

Join us in our
campaign for
a fair wage.



WIN! WIN! WIN!
Win a \$500 Birchalls gift voucher

Help Our Campaign and You Could Win an iPad!

We've got two iPads to give away to Delegates and members... just for being part of the 100% Pay at 18+ campaign. Sign the SDA petition to show your support. 100% pay at 18+ and to receive updates about the campaign.

The Delegate who signs up the most members will win an iPad.

All members who sign up will go into a draw to win an iPad.

So look out for the petitions being circulated at your workplace – and sign up today to support this important campaign, as well as your chance to win one of these great prizes!

One of these great prizes!

Delegates: If you need more petitions, contact the Union Office and download from www.100percentpay.com.au/union

100% PAY AT 18+

YOUR 2013 FOOTY FIXTURE IS INSERTED IN THIS ISSUE

SDA TasTalk

At 18 years old, you can vote, drink, smoke, gamble, drive, marry, and go to war – so it's only fair that you should be paid the same as other adults. See pages 4-6 for details of the SDA's **100% Pay at 18+** campaign.

Photo shows young workers Todd Stingle, Mikayla Button, Lucas Jacobson and Lee Stingle from Coles Meadow Mews.



It's Started!

The 2013 SDA Tassie Footy Tipping Comp is now in full swing! Our top tipster each week will receive a double movie pass and the glory of their name being published here in each edition of TasTalk.

The overall winner at the end of the season will receive two tickets to a 2013 Preliminary Final in Melbourne, including airfares and accommodation.

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

Good luck! And may the best team win!



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
- ◆ Website 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



Carol Wadley
Education Training
Officer



Andrew Coyle
North West Organiser
and Recruitment Officer



Melissa Read
Fast Food
Recruiter



Janine Wilson
Office
Manager

Another Big Year!



by Paul Griffin,
General Secretary

Welcome to the first edition of the SDA *TasTalk* for 2013.

Hopefully not many of our members were affected too seriously by the devastating fires in the Dunalley district.

Many of our members from the South were affected in different ways, however, fortune was on most members' side from all reports, with possessions lost kept to the very minimum.

The SDA joined with other unions in raising funds for the Fire Relief, and through Kevin Harkins at Unions Tasmania made a donation to the Red Cross of just under \$75,000.

That's great work. Thank you to all who contributed.

THE SDA: CONTINUING TO GET THE JOB DONE

We are well into the new year and 2013 looks like it will be every bit as busy as last year, with negotiations well underway for at least six of our current Enterprise Agreements that will expire within the three months leading up to June.

Upon implementation of new Agreements, as has been for many years, there is the promise of good pay increases every six months in most cases for many of our members.

Bunnings, Myer, McDonald's, Coles DC, Spotlight, Pretty Girl Fashion Group, KFC and Pizza Hut (to name just a few) are likely to be completed in the first half of the year.

In order to get the best possible outcome in wage increases and working conditions, it is important that the Union has strong membership in each of these

companies to demonstrate that we have strength in numbers to retain penalty rates and flexible rostering systems that provide suitable working hours for members.

The SDA has union penetration in most stores at approximately 90% or more, with some stores occasionally meeting the full 100%.

100% PAY AT 18+:

For many years, the SDA has lobbied hard to eliminate junior rates, arguing that many of our members have been in retail for several years with experience and often hold positions of responsibility delivering 100% value to their employers.

Why should they not receive 100% pay at 18?

Society trends illustrate that once a person turns 18 they are able to drive, vote, drink and go to war but are classified as juniors in the workplace until they are 21.

The SDA has launched a national campaign that is being managed by each State and will be projected into the community for approximately two years.

SDA National Secretary Joe de Bruyn has said that "it is time to overhaul the junior rates provision and replace them with something that better reflects today's society and provides young workers with the pay they deserve".

See pages 4-6 for more information, including how you can win an iPad just for supporting this important campaign.

DEFENDING PENALTY RATES AND MORE

The SDA has lodged submissions in reply to 12 employer applications which seek to remove or reduce

more than 25 penalty and overtime entitlements for retail, fast food and hairdressing employees, as part of the two-year review of Modern Awards.

Since 2008, there have been many attempts by employers to erode the wages and conditions of retail and fast food workers.

This first stage of the Modern Award Review means the SDA will be defending more than 25 attacks to reduce or remove evening/weekend penalties and overtime for thousands of workers in the industries mentioned above.

With a membership of more than 212,000 employees nationally, the SDA will continue to loudly and vigorously defend our members' entitlements.

ELECTION YEAR

Prime Minister Julia Gillard has announced that the next Federal Election will be held on 14 September, with the Labor Government in campaign mode despite declaring this is indeed not the case!

Nevertheless, all parties will take advantage of the rather long period prior to the election and no doubt will be making many promises.

