target Launceston



Cheryl McCreedy and Julie Watson from Harris Scarfe Launceston



Kent Moss from Neil Pitt's Launceston with James Russell





Margaret Ashdown, Emma Doherty, Michele Cummings and Lineen Sullivan from Myer Launceston



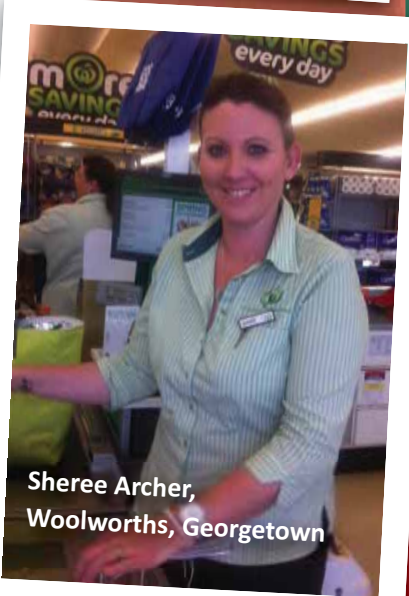
Sophie Lewis and Ruth Kenderdine from Harris Scarfe Hobart



Amanda Papworth and Sonia Watkins from Millers Launceston



Karen Knight, currently seconded to Woolworths Georgetown



Sheree Archer, Woolworths, Georgetown



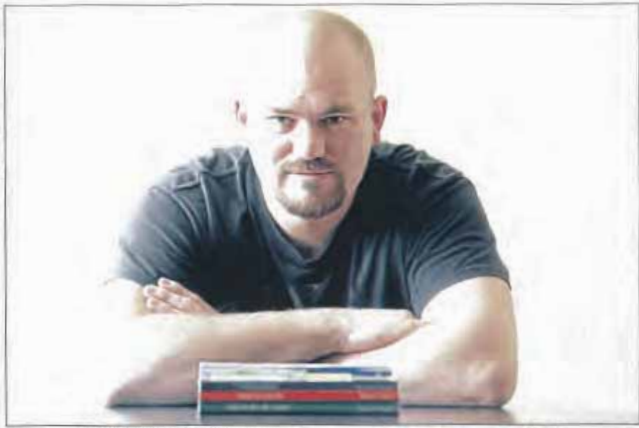
Aniela Harris, Delegate at Myer Hobart, with Jodee Inches, SDA Southern Organiser



Debbie Robbins, Tricia Reynolds and Debbie Nowacki from Myer Hobart

## MOONLIGHTING!

Nicholas Fletcher has not just been an SDA member since 2006 – he's also an avid writer. He is one of 300,300 people who participated in National Novel Writing Month in November. The Launceston Examiner recently ran this story on Nicholas, who took 13 days to write his 50,000 word novel. An amazing effort!



Author Nicholas Fletcher, of Riverside, is participating in National Novel Writing Month. Picture: WILL SWAN

### Writer pushes his pen to 50,000 words

By EMILY BAKER

NICHOLAS Fletcher has a full-time job, five kids and four 50,000-word novels to his name.

The Riverside resident is one of 300,300 people participating in National Novel Writing Month, an international challenge to write a 50,000-word book starting November 1 with a cut-off point at 11.59pm on November 30. It's the fourth year Mr Fletcher

has participated – this year, his story was completed in 13 days.

"My wife supports it and makes sure the kids leave me alone," Mr Fletcher said.

"I've been writing stories for years so it's good to push myself," Mr Fletcher has connected with a Launceston group of about 25 people who meet weekly to write, plot and discuss the craft.

"I heard about the group this year, when we met we didn't get a lot of writing done," he said.

Mr Fletcher described the challenge as "really easy and really hard".

"I only had 42,000 words at the end of the story so I had to add extra chapters and expand the dialogue," he said of his fantasy novel.

Already he has started plotting next year's work.

"I've got a lot of ideas in my head. My goal is to be able to look my name up in the state library."



## LENDING A HELPING HAND

Kellie Haberle and Maree Larcombe have been members at Woolworths Deloraine for six and ten years respectively and have been involved with community interests for many years.

Recently, Kellie contacted the SDA and detailed her involvement with the Basketball roster in Deloraine in which she and Maree participate. Currently, they are fundraising in order to participate in the Masters Games in Alice Springs later in 2014.

The SDA was happy to assist long-term members Kellie and Maree as well as indirectly being involved in regional community events around the State.

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[discountnewcars.com.au/sda](http://discountnewcars.com.au/sda)

# Tasplan

## Super

### an age old question



by Neil Cassidy,  
CEO, Tasplan

Over the last one hundred years, the retirement-income system has evolved into what is known as the ‘three-pillar’ structure. The three-pillar structure of the Australian retirement income system comprises:

- ◆ The Age Pension (provided by the Government);
- ◆ Compulsory saving through the superannuation guarantee (SG) – the super employers pay for you, and
- ◆ Voluntary superannuation saving (money you’ve put aside yourself).

The aim is to provide for as many Australians in retirement as possible, allowing people to save for their own retirement, and spread the risk (of funding retirement) between the public and private sectors.

The three-pillar structure is necessary as each measure on its own is not enough to provide the solution to a many faceted problem:

- ◆ Australia does not have the population from which to draw the tax to pay everyone’s pension (which is payable for life);
- ◆ Some Australians don’t earn enough to add to their super; and
- ◆ Some Australians don’t work enough to accumulate sufficient retirement savings via the SG (e.g. women taking time out of work to raise a family).

The problem starts to become evident when you also look at recent demographic data. Should this be a cause for concern?

*“Our society will look quite different to what it does today. Quite simply, there will be many more, older Australians than there are today. The number of Australians aged 65 and over is expected to increase rapidly, from around 2.5 million in 2002 to 6.2 million in 2042. That is, from around 13 per cent of the population to around 25 per cent. For Australians aged 85 and over, the growth is even more rapid, from around 300,000 in 2002 to 1.1 million in 2042.*

*“At the same time, growth in the number of people of workforce age is expected to fall from around 1.2 per cent per annum over the last decade to almost zero in forty years’ time. In 2002 there were more than five people of working age to support every person aged over 65. By 2042, there will only be 2.5 people of working age supporting each person aged over 65.”*

*– Australian Government Treasury Department “Australia’s Demographic Challenges – the Economic implications of an Ageing Population”*

So in 30 years’ time there will be a quarter of the Australian population over 65 (eligible for the Age Pension) and less people of workforce age to support them. This is going to put an enormous strain on the Age Pension system.

Coupled with the fact that we are living longer (and therefore may have to be cared for much longer) this threatens to present a ‘perfect storm’ scenario for funding retirement, with more and more Australians being dependent (for longer) on an ever-dwindling pool of Australians of a working age to sustain it.

Rather than relying on a system that may not even be there (or may be so drastically altered as to be unrecognisable) a wise course would seem to be ensuring you have enough retirement income to support you and your family.

In order to work out what you’ll need you need to first work out what you want to do in retirement. Planning can certainly remove a lot of the anxiety, and you’ll be working towards something rather than just ‘hoping for the best.’

Now’s the perfect time to sit down with your family (or financial planner) to set this process in motion, usually by answering a set of questions about your goals and needs.

- ◆ What do you want to do in retirement?
- ◆ How can you achieve those goals?
- ◆ Will you have enough to maintain your current lifestyle?
- ◆ Do you want to (maintain it)?

As the cliché goes “forewarned is forearmed,” and the more you think about this age old question, the better off you’ll be when it turns the corner one day and shakes your hand.

# Do You Work at... Coles Express Shell?

**Members at Coles Express Shell have their own Enterprise Agreement, separate to Coles Supermarkets. The current Agreement applies until mid-2015. Here are some of the entitlements that Coles Express team members have under this Agreement: Coles Express members experiencing any issues managing their breaks or rosters should contact the SDA for confidential advice and assistance.**

## What are My Rights Regarding Rosters?

- ◆ Team members should receive seven days' notice of a change to their roster. If a team member disagrees with the change, the change will not apply for a further seven days while discussions are held to resolve the disagreement.
- ◆ Team members may swap rostered hours with other team members in the same store, as long as it is by mutual agreement between the team members, and the company has approved the swap before it occurs.
- ◆ On each shift, part-time and casual team members are to be paid for a minimum of three hours; full-time team members for a minimum of four hours.
- ◆ Team members will be rostered to receive two consecutive days off in a week, or three consecutive days off in a fortnight unless they request otherwise.
- ◆ Work on public holidays is voluntary.

## When Can I Take a Break?

- ◆ Team members receive a 10-minute paid rest break on shifts of more than four hours' duration.
- ◆ Team members receive two 10-minute paid rest breaks on shifts of 7.5 hours' duration or more.
- ◆ Unpaid meal breaks of between 30 and 60 minutes fall due after five hours of continuous work.
- ◆ Alternatively, the company may allow crib breaks: a paid 20-minute break that falls due after five hours of continuous work.
- ◆ Except for unpaid breaks, customer service must be maintained during breaks.

*SDA Member Emily Smith  
from Coles Express Invermay*

# 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

# SWITCHING TO ME BANK IS EASY!

In 2012, the Australian Government introduced laws making it easy to switch banks, helping you get a better banking deal. Gone are the days where you have to manually move all of your regular payments and credits from one account to another. ME Bank can assist you with this.

## WHY SWITCH?

One of the most important reasons to consider switching your transaction account is to save fees. Many banks charge a monthly account keeping fee, or a fee that applies unless you deposit a certain amount or maintain a certain balance each month. Even a \$5 monthly account fee is \$60 per year. Why should you have to pay that?

## BEFORE YOU SWITCH.

Because switching is now easier, many banks will offer special deals and incentives to attract new customers.

Make sure you have read all of the terms and conditions associated with the deal and the account itself.

To learn more about ways to get more from your money, ME Bank's free 10-minute Banking Health Check could help. To arrange a Banking Health Check, call or email:



Mike Dalton  
ME Bank Business Development Manager  
0467 720 037  
mike.dalton@mebank.com.au

## FOUR EASY STEPS TO SWITCH:

1. Open a new ME Bank Everyday Transaction Account online at [www.mebank.com.au/everyday](http://www.mebank.com.au/everyday). It only takes minutes.
  2. Complete a 'Switch of Regular Payments Arrangements' form and return it to ME Bank.
  3. ME Bank will contact your old bank and ask for records of all regular direct debit and credit payments over the previous 13 months, including salaries and regular payments you set up to come out of your bank account.
  4. ME Bank will then confirm these details with you and get you to complete an authorisation form so we can arrange for your direct debits and direct credits to be switched to your new ME Bank account.
- And remember to close your old account(s) to avoid any unnecessary fees.

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# The Heat is On



by Stephanie Bok,  
Northern Fast Food  
Organiser

During the summer months, many SDA members are faced with having to work in very hot environments.

The majority of problems that occur are related to transient heat, that is, heat which has the potential to increase the temperature of a building or other area.

## HEALTH AND SAFETY EFFECTS

Factors such as the type of work being undertaken, humidity, air temperature, sun penetration, clothing and air movement should always be taken into account when considering the health and safety risks associated with heat.

Heat and uncomfortable temperatures can have different effects on different people.

Working in hot conditions may result in health effects, ranging from mild discomfort and headaches to life-threatening problems.

These more serious health conditions can generally be grouped together as the effects of heat stress.

Some of these effects are:

- ◆ reduced ability to concentrate and therefore an increased risk of accidents;
- ◆ increased discomfort in the use of protective clothing and equipment;
- ◆ aggravation of the effects of other hazards, e.g. noise;
- ◆ aggravation of pre-existing illnesses, e.g. heart disease;
- ◆ heat cramps (painful spasms in one or more muscles);

- ◆ heat exhaustion characterised by weakness and fatigue, vomiting, headaches and giddiness as well as unconsciousness and, in some cases, death.

Working in hot conditions not only affects a person's physical health but can also affect a person's mental state, and often contributes to stress levels.

## WHAT CAN BE DONE?

Your employer has a duty of care to provide you with a workplace that is safe and healthy, particularly in extreme conditions.

This extends to ensuring that heat risks are identified, assessed and controlled within the workplace when environmental conditions affect the health and safety of employees.

An employer must ensure that:

- ◆ adequate ventilation and air movement is provided in indoor environments that may become hot, and
- ◆ appropriate work and rest regimes relative to the physical fitness, general health, medication taken and body weight of each employee exposed to heat are implemented.

Issues relating to transient heat in the workplace, particularly over the summer months, must be addressed immediately and resolved effectively.

If you find yourself working in an uncomfortably hot situation, follow the grievance procedure contained in your Enterprise Agreement or Award.

## CONTACT YOUR UNION

For more information about heat or working in uncomfortable temperatures, please speak to your Delegate or Organiser or contact the SDA.



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\*When you pay by direct debit from your cheque, savings or credit card account. Offer is only applicable to eligible nib products  
<sup>1</sup>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



# Welcome Target Mowbray



by James Russell,  
WorkCover Officer

A new Target store opened in Mowbray, Launceston on Tuesday 26 November, providing jobs for over 70 employees – who have now joined the SDA.

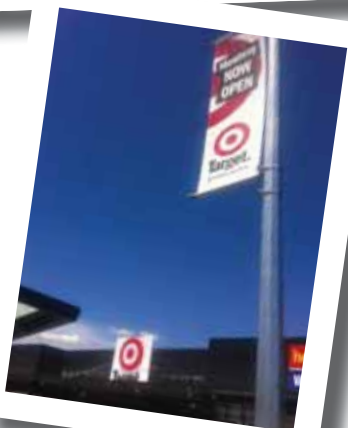
Some members transferred from the Launceston store, with many others in their first job and enjoying the benefits of SDA membership.



*Benjamin Lambert, Wendy Harradine and Dana Nossiter*



*Tori Rattray, Daniel Perry and Lyndsey Round*



*Jess Warren and Maddi Wrigley*

# GENERAL RETAIL INDUSTRY AWARD 2010

<b>MINIMUM WAGE RATES EFFECTIVE 1 JULY 2013</b>  <small>DOES NOT APPLY TO WOOLWORTHS, COLES, MYER, TARGET, COUNTRY ROAD, ROCKMANS, BIG W, PETROL PLUS, KMART, HARRIS SCARFE, JUST JEANS, OFFICEWORKS, K&amp;D WAREHOUSE, VEHICLE INDUSTRY, BUNNINGS HARDWARE, MILLERS, BETTS &amp; 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</small>	Ordinary Hours							<b>SUNDAY RATES AT DOUBLE TIME</b>	
	38 HOUR WEEKLY RATE	7am to 9pm Monday to Friday		6pm to 9pm Monday to Friday		7am to 6pm Saturday			17.5% annual leave loading on four weeks' leave
		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 of 25% only	Full-time and part- time loading of 25%	Casual loading of 35%		
<b>RETAIL EMPLOYEE</b>	\$	\$	\$	\$	\$	\$	\$	\$	
<b>Level 1</b> 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	
<b>Level 2</b> Forklift Operator	699.70	18.41	23.02	23.02	23.02	23.02	24.85	489.81	
<b>Level 3</b> Dept Mngr 2IC, Corsetiere, Snr LPO, Cook	710.60	18.70	23.38	23.38	23.38	23.38	25.25	497.44	
<b>Level 4</b> 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	
<b>Level 5</b> 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	
<b>Level 6</b> 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	
<b>Level 7</b> Visual Merchandiser, Clerical Officer Level 4	803.50	21.14	26.43	26.43	26.43	26.43	28.55	562.45	
<b>Level 8</b> Shop Manager, Clerical Officer Level 5	836.20	22.01	27.51	27.51	27.51	27.51	29.71	585.34	
<b>JUNIOR RATES</b>									
<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	11.19	220.40
16 years of age	50		349.85	9.21	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	14.92	293.87
18 years of age	70		489.80	12.89	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	19.89	391.83
20 years of age	90		629.73	16.57	20.72	20.72	20.72	22.37	440.81
<b>APPRENTICES</b>									
<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					

# Global Report



by Paul Griffin,  
General Secretary

The Unions Network International (UNI) Global Commerce Conference was held in Argentina from 9-11 October, where SDA National Secretary Joe De Bruyn reported on activities carried out by the SDA in Australia.