BENEFITS OF THE SDA

Every member should have received their *Where To Enjoy* membership card and booklet outlining the many discounts available at eating-out establishments, and on accommodation, car hire, gifts and shopping both within or outside the State.

Check your booklet or go online and receive the regular updates that are made throughout the year.



Retail outlets, fast food stores, hairdressing salons, warehouses – many workplaces across the country are thriving off the back of the work of younger employees.

But are our younger workers being paid what they deserve?

Junior rates in Australia mean that many younger workers are being paid just a percentage of the full adult rate. For example, under the Retail Award, at 18 years of age, workers get 30 per cent less; at 19 it's 20 per cent less and at 20 it's 10 per cent less.

It Just Makes

That's despite the fact that in every other aspect of life, you're considered an adult once you turn 18.

The SDA recently launched a campaign aimed at ending junior rates for retail workers aged 18 years and over. The **100% pay at 18+** campaign is calling on the Federal Government to support the SDA in changing the Retail Award which currently allows employers to underpay staff based on their age.

If the campaign is successful for retail workers, the SDA says it would expect to see the benefits flow to young workers in other industries.

Joe de Bruyn, National Secretary of the SDA, says the time for equal pay for younger workers has come and is excited about watching the **100% pay at 18+** campaign helping to improve the working life of younger employees.

"It's definitely time to overhaul the junior rates provisions and replace them with

something that better reflects today's society and provides young workers with the pay they deserve," Mr de Bruyn said.

"The Award provisions governing junior rates have been in place for many decades. They're prehistoric and illogical these days. Everywhere else in society, you're classified as an adult once you turn 18 – it just makes sense that employees have the same standing in the workplace.

"At 18, workers are giving a 100 per cent contribution in the workplace – they have been trained and are often in positions of responsibility.

"The **100% pay at 18+** campaign is about paying 18 year olds for their contribution, not their age."

Mr de Bruyn said arguments that the removal of junior rates for retail workers aged over 18 would lead to greater unemployment in the age group are unfounded.



Sense

“Some employers argue that junior rates give young people opportunities – and for very young workers that is probably right.

“But in retail, by the time a worker has turned 18 they have usually been in the industry several years and have been delivering 100 per cent value to their employer.

“It is only fair they receive 100 per cent pay at 18.”

One of the faces of the **100% pay at 18+** campaign, retail worker and SDA member Rachelle El Hage agrees. Rachelle recently turned 18 and has been working in the retail industry for over three years.

“I was so surprised to hear that when you turn 18 you still get paid junior rates – in fact, you still get paid junior rates right up until you turn 21,” Rachelle said.

“I’ve worked in lots of roles within the retail industry for the past three or so years. I’ve worked in cleaning, stocking, customer service and now I’m in the online department.

“After three years of experience I feel I’ve got a lot to offer a workplace, but because I’m 18 I get paid less than other people who are doing exactly the same job.

“Now that I’m 18 I can drive, vote, drink, pay rent – the law treats me like an adult, so I don’t see why my employer should be any different.

“It just makes sense that I should be paid a full adult rate.”

Ms El Hage said she was happy to get involved in the **100% pay at 18+** campaign.

“I’ve never done anything like this before, but I was very happy to help out because I believe it’s an important message to get out there.

“This campaign is a great opportunity for younger workers to have our voice heard. It’s a no-brainer really – I think all young workers should be signing up and getting involved in the campaign.”

Watch Rachelle, sign up to the campaign, and find out more at www.100percentpay.com.au



www.100percentpay.com.au



WHAT'S HAPPENING AROUND THE STATE AND THE NATION



by Paul
Griffin,
General
Secretary

COLES DISTRIBUTION CENTRE: BIG INCREASE AT WAREHOUSE

After five weeks of solid negotiations, the Union has secured a 3.4% per annum wage increase to be implemented over three years.

The negotiating unit included Warehouse Delegates Ross Charlton and David McLean, and this excellent outcome was achieved with minimum offsets.

The most significant change to the previous Agreement is an extension to the span of ordinary hours from 5.00pm to 6.00pm, and mutual agreement if employees wish to commence duties at 4.00am rather than the current 5.00am start.

All casual, weekend and public holiday penalties have been maintained, as well as the minimum daily shift remaining at four hours.

BUNNINGS HARDWARE

Negotiations are now well under way and success in the recent Penalty Rates Decision should give some certainty in retaining certain provisions that may have been under threat had the Decision been otherwise.

James is handling proceedings at national level for the next Agreement.

MCDONALD'S

Initial meetings have been held in Sydney. These are proceeding at a much faster pace in getting to issues that matter, such as a company response regarding what percentage wage increase the business is prepared to commit to.

However, the current Agreement was the first fully national arrangement that McDonald's have struck with a Union since opening stores in the early 1980s.