Joe reported on the SDA's current campaign to secure adult rates for 18 year olds. He explained about the time and resources required by all State Branches to eventually achieve a result which has been, and will continue to be, argued before the Fair Work Commission, to stagger the elimination of 20 year old and 19 year old rates and then move to the full adult rate at 18.

Joe included the Tasmanian Branch in his presentation in respect of our Branch's success in securing more than 2,200 signatures in the Union's quest to present 100,000 signatures in its petition to Parliament in Canberra.

Reports from other countries illustrated that retail workers in Australia are the best paid retail workers in the world. This includes America where in New York, any



increase sought by the United Food and Commercial Workers Union is opposed vigorously, not only from the business sector, but from the Mayor down through local government administrations that view any increases in the basic wage for retail workers as some type of evil.

## THE WORST OFFENDER

Many retail workers receive less than \$10.00 per hour – that is full-time adults attempting to feed their families. Such rates are on the poverty line and the worst supporter of keeping wage rates low is the largest retail company in the world, Walmart.

Many UNI Commerce Affiliates reported to this Conference some things in common when dealing with Walmart:

- ◆ Disrespect of Human Rights
- ◆ Increasingly Precarious Work
- ◆ Low wages and benefits

Walmart has a culture of resisting truly representative worker organisations and disrespecting workers' rights to collective bargaining and freedom of association.

The company has a history of violating numerous labour and employment laws around the world.



## 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: / / \_\_\_\_\_

## 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 FORM TO:  
PAUL GRIFFIN, GENERAL SECRETARY, SDA  
PO BOX 1289, LAUNCESTON TAS 7250**

# Win for Apprentices



by Paul Griffin,  
General Secretary

Apprentices will have up to an extra \$145 in their wallets, following a major decision by the Fair Work Commission (FWC) on 22 August that recognised they have been underpaid for far too long.

A Full Bench of the FWC awarded significant pay rises to first and second year apprentices, as well as people who start apprenticeships as adults. New apprentice pay scales to come into effect from the start of next year will see the wages of a first year electrician rise by \$108, a carpenter by \$72 and a hairdresser by almost \$145.

The decision is the result of a case run by the ACTU and unions as part of the biennial review of Modern Awards.

Unions had argued that apprentice wages had failed to keep pace with the changing nature of the workforce, which now has more people beginning traineeships as adults, rather than straight out of school.

## FIFTY PER CENT COMPLETION RATE

The low rates of pay have been blamed for the abysmal apprentice completion rate of about 50%, which was acknowledged by the Commission in its decision.

“The modern Award safety net should better reflect the reality of the current day apprenticeship intake,” it said. “It must also take into account relative living standards and the needs of workers who must within the community be considered to be low-paid. We consider that the present rates of pay in the Awards



do not provide a fair and relevant safety net for apprentices and that an increase in the first year rate is appropriate.”

Before the decision, a first year apprentice carpenter would get a base rate of \$317.75 a week – boosted by some allowances – while a 20-year-old fast food worker on the junior Award rate would be on \$599.49. That’s a difference of \$281.74. The pay rise will see pay rates for first year apprentices rise to 55% of the relevant Award rate from as little as 35% in some industries. People starting apprenticeships over the age of 21 will be entitled to 80% of the rate of a tradesperson.

Raising apprentice pay is an important part of the solution to the skills crisis in Australia.

“This is a great outcome for current and future apprentices and for the broader economy,” said ACTU Secretary Dave Oliver. “Almost half of people who embark on apprenticeships don’t complete them, with the very low wages a major factor contributing to drop-outs.

“Current wages see apprentices barely able to meet living costs; they

are considerably less than other job options and barely more than the Newstart allowance. There is also little recognition of the needs of adult apprentices. This decision is a real step forward.”

Mr Oliver said fixing the apprenticeship system was crucial to boosting the skill level of the Australian workforce to drive productivity and prevent future skills shortages.

“To boost skill levels, we need to increase participation and completion rates in vocational education and training. Raising apprentice pay is an important part of the solution.”

## EMPLOYERS SLAM DECISION

But while unions are praising the decision as delivering both some wage justice and a boost to skills, some employer groups immediately criticised it. The chief executive officer of the Australian Chamber of Commerce and Industry, Peter Anderson, said it was “a body blow” to the capacity and confidence of employers to offer new apprenticeships.

*This is an edited version of an article that appeared on [workinglife.org.au](http://workinglife.org.au) on 22 August 2013.*

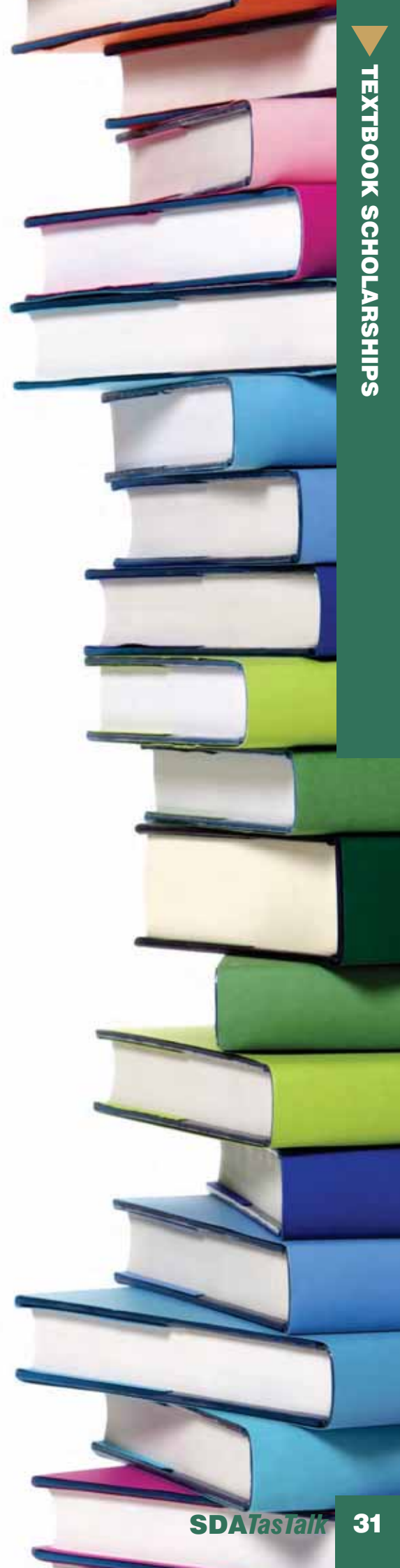
# 2014 SDA EDUCATIONAL SCHOLARSHIP WINNERS

The following members have received a voucher to the value of \$120 to assist with educational expenses for themselves or a family member in 2014. Vouchers can be redeemed at Birchalls and University Co-op bookshops throughout Tasmania.

**But remember, they must be redeemed by 31 March 2014.**

Abbott, Helen,	Becks Ulverstone	Bradshaw, Nigel,	Woolworths New Norfolk	Cook, Allister,	Woolworths Sandy Bay
Acquarola, Hugh,	Coles Charles Street	Brady, Anna,	Coles Newstead	Coombe, Maureen,	Myer Hobart
Adaszynski, Monika,	Myer Hobart	Brandis-Gray, Bronson,	The Reject Shop Legana	Cooper, Joanne,	Woolworths Devonport
Aikman, Linda,	Kmart Devonport	Brazendale, Tracy,	Woolworths Deloraine	Cooper, Debbie,	Myer Launceston
Allan, Helen,	Kmart Launceston	Brazendale, Karen,	Coles Kings Meadows	Cooper, Dimity,	Woolworths New Norfolk
Allen, Cameron,	Coles Sandy Bay	Brittain, Donna,	Millers Glenorchy	Cooper, Kelsey,	Woolworths Bridgewater
Allen, Kathryn ,	Target Hobart	Bromfield, Kelli-Anne,	Kmart Rosny	Coppleman, Kristy,	Woolworths Bridgewater
Alomes, Kylie,	Big W Glenorchy	Brown, Tracey,	Woolworths Devonport	Coppleman, Joshua,	Woolworths Hobart
Anderson, Jennifer,	Woolworths Smithton	Brown, Josh,	Woolworths Devonport	Coppleman, John,	Woolworths Bridgewater
Archer, Sheree,	Woolworths George Town	Brown, Danielle,	Woolworths Ulverstone	Cornelius, Georgina,	Coles Kingston
Archer, Debbie,	Woolworths Burnie	Brown, Petra,	Woolworths Scottsdale	Cornish, Christopher,	Woolworths Burnie
Argent, Julie,	Coles Kings Meadows	Brown, Belinda,	Woolworths Moonah	Cornish, Kelly,	Big W Kingston
Arnol, Michelle,	Woolworths Bridgewater	Brown, Gabrielle,	Woolworths Moonah	Costello, Kim,	Woolworths Kings Meadows
Ashdown, Kim,	Bunnings Kings Meadows	Brown, Cheryl,	Birchalls Launceston	Costello, Aydan,	Woolworths Burnie
Astell, Kellie-Anne,	Kmart Devonport	Browning , Suzanne,	Target Hobart	Costello, Dylan,	Woolworths Burnie
Austin, Raylee,	Woolworths Kings Meadows	Buckney, Katelyn,	Target Mowbray	Cotterell, Hannah,	Woolworths Wynyard
Austin, Alicia,	Kmart Launceston	Burdon, Elizabeth,	Coles New Town	Cox, Samantha,	Woolworths Wynyard
Austin-Stone, Henry,	Woolworths Riverside	Burley, Shaphan,	Officeworks Launceston	Cox, Haylee,	Target Launceston
Axton, Riley,	Coles Racecourse	Burns, Ricky,	Coles Burnie	Craig, Elizabeth,	Big W Rosny
Bailey, Shayne ,	Woolworths George Town	Burns, Natalie,	Coles Racecourse	Crellin, Tina,	Woolworths Eastlands
Bailey, Catherine,	Kmart Rosny	Burr, Anita,	Target Burnie	Crisp, Travis,	Tasfresh Bulk Foods Prospect
Baker-Condon, Ella ,	Woolworths George Town	Burton, Angie,	Woolworths Sorell	Cross, Jacqui,	Woolworths Prospect
Bannister, Anne,	Big W Glenorchy	Busscher, Andrea,	Woolworths Mount St	Crowley, Helen,	Big W Glenorchy
Bantoft, Christina,	Big W Glenorchy	Butcher, Sharon,	Woolworths Shoreline	Crowley, Jacinta,	McDonald's Moonah
Bardelmeyer, Jennifer,	KFC Northgate	Button, Mikayla,	Coles Kings Meadows	Cummings, Michele,	Myer Launceston
Barnett, Bryan,	Woolworths Scottsdale	Byard, Danielle,	Kmart Burnie	Curtis, Anna-Maree,	Myer Hobart
Barnett, Lisa,	Woolworths Riverside	Byrnes, Annette,	Kmart Launceston	Cuthbert, Emily,	KFC Sorell
Barr, Matthew,	Big W Glenorchy	Calvert, Rhiannon,	Coles New Town	Dalton, Sandra,	Woolworths Mowbray
Barr, Katrina,	Big W Rosny	Cannon, Michelle,	Target Launceston	Dance, Madeline,	Kmart New Town
Barrett, Michelle,	Coles Devonport	Carey, Karen,	Woolworths Devonport	Daniels, Nicholas,	McDonald's Moonah
Barry, Megan,	Coles Sandy Bay	Carroll, Leanne,	Coles Mowbray	Davenport, Tracy-Lee,	Kmart Racecourse
Baxter, Joanne,	Woolworths Legana	Carroll, Chelsea,	Kmart Launceston	Deguara, Anthony,	Allgoods Cambridge
Baylis, Taliesha,	Kmart Launceston	Casboul, Donna,	Spotlight Hobart	Dennis, Carolyn,	Kmart Launceston
Bearman, Tracy,	Woolworths New Norfolk	Casey, Tamra,	Coles Racecourse	Desmond, Peter,	Woolworths Kings Meadows
Beaumont, Donna,	Target Burnie	Cashion, Kaylah,	Coles New Town	Devlin, Lisa,	Coles Devonport
Behlau, Carly,	Coles Mowbray	Cassidy, Karen,	Coles Rosny	Diaz, Diane,	Coles Wellington St
Bellchambers, Karen,	Coles Newstead	Cassidy, Elizabeth,	Woolworths Sandy Bay	Diaz, Luc,	KFC Mowbray
Bennett, Tracy,	Coles Charles Street	Chadwick, Sarah,	Target Launceston	Dick, Alina,	Kmart Devonport
Bennett, Megan,	Coles Charles Street	Chaplin, Courtney,	Woolworths New Norfolk	Dolbey, Emma,	Myer Launceston
Bennett, Wendy,	Bunnings Rosny	Charlton, Ross,	Coles Logistics	Donaldson, Kerri Ann,	Kmart Racecourse
Bentley, Christine,	Woolworths Pet Claremont	Cheema, Anmole,	Myer Launceston	Donnellan, Mark,	Officeworks Hobart
Berry, Tamara,	Woolworths Sorell	Clark, Sonia,	Woolworths Glenorchy	Donohue, Adam,	Wattyl Paints Lton
Bessell, Roxanne,	Woolworths Scottsdale	Clark, Peter,	Woolworths Wynyard	Double, Rebecca,	Woolworths Bridgewater
Biggs, Jonathan,	McDonald's Sorell	Clarke, Eleanor ,	Kmart Rosny	Douglas, Zoe,	McDonald's Moonah
Birrell, Angela,	Coles Kings Meadows	Clayton, Alison,	Kmart Launceston	Dowling, Katherine,	Woolworths Shoreline
Birt, Bianca,	Big W Rosny	Cocker, Melanie,	Woolworths Riverside	Downes, Stuart,	Mitre 10 Huonville
Bissett, Hannah,	Coles Launceston	Codabaccus, Jasbeer,	Myer Hobart	Downham, Jacob,	Coles Eastlands
Blair, Tracey,	Woolworths Legana	Colgrave, Amanda,	Coles Kings Meadows	Driscoll, Michael,	Woolworths new Town
Blowfield, Michelle,	Kemp & Denning Hobart	Collins, Lisa,	Coles Racecourse	Duggan, Caitlin,	Woolworths Huonville
Blundell, Sabrina,	Target Mowbray	Conley, Georgina,	Big W Kingston	Duniam, Ellie,	Woolworths Prospect
Blyth, Kane,	Kmart Racecourse	Connell, Jacquelyn,	Woolworths Riverside	Dyer, Lisa,	Kmart Launceston
Boucher, Jane,	Coles Bridgewater	Connie, Kelly,	Kmart Launceston	Eastley, Deirdre,	Woolworths Deloraine
Boulton, Kerryn,	Woolworths Wynyard	Connor, Anne,	Myer Hobart	Ellis, Tracey,	KFC Claremont
Boyd, Rachael,	Coles Ulverstone	Cook, Kristie,	Kmart New Town	Elwell, Darryn,	Coles Racecourse
Bracken, Vaughan,	Myer Lton	Cook, Katy,	Target Launceston	Evans, Vicki,	Woolworths Petrol Kingston