With third parties, such as franchise owners, having to be convinced that a relationship with a trade union was in their best interests, this was not an easy task.

However, most franchisees embraced the new arrangements and understood reasonably quickly that they were able to plan their costs and operations over a three-year period.

The current Agreement is due to expire on 22 June 2013 and it is expected that a new Agreement will be ratified to flow on a wage increase on the first full pay period on or after that date.

MYER

This Agreement is due to expire on 31 July.

The national office of the SDA has put together a list of a number of matters that will be presented to the company at the first meeting.

Demolition and building works have commenced on the complex site in respect of the new Myer store which is expected to be completed prior to the end of 2014.

BEST AND LESS

Discussions have commenced with this company to install a new Agreement on 1 July 2013.

Members will be updated as negotiations near completion and be advised about any specific outcomes that have been arrived at.

BWS

Woolworths has previously indicated that it wishes to merge all Liquor Agreements into a single arrangement across the country which would include the Tasmanian liquor outlets of BWS.

DOMINO'S

The current Agreement is due to expire later this year and initial contact only has taken place with the company.

Further talks will be stepped up during the months of May and June to activate a Log of Claims for submission to Domino's.

DULUX

This company plays a significant part in the paint industry where the Union has organised several National Agreements over the years, as well as similar arrangements with Wattyl Paints.

The Dulux Agreement is due to expire on 30 September 2013 and as that date gets closer, discussions will commence with members to collate a Log of Claims.

KFC

This Agreement expired on 11 September last year, and despite a number of discussions with Yum (the parent company) matters have dragged out without any firm commitment from the company to ensure the National Employment Standards are met.

However, it should be said that some positive outcomes were made at the last meeting in early March regarding increases to wage rates and a time span to have them in place.

NONI B

The Agreement expires towards the end of this year and with only a small number of stores throughout the State, attention will come about later in the last half of 2013.

PRETTY GIRL FASHION GROUP

These are the stores that include Rockmans, Table 8 and Wombat and although the Agreement expired in 2012, discussions are proceeding to urge the company to get a formal arrangement in place at the earliest opportunity.

New Agreement at Target



by Andrew Coyle,
Organiser

A new Target Agreement was recently endorsed by Target employees and approved by Fair Work Australia.

Target, Target Country and Urban Target are included in the one Agreement. The new Agreement will be of four years' duration, expiring on 31 July 2016.

CLASSIFICATIONS

The classifications clause in the new Agreement has been simplified and updated to reflect the skills and roles within particular levels. The classifications, including relativities for both Target and Target Country team members, remain unchanged.

The classification of Specialist has been deleted as the company says that no employees are appointed to this position any longer.

The clause also incorporates the classifications from Target Country and Urban by Target. For example, the Duty Manager rate from Target Country of 110% is highlighted in the clause at Level 3.

ALLOWANCES

The laundry, meal and first aid allowances have been increased in proportion to the increase in wages with the Transport allowance increased as per ATO rates (there was no Laundry Allowance in the previous Target Country Agreement).

ROSTERING

Under the new Agreement Team members in all stores will be entitled to the two consecutive days off per week, or three consecutive days off per fortnight.

A team member will be able to request to not be rostered to receive two consecutive days off per week or three consecutive days off per fortnight if they wish.

PART-TIME TEAM MEMBERS' HOURS

Reductions in part-time team member hours are regulated so that they cannot exceed 20% in a 12 month period. The regulation of this will be improved by the following:

- ◆ The new Agreement requires any reduction in part-time team member hours to be by written notice:

- ◆ A Letter of Understanding will include a new provision that requires Target to review the register of reductions to team members' hours every six months, in order to identify opportunities to restore these hours to part-time team members.

MAXIMUM HOURS

The previous Agreement provided that casuals could work up to 48 hours per week averaged over a four-week cycle to a maximum of 152 hours during peak periods. This clause has been amended to reflect new peak periods as follows:

- ◆ November to January.
- ◆ The fortnight of stocktake.
- ◆ The fortnight of Easter.
- ◆ The week(s) of, the week before and the week after the annual toy sale.
- ◆ Store refurbishments and refits, excluding relays unless agreed to by the Union.
- ◆ Special circumstances agreed with the Union but which shall not be unreasonably refused by the Union in light of the company's operational requirements during peak periods.

WAGES

The new Agreement provides for an increase of 11.7% over the life of the Agreement. For full-time adult Level 1 team members, this represents a total wage increase of \$82.30 per week.

Date	Percentage Increase	Level 1	Level 2	Level 3
Previous		\$703.60	\$738.80	\$774.00
1 September 2012	1.4%	\$713.50	\$749.10	\$784.80
1 February 2013	1.4%	\$723.30	\$759.50	\$795.70
1 August 2013	1.45%	\$733.50	\$770.20	\$806.90
1 February 2014	1.45%	\$743.70	\$780.90	\$818.10
1 August 2014	1.5%	\$754.30	\$792.00	\$829.70
1 February 2015	1.5%	\$764.80	\$803.10	\$841.30
1 August 2015	1.5%	\$775.40	\$814.20	\$852.90
1 February 2016	1.5%	\$785.90	\$825.20	\$864.60
Total	11.7%	\$ 82.30	\$ 86.40	\$ 90.60

LIMITED TENURE

The new Agreement contains a number of changes to the Limited Tenure provisions. Please see your Delegate for details.

DRESS AND PRESENTATION STANDARD

The Dress and Presentation Standards in the previous Agreement stated that when at work team members shall be dressed in a neat, tidy and businesslike manner at all times.

An additional sub-clause has been included in the new Agreement stating that where a team member, without due cause, fails to attend for

work dressed in line with this clause, he or she may be sent home without pay until such time as the team member returns dressed in line with this clause.

ANNUAL LEAVE

◆ Single days:

The previous Agreement provided that a team member could take up to five single or combined days of annual leave per year.

The new Agreement allows a team member to request up to 10 days of single or combined days per year.

◆ Cashing out annual leave:

The new Agreement increases the maximum number of hours of annual leave that a team member may cash out to 152 hours.

◆ Personal leave while on annual leave:

The previous Agreement provided that a team member who was seriously ill or injured for five days or more during annual leave could have their annual leave re-credited upon producing a medical certificate confirming the period and nature of the illness.

Under the new Agreement, team members will not need to be seriously ill or injured for a period of five days to be re-credited their annual leave.

PERSONAL LEAVE

Sick and carers leave have been combined into the one clause called 'personal leave'. The amount of leave has not changed.

Under the new Agreement, all new permanent team members will accrue personal leave progressively in their first year of employment over a period of 12 months.

On their first anniversary of permanent employment, team members will be credited with their

full personal leave accrual for the following year.

A team member using carers leave may be required to provide a medical certificate or statutory declaration, or such evidence satisfying a reasonable person as reasonable proof, to be granted payment for carers leave.

Team members accessing personal leave will now be paid at the ordinary rate of pay (penalty rates will no longer be paid on personal leave).

COMPASSIONATE LEAVE

Team members are now entitled to five days' paid compassionate leave upon the death of a "stepfather" or "stepmother".

The new Agreement specifically includes "aunt" and "uncle" as other close relatives.

Team members will now be paid at the ordinary rate of pay when accessing compassionate leave (penalty rates will no longer be paid on compassionate leave).

PRE-NATAL LEAVE

A team member who is pregnant may access personal (sick) leave for the purpose of attending medical appointments associated with the pregnancy.

In the new Agreement where a team member has exhausted their entitlement to personal leave, an additional period of up to three shifts of paid pre-natal leave may be accessed for the purposes of attending medical appointments associated with that pregnancy.

A team member whose partner is pregnant will continue to be able to access paid personal leave of up to 24 hours (pro-rata for part-time team members) for the purpose of attending medical appointments with their pregnant partner associated with the pregnancy.

PUBLIC HOLIDAYS

Included in the new Agreement is a statement that team members, when considering whether or not to volunteer to work on public holidays, are to have regard to customer expectations and operational requirements.

However, all work on a public holiday remains voluntary.

NATURAL DISASTER LEAVE

A team member is now entitled to three days of paid Natural Disaster Leave.

REQUESTS FOR FLEXIBLE WORKING ARRANGEMENTS FOR CARERS

A team member, other than a casual, who has carer's responsibilities, may request the company for a change to their working arrangements for the purpose of fulfilling their carer's responsibilities.

ABANDONMENT OF EMPLOYMENT

A Team Member who is absent from work for three or more consecutive shifts, without the consent of the company and without notification to the company, may be deemed to have abandoned their employment.

UNION RECOGNITION CLAUSES

Target will continue to recognise the SDA as the Union representing employees at Target, Target Country, Urban by Target and Target Offsite Reserves.

The existing Union clauses relating to Trade Union Training, Union Membership, Union Delegates, Paid Union Meetings, Union Right of Entry and Union Noticeboards will continue in the Letter of Understanding.



WIN! WIN! WIN!

Win a \$500 Birchalls gift voucher



One lucky member will win a \$500 Birchalls bookstores gift voucher, redeemable at Birchalls bookstores in Hobart or Launceston. Simply complete the coupon below and send it in to us by **3 May 2013** to be in the draw to win this great prize!

SDA Birchalls Gift Voucher Competition

To go into the draw, simply fill in this coupon and send it to
SDA Tasmanian Branch, 72 York Street, Launceston Tas 7250 by 3 May 2013

Full name:

Address:

.....Postcode.....

SDA Membership Number:

E-mail Address:

Date of Birth:

Phone: Home.....Mobile.....