Farmer, Ebony,	Coles Mowbray	Hicks, Katie,	Woolworths Kings Meadows
Farmer, Emily,	Kmart New Town	Hill, Tamara,	Woolworths Rosny
Farrow, Michelle,	Woolworths Sorell	Hinds, Jamie,	Woolworths Sandy Bay
Faulwetter, Elke,	Coles Kings Meadows	Hinds, Natalya,	Woolworths Sandy Bay
Fennell-Burge, Alyson,	The Reject Shop Claremont	Hingston, Vicki,	Kmart Devonport
Fensom, Neil,	Coles Mowbray	Hodgetts, Kathleen,	Coles Racecourse
Ferguson, Rebecca,	Woolworths george Town	Hogarth, Regeena,	Woolworths Mowbray
Fisher, Debbie,	Coles Kingston	Holloway, Sheryl,	Coles Kingston
Flannery, Narelle,	Crossroads Devonport	Holloway, Kara-Jane,	Woolworths Devonport
Foster-Bailey, Karen,	Coles Kings Meadows	Holmes, Kianah,	Supre Launceston
Frazer, Bryana,	Target Hobart	Honig, Christine,	Coles Sandy Bay
French, Sommer,	Coles Burnie	Hooper, Debbie,	Kmart Rosny
Frost, Mark,	Coles Devonport	Horton, Suzanne,	Woolworths Rosny
Frost, Caitlin,	Woolworths George Town	House, Katrina,	Woolworths Smithton
Fry, Julie,	Kmart Burnie	House, Lisa,	Woolworths Smithton
Fuller, Johannah,	Woolworths Mount St	Houston, Natalie,	Coles Mowbray
Gale, Leanne,	Kmart Devonport	Howe, Deborah,	Woolworths Kings Meadows
Gardam, Tracey-Lee,	Big W Glenorchy	Howell, Alice,	Coles Kings Meadows
Garforth, Simone,	Coles Express Wellington	Howell-McCoy, Leanne,	Woolworths Devonport
Garvey, Janetta,	Target Glenorchy	Hrdalo, Jane,	Kmart Devonport
Geniola, Cynthia,	Woolworths CBD	Hudson, Jo,	Coles Sandy Bay
Gent, Jessanna,	Woolworths CBD	Hughes, Debra,	Woolworths Devonport
Gibbins, Alex,	Wattyl Paints Lton	Hutchinson, Donna,	Coles Devonport
Gibbons, Maddison,	Kmart Devonport	Hyatt, SHane,	Kmart Burnie
Gibson, Simon,	Woolworths Prospect	Irvine, Belinda,	Big W Kingston
Gillam, Stacey,	The Reject Shop Ulverstone	Ivory, Nicole,	Coles Kings Meadows
Gillard, David,	Woolworths Petrol Claremont	Jackson, Holly,	KFC Bridgewater
Gillie, Susanne,	Myer Hobart	Jackson, Margaret,	Big W Glenorchy
Gillies, Petrina,	Woolworths Burnie	Jackson, Kim,	Kmart Racecourse
Gillies, Tamioka,	Woolworths Kings Meadows	Jackson, Queeda,	Coles Burnie
Golab, Keren,	Coles Bridgewater	Jackson, Shelley,	Woolworths Smithton
Gore, Michelle,	Coles Devonport	Jago, Lynette,	Coles Devonport
Gough, Samantha,	Coles Racecourse	James, Jodie,	Woolworths Scottsdale
Green, Henry,	KFC Sorell	James, Gemma,	Woolworths Scottsdale
Greenwood, Maureen,	Kmart New Town	Jamieson, Melissa,	Coles Wellington St
Grey, Phillip,	Tas Ag Services Campbell Town	Jenkins, Alex,	Coles Kings Meadows
Griffiths, Toni,	Kmart Racecourse	Jenkins, Wendy,	Woolworths Smithton
Griffiths, Cheree,	Kmart Devonport	Johnson, Carol,	Bridgewater Newsagency
Griggs, Linda,	Woolworths Huonville	Johnson, Olivia,	Big W Kingston
Haberle, Kellie,	Woolworths Deloraine	Johnston, Luke,	Woolworths Sandy Bay
Hack, Casey,	Bunnings Moonah	Jones, Michelle,	Woolworths Claremont
Hack, Tanya,	Bunnings Moonah	Jones, Gaylene,	Woolworths Prospect
Hall, Shari,	Big W Rosny	Jones, Susan,	Woolworths Kings Meadows
Hall, Suzanne,	Big W Kingston	Katranjac, Carleen,	Woolworths Claremont
Hallett, Alicia ,	Myer Launceston	Kean, Janita,	Woolworths Huonville
Hammond, Janice,	Woolworths Kingston	Kearnes, David,	Coles Express Invermay
Hannes, Lisa,	Coles Kings Meadows	Keep, Megan,	Woolworths Mowbray
Hannes, Stuart,	Coles Kings Meadows	Keep, Mikayla,	Coles Devonport
Hanson, Isobel,	Coles Racecourse	Keep, Mandy,	Coles Devonport
Hanson, Olivia,	Woolworths Lindisfarne	Kelleher, Nicole,	Woolworths Campbell St
Harcourt, Rachael,	Target Hobart	Kemp, Alexandra,	McDonald's New Norfolk
Hardy, Kaylee,	Kmart Burnie	Keogh, Gemma,	Coles Eastlands
Hargreaves, Melissa,	Coles Bridgewater	Kerrison, Rachael,	Coles Burnie
Harris, Michael,	Birchalls Launceston	Kerrison, Alex,	Woolworths Riverside
Harris , Nicole,	Target Hobart	Kerrison, Claire,	Woolworths Riverside
Harris , Katie,	Target Launceston	Kilby, Cheridan,	Bunnings Launceston
Harris , Lauren,	Woolworths Moonah	King, Angela,	Kmart Launceston
Harris , Lynda,	Woolworths Prospect	King-Grey, Laura,	A Little Piece of Heaven
Harrison, Marcus,	Coles Kingston	Kiri, Josphine,	Officeworks Launceston
Hartley, Rachel,	Woolworths Prospect	Kirkby, Anthea,	Coles Kings Meadows
Harvey, Jane,	Coles Sorell	Kitchener, Carolyn,	Woolworths Glenorchy
Hassett, Tina,	Kmart Rosny	Kleeman, Nicole,	Target Hobart
Hawes, Jacqueline,	Coles Racecourse	Klug, Hannah,	Woolworths CBD
Hay, Tracy,	Coles Wellington St	Knight, Rebekah,	Harris Scarfe Devonport
Hay, Sarah,	Coles Wellington St	Knott, Rebecca,	Woolworths Ulverstone
Hayes, Nicholas,	Big W Rosny	Knowles, Laura,	Big W Kingston
Hayes, Kristy,	Coles Devonport	Kop, Kylie,	Target Glenorchy
Haywood, Amanda,	Harris Scarfe Devonport	Koppelmann, Rhys,	Woolworths Campbell St
Hennessy, Vince,	Robayne	Kopra, Mandie,	Big W Kingstone



Korezelidis, Sofia, Target Hobart  
 Korezelidis, Athanasia, Target Hobart  
 Korezelidis, Anna, Target Hobart  
 Krause, Madison, Woolworths Kingston  
 Lagewaard, Antonette, Woolworths Kingston  
 Lambert, Margaret, Coles Kings Meadows  
 Lambert, Demi, Coles Kings Meadows  
 Lambert, Stacey, McDonald's Kings Meadows  
 Langford, Fiona, Woolworths Eastlands  
 Lapham, Lerinne, Millers Burnie  
 Lawler, Natalie, Coles Devonport  
 Lawless, Angela, Big W Kingston  
 Lawson, Naomi, Officeworks Launceston  
 Lazarus, Antonia, Coles Kings Meadows  
 Leary, Tanya, Woolworths Devonport  
 Lee, Xue Rong, Kmart New Town  
 Lee-Hill, Amber, Coles Wellington  
 Leslie, Skye, Woolworths George Town  
 Leszczynski, Holly, Woolworths Eastlands  
 Lethborg, Louise, KFC Legana  
 Lewis, Jared, Coles Logistics  
 Lewis, Angela, Woolworths Eastlands  
 Li, Dion, McDonald's Northgate  
 Licht, Alex, Coles Glenorchy  
 Lincoln, Jai, Coles Northgate  
 Lincoln, Brendon, Coles Northgate  
 Livingston, Jenesia, Big W Rosny  
 Lockett, Chantelle, Woolworths Eastlands  
 Lockhart, Kim, Coles Kings Meadows  
 Lommerse, Jessica, Coles Ulverstone  
 Long, Cheryl, Woolworths Prospect  
 Luke, Sally, Kmart Burnie  
 Luke-Philpott, Jo-anne, Kmart Burnie  
 Lyall, Cherokee, Reject Shop Latrobe  
 MacPherson, Emily, Woolworths Kings Meadows  
 Macrow, Suzanne, Woolworths Mount St  
 Makaryn, Melanie, Woolworths Prospect  
 Makin, Elizabeth, Woolworths Rosny  
 Mann, Sue-Ellen, Woolworths Bridgewater  
 Martin, Hannah, Coles Ulverstone