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 Summer winners,
who each won a \$200 Woolworths grocery
voucher:

- Danielle Morice, Kmart Launceston
- Marise Thurston, Woolworths Huonville
- Dannielle Green, Target Glenorchy

What to Do if You're Injured at Work



by James Russell,
WorkCover Officer

If you're unfortunate enough to be injured at work, it's easy to become confused as to what you should do. Here are some basic steps to make things easier.

- ◆ **Seek medical treatment:** The most important thing to do if you have a work-related injury or illness is to seek appropriate medical treatment.
- ◆ **Tell your employer:** It is very important that you report any work-related injury or illness to your employer as soon as possible.

The easiest way is to record the details of your injury in the Register of Injuries at your workplace or, if you can't access that, give your employer written particulars of your injuries.
- ◆ **Fill in and lodge a claim form:** You must lodge a WorkSafe approved claim form if you want to claim WorkSafe entitlements for a work-related injury or illness. By law, your employer can't refuse your claim, and can't dismiss you for making one.

Worker's Injury Claim Forms for claiming weekly payments and treatment expenses can be downloaded from the WorkSafe website or obtained from Post Offices, WorkSafe branches or your employer's WorkSafe Agent.

If you're unable to perform your normal duties, you'll need a Certificate of Capacity from your medical practitioner. Give the completed Certificate of Capacity and your Worker's Injury Claim Form to your employer as soon as you can.

If your claim is for weekly payments, your employer is required to forward these documents to your WorkSafe Agent within 10 days of receiving them, and the Agent then has up to 28 days to accept or reject your claim. If you disagree with a decision relating to your claim, contact the SDA for assistance.

BENEFITS & SUPPORT

If you have a work-related injury or illness, you may be entitled to:

- ◆ reasonable costs for medical and like services
- ◆ weekly payments if you lose income or require time off work
- ◆ a lump sum payment if you have a permanent impairment
- ◆ sue for damages at common law for injuries received on or after 20 October 1999.

ABOUT WORKERS' COMP

If you suffer an injury or contract an illness or disease at work, you may be entitled to workers' compensation. Workers' compensation benefits can entail the payment of weekly compensation, the cost of reasonable medical and like expenses and, depending upon the severity and permanence of the work-related condition, "lump sum" compensation (whether it be in the guise of Common Law damages, Claims for Permanent Impairment or Death

Claims – the latter proving benefits to the dependants of the deceased).

WorkCover entitlements apply to all workers, including casuals, part-timers and full-timers. Even if you have left or ceased your employment, you have the right to pursue a WorkCover claim.

Where a worker has suffered an injury or illness resulting in a total and permanent incapacity for work, weekly payments can continue well-beyond 130 weeks, often to retirement age.

HOW THE SDA CAN HELP

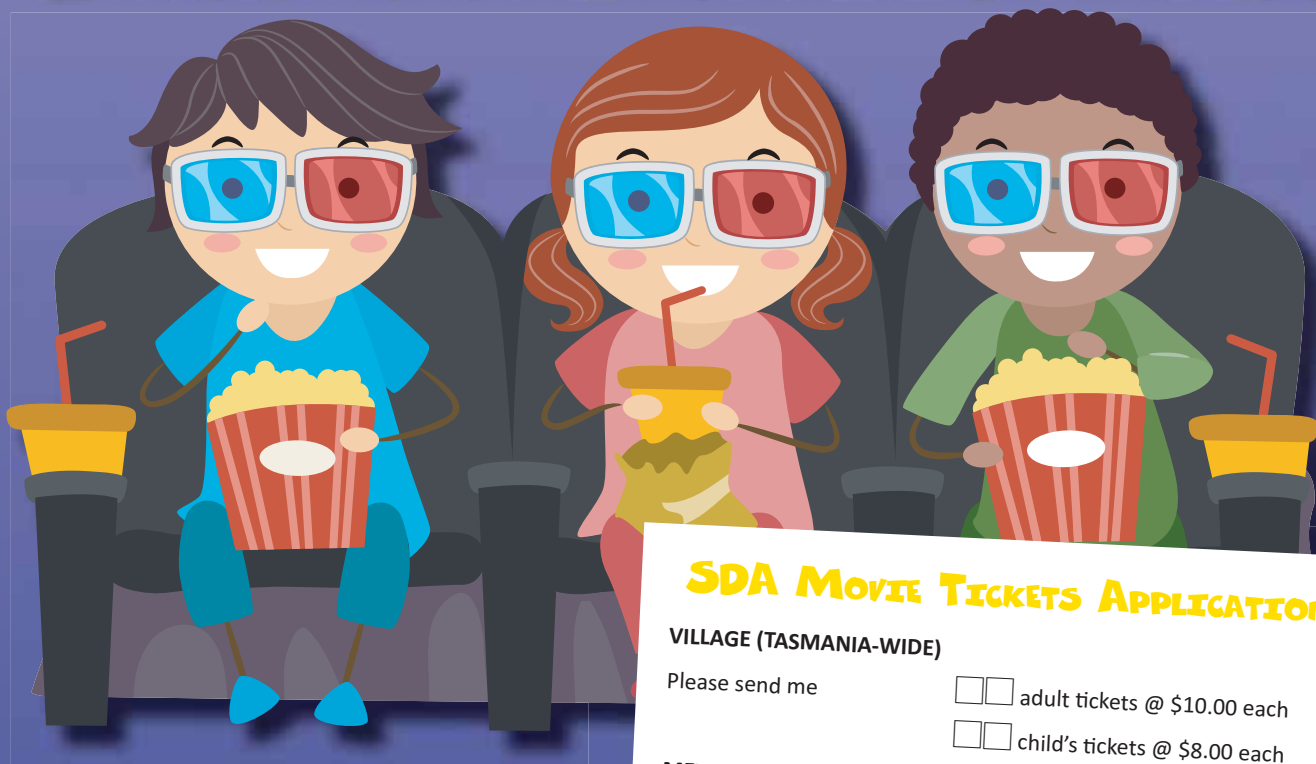
Understanding the WorkCover system can be confronting and confusing.

The SDA has experienced staff who can assist members with WorkCover disputes, at no financial cost, at the Accident Compensation Conciliation Service.

Whether it be completing an entry in an Injury Register at work, completing a Compensation Claim form, or appealing a decision of an insurer to reject or deny liability for compensation benefits, the SDA team is here to guide you all the way through the difficult process.



SDA DISCOUNT MOVIE TICKETS



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

TO ORDER, SIMPLY COMPLETE THE COUPON OPPOSITE AND SEND THE ENTIRE PAGE, WITH A STAMPED, SELF-ADDRESSED, BUSINESS-SIZED ENVELOPE TO:

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

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

The SDA does not accept phone orders.

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 BY CHEQUE/MONEY ORDER

I enclose my cheque/money order for: \$

PLEASE INCLUDE A STAMPED, SELF-ADDRESSED BUSINESS-SIZED ENVELOPE FOR US TO SEND THE TICKETS TO YOU IN.

DO NOT SEND CASH THROUGH THE MAIL

Please allow 7-10 working days for delivery.

Don't Get Tangled in the Web!



by **Melissa Read,**
Fast Food Recruiter

As we progress into the world of cyber space, we see the need for information to be more accessible and web enabled but the issue becomes "where do I start"?

KNOW WHAT SUBJECT HEADING TO USE

As there is so much information on the web, it is important to be able to break down what you are looking for into relevant pieces.

For example, looking for information about Occupational Health and Safety can be broken into different industries, different States as defined by legislation, specific tasks or injuries, and so on.

In relation to industrial relations, it can be broken down even more, e.g. pay and conditions, legislation, Awards, enterprise bargaining, etc.

ARE YOU SEARCHING IN THE RIGHT STATE OR COUNTRY?

This is very relevant when looking at both Occupational Health and Safety and industrial relations. For example,

if someone is searching for legislation dealing with Occupational Health and Safety, you need to ensure that what you find is relevant to the State you are employed in, as there are variations between State and Commonwealth Occupational Health and Safety Legislation.

ONLY USE REPUTABLE SITES

This is vitally important when searching for information about almost anything!

Just because there is a website that contains "information" about a particular subject, doesn't mean it's right.

Contrary to popular belief, Facebook and Twitter are not the font of all wisdom. Many people publish their opinions, rather than properly-researched facts.

BE CAREFUL OUT THERE

If you're using social media to communicate with other people, make sure that you know who has access to your information, and when you post or tweet something, who it is going to.

Social media is just that, social media.

Basically, what you post or tweet on either Facebook or Twitter is an instantaneous representation of your views at that moment and, if you are not careful, it can land you in all sorts of trouble, especially in relation to personal comments about either your workplace or fellow employees.

USEFUL WEBSITES.

As members become more web savvy, the expectation to have useful information at a click is taken to be a given.

Here is a list of websites you can use to help you through the maze of information out there.

Union Websites:

- ◆ SDA Tasmanian Branch: sdatas.asn.au
- ◆ SDA National Branch: sda.org.au/

International Unions:

- ◆ usdaw.org.uk/
- ◆ [ilo.org/global/lang--en/index.htm](http://ilo.org/global/lang-en/index.htm)
- ◆ ufcw.org/

Peak Bodies:

- ◆ actu.org.au/

Legislation, Enterprise Agreements and Awards

- ◆ fwc.gov.au/
- ◆ fairwork.gov.au
- ◆ paycheck.fwo.gov.au
- ◆ awardfinder.fwo.gov.au

Occupational health and Safety

- ◆ worksafe.tas.gov.au
- ◆ www.ohsrep.org.au/law-rights/rights/workers-rights/young-workers-and-ohs/index.cfm
- ◆ safeworkaustralia.gov.au/sites/SWA

Young Workers:

- ◆ lifeline.org.au/
- ◆ deewr.gov.au/career-information-flyers
- ◆ youngworkertoolkit.youth.gov.au/
- ◆ worksite.actu.org.au
- ◆ worksafe.tas.gov.au



PUTTING ON A SHOW

HELLO EVERYONE.