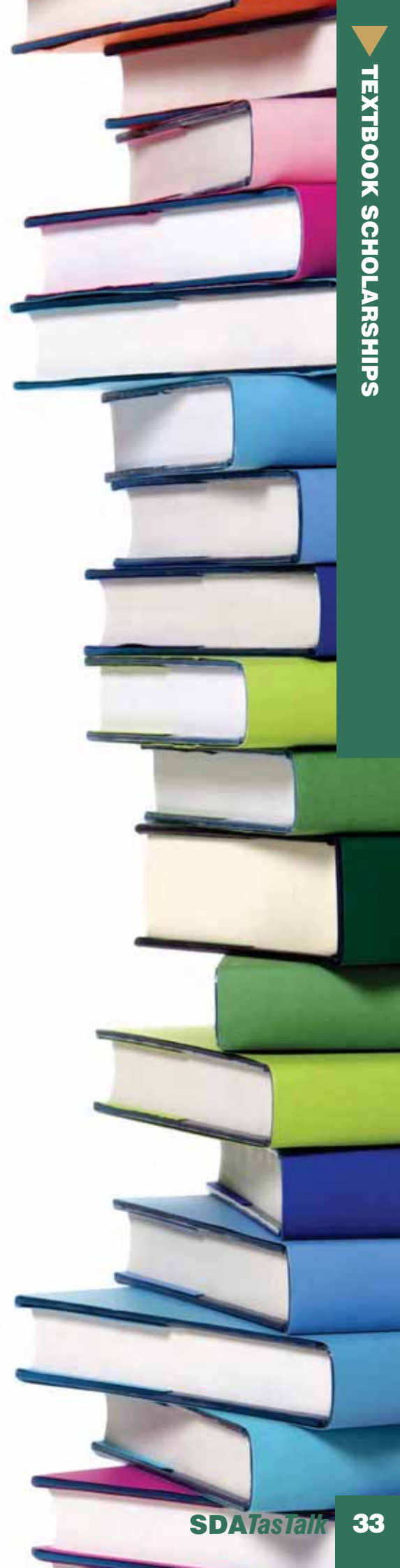
Martin, Pamela, Big W Glenorchy  
 Matthews, Jordan, Target Launceston  
 Mayne, Kellie-Sue, Big W Kingston  
 McCarthy, Erica, Coles Kingston  
 McClenaghan, Shane, Allgoods Launceston  
 McConnon, Tracy, Centrepoint News Hobart  
 McCoy, Kerry, Becks Devonport  
 McCulloch, Loretta, Woolworths Mount St  
 McGee, Susan, Kmart Devonport  
 McKay, David, Coles Logistics  
 McKay, Joseph, Coles Launceston  
 McPhee, Hayley, Kmart Launceston  
 McPherson, Karen, Big W Glenorchy  
 McPherson, Matthew, Big W Glenorchy  
 McPherson, Susanne, Woolworths Shoreline  
 McQueen, Alicia, Coles Newstead  
 Meissner, Rebecca, Big W Glenorchy  
 Merrick, Angela, Woolworths Eastlands  
 Meskell, Petrina, Bunnings Moonah  
 Millar, Johanna, Woolworths New Town  
 Mills, Danielle, Big W Rosny  
 Minehon, Nicole, Coles Kingston  
 Mitchell, Shauni, Woolworths Mount St  
 Mitchell, Natalie, Woolworths Mount St  
 Mitchell, Jemma, Woolworths Mount St  
 Monson, Tamioka, Woolworths Scottsdale  
 Moran, Mary, Woolworths Kings Meadows  
 Morgan, Tracey, Big W Kingston  
 Morice, Helen, Coles Kings Meadows  
 Morice, Danielle, Kmart Launceston  
 Morrison, Nicholas, Coles Racecourse  
 Morse, Trevor, Kmart Burnie  
 Mortimer, Jaki, Woolworths Prospect  
 Morton, Susan, Officeworks Launceston  
 Moss, Teagan, Coles Express Wellington  
 Moss, Jonty, Bunnings Kings Meadows  
 Moy, Roslyn, Sportlight Launceston  
 Muir, Jackie, Woolworths Devonport  
 Murphy, Fiona, Officeworks Hobart  
 Naden, Donald, Woolworths Ulverstone  
 Narracott, Katrina, Big W Kingston  
 Narracott-Page, Mikayla, Big W Kingston  
 Neads, Casey, McDonald's New Norfolk  
 Nicholls, Jessica, Woolworths Burnie  
 Nicholls, Michelle, Woolworths Upper Burnie  
 Nichols, Kelsey, KFC Bridgewater  
 Nicholson, Annette, Coles Kings Meadows  
 Nicklason, Tracey, Woolworths Legana  
 Nielsen, Kim, Coles Charles Street  
 Northeast, Courtney, Officeworks Hobart  
 Oates, Alison, Myer Hobart  
 Oldham, Jeremy, Bunnings Kings Meadows  
 Oliver, Helen, Woolworths Scottsdale  
 Osborne, Lyndall, Coles Kingston  
 Owers, Peta, Woolworths George Town  
 Page, Deborah, Kmart Rosny  
 Page, James, Woolworths Glenorchy  
 Page, Lisa, McDonald's Bridgenorth  
 Paine, Kylie, Kmart Rosny  
 Parker, Bailey, Target Launceston  
 Pattersen, Lyn, Coles Racecourse  
 Pattison, Susan, Coles Devonport  
 Peake, Nerissa, Woolworths Kingston  
 Pearce, Katrina, Kmart Launceston  
 Pearce, Renee, Woolworths Kingston  
 Pearsall, Kellie, Woolworths Sandy Bay  
 Pearsall, Jemma, Woolworths Sandy Bay  
 Pearsall, Rebekah, Woolworths Sandy Bay  
 Pennington, Tammy, Woolworths Kings Meadows

Penno, Linda, Woolworths Bridgewater  
 Perkins, Suzanne, Coles Kings Meadows  
 Perri, Kathryn, Coles Kings Meadows  
 Perri, Kaylah, Coles Newstead  
 Petch, John, Woolworths Channel Crt  
 Peters, Sarah, Woolworths George Town  
 Peters, Danielle, Woolworths Burnie  
 Philpott, Lindy, Spotlight Burnie  
 Piemontese, Treena, Coles Kingston  
 Pinner, Emily, Woolworths Mowbray  
 Pintus, Deborah, Bunnings Kings Meadows  
 Pintus, Hayley, Bunnings Kings Meadows  
 Piper, Sean, Coles Charles Street  
 Piper, Lauri, Coles Racecourse  
 Pitchford, Alexandra, Coles Newstead  
 Placogiannakis, George, Woolworths Kingston  
 Plapp, Carolyn, Coles Devonport  
 Poke, Laura, Woolworths Smithton  
 Popowski, Jacinta, Coles Charles Street  
 Porte, Jennifer, Woolworths Mowbray  
 Pregonell, Kylie, Woolworths Glenorchy  
 Price, Sharon, Woolworths Bridgewater  
 Price, Shawn, K & D Hobart  
 Price, Linda, Woolworths Eastlands  
 Probert, Kristy, BWS Scottsdale  
 Purdon, Allison, Coles Kings Meadows  
 Purton, Mandy, Big W Glenorchy  
 Purton, Bridgette, Big W Glenorchy  
 Quarrell, Joel, Woolworths Sorell  
 Quilliam, Angela, Woolworths Scottsdale  
 Radcliffe, Jillian, Big W Glenorchy  
 Raglione, Silvana, Kmart New Town  
 Rainbow, Gerdina, Woolworths Scottsdale  
 Rainsford, Leionnie, Kmart New Town  
 Ranson, Stephanie, Woolworths Riverside  
 Ratcliffe, Esmier, Myer Launceston  
 Rawson, Lynette, Woolworths Devonport  
 Read, Mark, Woolworths Eastlands  
 Read, Emily, Coles New Town  
 Reading, Roslyn, Woolworths Devonport  
 Reid, Sharon, Woolworths Prospect  
 Reid, Leesa, Woolworths Campbell St  
 Reid, Denise, Bunnings Moonah  
 Richards, Colleen, Big W Rosny  
 Richards, Meghan, Big W Rosny  
 Richardson, Alarna, Big W Glenorchy  
 Rigby, Janine, Coles Devonport  
 Rigby, Sandra, Big W Kingston  
 Riley, Jodie, Woolworths Kingston  
 Riseley, Melanie, Coles Sorell  
 Riseley, Katrina, Woolworths Sorell  
 Robinson, Wendy, Coles New Town  
 Rolls, Julie, Kmart Burnie  
 Rooke, Emma, Coles Eastlands  
 Ross, Jessica, Woolworths Prospect  
 Round, Andrea, Coles Kings Meadows  
 Rowlands, Michelle, Kmart New Town  
 Rowlands, Angela, Woolworths Huonville  
 Rubens, Fiona, Millers Burnie  
 Rumney, Suzanne, Woolworths Channel Crt  
 Rundle, Sharon, Woolworths Devonport  
 Russell, Kate, Target Launceston  
 Russon, Paul, Woolworths Kingston  
 Saltmarsh, Deborah, Coles Burnie  
 Saunders, Emma-Jesse, McDonald's Bridgewater  
 Scanlon, Carol, Woolworths Kingston  
 Scerri, John, Kemp & Denning Hobart  
 Schackcloth, Rachael, Coles Newstead  
 Schiebel, Andrew, McDonald's Bridgewater