I'M A K. D. STRIDER – WHICH MEANS KMART DEVONPORT STRIDER.

WE ARE THE RELAY FOR LIFE TEAM.

OUR TEAM HAS BEEN INVOLVED NOW FOR SIX YEARS, AND DURING THIS TIME WE HAVE RAISED THOUSANDS OF DOLLARS FOR THE CANCER COUNCIL OF TASMANIA.

ALL THE MONEY THAT IS RAISED FROM THE RELAY FOR LIFE WILL STAY IN TASSIE AND HELP THOSE WHO NEED IT MOST.

THE TREATMENT-TO-GO BUS IS ALSO FINANCED BY THIS EVENT.

WE HAD A THEME THIS YEAR FOR OUR TEAM WHICH WAS HAUNTED HOUSE.

SO WE DECORATED OUR CAMPSITE AND PUT ON SOME AMAZING COSTUMES.

WE WENT ON STAGE AT 6.30 AND DANCED TO THE TIME WARP FROM THE ROCKY HORROR SHOW. WHAT A LOT OF FUN WE HAD!

WE LOOKED THE PART AND PERFORMED TO PERFECTION. PERFECT. HA HA!!!

I WOULD LIKE TO THANK THE SDA FOR DONATING TO OUR TEAM EVERY YEAR AND PAUL GRIFFIN WHO COMES TO VISIT OUR TEAM AT PENQUIN.

IT LIFTS OUR SPIRITS AND OFFERS ENCOURAGEMENT TO THOSE WHO ARE SLUGGING IT OUT IN THE WIND AND THE RAIN AROUND THE TRACK. TEAM CAPTAINS JANE HRDALO AND ALINA DICK SAY THANKS AGAIN!



FOR RELAY FOR LIFE



Organiser Andrew Coyle presents Donna Hutchinson, Michelle Gore, Belinda Wilson and Sharon Douce with the SDA's donation.

... AND BIRTHDAY CELEBRATIONS FOR ONE OF THE HARD WORKING VOLUNTEERS!



APART FROM RAISING MONEY FOR A WORTHY CAUSE, THE SATISFACTION OF A JOB WELL DONE, AND ALL THE ROCKY HORROR FUN, THE ENJOYMENT WAS ADDED TO BY CELEBRATING LONG-TERM SDA MEMBER LEONIE SMITH'S BIRTHDAY.

LEONIE'S BEEN AN SDA MEMBER FOR MORE THAN 30 YEARS, AND ALONG WITH HER KMART DEVONPORT COLLEAGUES – DELEGATES JANE HRDALO AND ALINA DICK – WORKED REALLY HARD ON THIS EVENT. SO SHE DEFINITELY DESERVED HER CAKE THIS YEAR!!!



LEONIE IS SHOWN WITH HER BEAUTIFUL BIRTHDAY CAKE, AND (CLOCKWISE FROM BACK LEFT) ALINA DICK, PAUL GRIFFIN, JANE HRDALO AND JANE'S SON HARRY

Injured outside work? Don't fret – the SDA's got you covered better than ever with our improved...

FREE
FOR ALL SDA MEMBERS

ACCIDENT INSURANCE

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

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

What you save

The SDA Insurance Scheme is absolutely free for every financial member of the Union.

If you had to insure yourself with a similar type of policy, it would cost you about \$450 each year.

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

When are you covered?

The SDA Accident Insurance Scheme is intended to cover you at all times when you are not covered by workers' compensation.



PAYS UP TO
\$40,000

NOW ALSO COVERS
**DISLOCATIONS
AND KNEE
RECONSTRUCTIONS**

In this way, you have 24-hour cover: workers' compensation while at work, and the SDA Insurance Scheme at other times.

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

Accidents can happen

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

- ▼ death,
- ▼ total incapacity to work in the job you were trained and/or educated to perform,
- ▼ the breaking of bones,
- ▼ the dislocation of joints,
- ▼ the need for a knee reconstruction,
- ▼ the suffering of burns,
- ▼ the loss of limbs, sight or hearing,
- ▼ the complete tear of achilles tendon, and
- ▼ other defined injuries as listed in the policy,

when they are caused by violent, external and visible means outside working hours and are not attributable to an illness.

How to claim

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

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

See opposite for more information.