Schiebel, Kristy,	McDonald's Rosny	Tonks , Fiona,	Coles Sorell
Schofield, Janet,	Coles Devonport	Townsend, Kylie,	Woolworths Kingston
Schwan, Mark, B	unnings Moonah	Tregurtha, Callum,	Woolworths Sandy Bay
Schwan, Jacqueline ,	Kmart Rosny	Trickett, Kylie,	Coles Racecourse
Scicluna, Edna,	Coles Ulverstone	Triffitt, Emily,	Woolworths Lindisfarne
Scicluna, Paul,	Coles Mowbray	Triffitt, Jodie,	Woolworths New Norfolk
Scott, Amber,	Reject Shop Latrobe	Triffitt, Sarah,	Coles Kings Meadows
Scott, Cathie,	Kmart New Town	Trudgeon, Belinda,	Woolworths George Town
Scott, Emma,	Big W Rosny	Turner, Katie,	Coles Newstead
Sernaggia, Laree,	Officeworks Launceston	Turner, Maree,	Woolworths Glenorchy
Sernaggia, Tayla,	Bunnings Launceston	Turner, Aidan,	Woolworths New Norfolk
Shai, Renay,	Big W Kingston	Turner, Allison,	Woolworths New Norfolk
Shaw, Clancy,	Woolworths Sorell	Turner, Shane,	Coles Wellington St
Shaw, Jacqui,	Big W Rosny	Tyler, Joy,	Woolworths George Town
Shelverton, Tracey,	Big W Kingston	Van Noord, Helen,	Kmart Launceston
Sheridan, Jessica,	Woolworth Burnie	Van Voorthuizen, Levi,	Woolworths Eastlands
Silver, Jared,	Woolworths Rosny	Venetsanakos, Sharon,	Coles Glenorchy
Silver, Kerrie,	Kmart Rosny	Venn, Tania,	Coles Kings Meadows
Simpson, Alicia,	Kmart Devonport	Vos, Nathan,	Woolworths Ulverstone
Singline, Anthony,	Bunnings Launceston	Voss, Tina,	Woolworths Wynyard
Slater, Melissa,	Woolworths New Norfolk	Voss, Linda,	Coles Rosny
Smith, Joshua,	Woolworths george Town	Walker, Selina,	Coles Kingston
Smith, Aneak,	Woolworths george Town	Walker, Karen,	Coles New Town
Smith, Helen,	Woolworths Scottsdale	Walker, Tori,	Woolworths Rosny
Smith, Linda,	Coles Bridgewater	Walmsley, Wendy,	Woolworths Kingston
Smith, Shaun,	Woolworths Wynyard	Walters, Donna,	Coles Kings Meadows
Smith, Fiona,	Coles Kings Meadows	Watkins, Lisa,	Big W Glenorchy
Smith, Jamie,	Coles Devonport	Watkinson, Lee Anne,	Woolworths Shoreline
Smith, Deahn,	Woolworths Wynyard	Watson, Sian,	Kmart Rosny
Smith, Taylor,	Woolworths Lindisfarne	Weal, Robyn,	Woolworths Scottsdale
Smith, Karen,	Big W Glenorchy	Webb, Natasha,	Big W Kingston
Smith, Sharyn,	Woolworths Lindisfarne	Webb, Shane,	Coles Eastlands
Smith, Kent,	Bunnings Rosny	Webb, Neneh,	Harris Scarfe Devonport
Smith, Karen,	Woolworths Glenorchy	Webber, Serena,	Coles Sandy Bay
Smith, Monique,	Woolworths Glenorchy	Webster, Ben,	Big W Glenorchy
Smith, Allison,	Woolworths George Town	Wells, Nikki,	Coles Burnie
Smith , Lisa,	IGA 4 Ways Devonport	West , Tonya,	Big W Glenorchy
Soule, Kellie,	Kmart Racecourse	Whish-Wilson, Jacquelynn,	Woolworths Riverside
Spencer, Kelly,	Coles Kings Meadows	Whish-Wilson, Damon, The	Reject Shop Scottsdale
Spinelli, Madison,	Coles Devonport	Wigg, Farrah,	Coles Racecourse
Springer, Susan-Jane,	Allgoods Launceston	Wiliams, Kelly,	Woolworths George Town
Springer, Mitchell,	Coles Kingston	Wilkins, Deborah,	Woolworths Glenorchy
Stansfield, Victoria,	Big W Kingston	Willems, David,	Kmart New Town
Steel, Nicole,	Woolworths Newtown	Willett, Lisa,	Woolworths Devonport
Steele, Natasha,	Coles Northgate	Wilson, Belinda,	Coles Devonport
Stephens , Bree,	Woolworths Kings Meadows	Wilson, Madeleen,	Woolworths Mowbray
Stevenson, Anita,	Big W Kingston	Wilson, Felicity,	Woolworths Bridgewater
Stevenson, Phoebe,	Big W Kingston	Wiltshire, Shane,	Coles new Town
Stevenson, Eileen,	Woolworths Deloraine	Wing, Joanne,	Tasfresh Lton
Steward, Carol,	Woolworths Riverside	Wise, Jillian,	Coles Kings Meadows
Stewart, Shirlene,	Coles Devonport	Wolfe, Natalie,	Woolworths Kingston
Suckling, Samantha,	Kmart Rosny	Woods, Rebecca,	Coles Sorell
Suckling, Elizabeth,	Kmart Rosny	Woods, Toni,	Coles New Town
Summers, Cheree,	Coles Bridgewater	Woodward, Angeliqne,	Woolworths Mt St
Sundram, Bob,	Kmart Rosny	Woolcock, Alex,	McDonald's Moonah
Sutton, Julie,	Kmart Rosny	Woolley, Ian,	Kemp & Denning Hobart
Sutton, Dayna,	Kmart Rosny	Worker, Timothy,	Woolworths Kings Meadows
Swain, Emma,	Woolworths Moonah	Wright, Robyn,	Woolworths Kings Meadows
Swaine, Wendy,	Coles Devonport	Wright, Andrew,	Kmart Launceston
Taber, Mindy,	Kmart Launceston	Wright , Rachael,	Woolworths Mowbray
Tanner, Cohen,	Target Launceston	Wylie, Melanie,	Big W Rosny
Targett, Danielle,	Woolworths Scottsdale	Youd, Sharmaine,	Coles Kings Meadows
Targett, Sharon,	Woolworths Scottsdale	Young, Verity,	Woolworths Scottsdale
Taylor, Julia,	Woolworths Devonport	Young, Tania,	Kmart Eastlands
Tenaglia, Grace,	Coles Devonport	Young, Melanie,	Bunnings Moonah
Thompson, Tammy,	Woolworths Claremont	Young, Nathan,	Bunnings Mornington
Thorne, Debbie,	Coles Sorell		
Thurston, Jeffrey,	Woolworths george Town		
Thurston, Marise,	Woolworths Huonville		



# The Campaign's Just Heating Up!



The campaign for fair pay for younger workers has resonated with SDA members and the general community alike – and it's just heating up.

The SDA launched the *100% Pay at 18+* campaign in early 2013. By mid year, support had grown into the thousands. Now, less than twelve months on from the official launch in March, the campaign boasts tens of thousands of supporters on the online campaign site and thousands more on the Facebook page.

**We've been very busy with activities in Tasmania, too... see the next few pages for all the events, as well as your chance to win fantastic prizes!**

On the ground, the support has been just as visible with thousands of people taking part in the National Week of Action from 25 November to 1 December, and other activities held across the country throughout the year to raise awareness of the need to pay workers based on

their contribution at work, not their age.

National SDA Secretary Joe de Bruyn said the response to the campaign only strengthened the SDA's

determination to keep up the battle until fair pay is achieved for all 18-20 year old workers under the General Retail Industry Award.

"The *100% Pay at 18+* campaign has been incredibly well received by members right across the board," he said.

"People see that paying 18, 19 and 20 year old workers up to 30 per cent less than their colleagues purely because of their age goes against the Australian notion of equal pay for equal work.

"An 18 year old is considered an adult everywhere else in society, so it just makes sense that they would have the same standing at work."

Mr de Bruyn said that while the battle has been a tough one, he's confident that fair pay for younger workers is just around the corner.

"The overwhelming support we've had from members and the community for the campaign gives me great confidence that it's only a matter of time until this outdated concept is rectified.

"It hasn't been easy to get to this point and it's going to continue to be a tough ride, but we'll get there.

"We're very hopeful that the Fair Work Commission will make the right decisions and that paying young adult workers significantly less will soon be a thing of the past."



*What's all this about? See the following pages to find out!*

## How can you support 100% Pay at 18+? It's easy!

📄 Sign up at [www.100percentpay.com.au](http://www.100percentpay.com.au) to show your support

📘 Like us on Facebook [www.facebook.com/100percentpay](http://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.



“ I’m unsure how I’m going to pay for my bills and expenses if I’m being paid less than 100% of the adult wage.

Winning this campaign would mean equal pay – not only for me but for all young adults. And at 18, that’s what we are. 100% pay at 18 will mean I will be able to balance uni and work when I leave school and not have to work extra hours that I won’t be able to handle, just because I need the money.

Young people should get involved in this campaign because the work we do deserves recognition as being equally valuable as that of those older than us. We need change. So get involved, and a change will occur – a change that’s way overdue! ”

– Holly

**Meet some of the members who won’t be giving up the fight for fair pay and hear why they support the 100% Pay at 18+ campaign...**



“ When I was working in retail this campaign would have meant a lot to me. I moved out of home quite early and being paid the full adult rate would have made balancing work and uni easier. I didn’t get a discount on my textbooks, on my food or on my rent – so being paid what I was worth would have helped.

Picture two adult employees working side by side. One is 20 and the other is 21, the only difference between them is their pay rate... 100% pay at 18. It just makes sense! ”

Josh, 22



“ I became involved in the campaign through my Union, the SDA. I fully support the quest to get 18 year olds the same rate of pay as a 21 year old. If 18s can go to war and die for their country they most definitely are entitled to equal pay. ”

– Michele



“ I’m really looking forward to starting uni next year. I am applying for Nursing and couldn’t be happier about the prospect of having a bit more freedom. I’ll be 18 years old and responsible for myself.

We all know that being paid junior rates isn’t fair, and that 18 to 20 year olds are as competent, efficient and work as hard as their older colleagues.

What is most frustrating is that I won’t be getting a 30% discount on my bills, a 30% discount on my uni books or a 30% discount on my food! How we are expected to pay for the same amenities on a different pay? It just doesn’t make sense. ”

– Nikki



“ They say age is just a number, but for me age is the reason I am not paid equally.

It’s what makes me earn 30% less than my older colleagues

when I work just as hard.

At work I run shifts, delegate to other staff, work long hours and put my hand up to fill in when others can’t make it to work. I work overnight shifts and often have to deal with disorderly customers and handle complaints.

I have been given a lot of responsibility at work than most other casual workers and I don’t like to let my managers down.

I truly believe that 18-20 year olds deserve 100% pay because not only are we adults carrying out the same work duties, we would also feel much more motivated to give more to our employers because they would be recognising our contribution and hard work. ”

Candice, 18

## Champion for the Cause

In June, Tasmanian campaign co-ordinator Carol Wadley's daughter Leikayla volunteered to be the "supporter of the week" on the 100% Pay at 18+ Facebook page.

Leikayla is in grade 10 at Queechy High School in Launceston and is a member of the Student Leader Board (prefect). She has become very passionate about the concept of adult rates of pay when she turns 18 – so much so that she completed an assignment on the subject and presented it to her class.

## Doing it in Style

As the principal of the former SDA Academy of Modelling, Carol Wadley was asked by the school to produce, choreograph and present a fashion parade for all grade 10 students to participate in as part of their fundraising efforts for the upcoming leaver's week.

Carol agreed to do this as a sponsorship deal under the 100% Pay at 18+ banner. We gained great exposure during this event, with 30 students participating, six of whom were members of the SDA as seen in the photos on page 38.

The evening was a great success, giving even more insight into what the campaign is all about.

## Taking it to the Streets

With December fast approaching, we swung into the Christmas spirit and incorporated the 100% campaign in all areas of the State.

The first event was the Hobart



Christmas Pageant, where we saw Doug the Bug adorned with Christmas decorations, transporting Little Red Riding Hood (Karen Brown from the SDA office), The Little Mermaid (Leikayla), and Rapunzel (Elena Gibbons), with Snow White (Fast Food Organiser Stephanie Bok) at the wheel.

Kim and Jason Ploughman's two children Ebony and Felicity kindly carried our banner out in front of the car on the day.

We received many comments and squeals of joy from children and parents in the audience as they recognised the characters. People of all ages wanted to have photographs taken with the girls and numerous requests were received to touch The Little Mermaid's tail! The commentators read out our spiel as we passed, describing who we were and what the campaign was all about.

It was a fun and worthwhile venture, gaining great exposure with crowds of over 20,000 viewing us and the car, and learning about the campaign.

On 30 November, we hit the streets of Launceston. The theme was the

same, but this time we added a new character – Jasmine – to the line up. Launceston was on a smaller scale than Hobart with around half the number of floats entered, but it was a beautiful day along St John and Charles Streets.

## Where to From Here?

The overall aim of the campaign is to achieve as many sign-ups as possible to take to Canberra.

Given the great success of our iPhone competition – where we gained in excess of 2,000 sign-ups to the webpage – we have decided to conduct another competition for 2014.

The member who obtains the most sign-ups will automatically be awarded a travel voucher to the value of \$1,000 from Andrew Jones Travel, and runners up will be awarded \$200 Village gift cards which can be used at any Village Cinema including Gold Class, simply by signing up as many people as possible to the campaign. Selected movie ticket prizes will also be given out randomly every month to anyone signing up to the campaign.



Hobart



Launceston



Hobart



Hobart



Launceston



Hobart



Launceston

# Support the campaign for your chance to win some fabulous prizes!

Simply ask as many people as you can to put their name and e-mail address on the sign-up form on these pages in support of adult wages for 18 year olds, tear the form off, fold it and put it in the mail. It's as easy as that.

The return address will get it back to us.

Don't forget to put your name on the top so we know who has done all the hard work. Oh, and don't forget to sign up yourself!

The person who collects the most sign-ups will automatically win a \$1,000 travel voucher, which will be drawn in August 2014. Movie ticket packages will be drawn each month.

So get cracking, support the campaign and help us prove that 18, 19 and 20 year olds deserve adult wages... it just makes sense!

On the Catwalk at Queechy High School