Benefits payable for accidents that happen after 1 July 2012

▼ Death (member with dependant/s)	\$40,000
▼ Death (member without dependant/s)	\$12,000
▼ Permanent paraplegia	\$40,000
▼ Permanent quadriplegia	\$40,000
▼ Permanent total loss of sight of one or both eyes	\$40,000
▼ Permanent total loss of use of one or two limbs	\$40,000
▼ Permanent total loss of the lens of:	
– both eyes	\$40,000
– one eye	\$20,000
▼ Permanent total loss of hearing in:	
– both ears	\$30,000
– one ear	\$ 6,000
▼ Third degree burns and/or resultant disfigurement received from fire or chemical reaction which extend to cover more than	
– 40% of the entire external body	\$20,000
– 20% of the entire external body	\$10,000
▼ Permanent total loss of use of four fingers and thumb of either hand	\$28,000
▼ Permanent total loss of use of four fingers of either hand	\$16,000
▼ Permanent total loss of use of one thumb of either hand:	
– both joints	\$12,000
– one joint	\$ 6,000
▼ Permanent total loss of use of fingers of either hand:	
– three joints	\$ 4,000
– two joints	\$ 2,800
– one joint	\$ 2,000
▼ Permanent total loss of use of toes of either foot:	
– all, one foot	\$ 6,000
– great, both joints	\$ 2,000
– great, one joint	\$ 1,200
– other than great, each toe	\$ 400
▼ Fractured leg or patella with established non-union	\$ 4,000
▼ Shortening of leg by at least 5cm	\$ 2,800
▼ Achilles tendon rupture involving a complete tear	\$ 2,000
▼ Permanent partial disablement not otherwise provided for under the above events	Max. \$30,000
▼ Allowance for approved alteration to home or vehicle subsequent to disability as defined	80% of cost up to \$11,000
▼ Reimbursement of ambulance costs (if not recoverable from any other source)	\$ 2,500

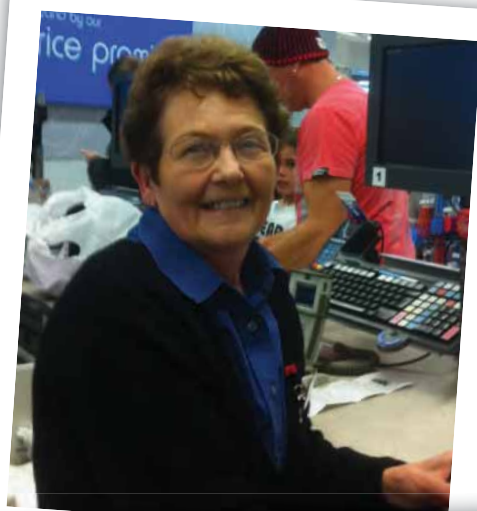
Added value

▼ Knee reconstruction replacing the anterior cruciate or posterior cruciate ligament	\$2,000
▼ Dislocation of hip, knee, wrist, elbow, shoulder blade, collar bone or jaw	\$ 300
▼ Dislocation of thumb, finger or toe or other joint (each)	\$ 100
▼ Accidental bodily injury resulting in breaks or simple fractures to:	
– Neck or spine (full break)	\$ 500
– Hip or pelvis	\$ 500
– Skull or shoulder blade	\$ 500
– Collar bone or upper leg	\$ 500
– Upper arm, kneecap, forearm, elbow, lower leg, jaw, wrist, cheek, ankle, hand, or foot	\$ 550
– Vertebrae or ribs (per rib)	\$ 250
– Thumbs, fingers or toes (per thumb, finger, toe)	\$ 250
– Other bones (not specified)	\$ 250

The maximum compensation for any one claim is \$1,000. If claiming, a claim form must be submitted including a doctor's certificate verifying the break, fracture or dislocation.

Please note that the information contained on these pages is an outline only, and does not list exclusions/accidents not covered. The Union is bound by the full terms and conditions of the policy, which is available for inspection at the Union office.

Valerie says THANKS



24 December 2012

Dear Paul,

I am writing to let you know that after 33 years at Kmart Devonport, I will be retiring on 5 January 2013. I will also be resigning from my Union membership.

I would like to thank you and all the staff at the SDA for the work they do to give retail workers better benefits and working conditions. Without the support of your Union, we would not be enjoying the many benefits you have successfully negotiated for us over the years. Happy new year to you all,

Yours faithfully,
Valerie Roberts



Delegates Jane Hydralo and Alina Dick at Val Roberts' retirement morning tea at Kmart Devonport

11 January 2013

Dear Paul,

It was a lovely surprise to see you and Andrew at the morning tea for my retirement.

Thank you for your good wishes and also for the gift voucher and movie tickets that you gave me. They are much appreciated and will be put to good use.

Yours sincerely,
Valerie Roberts

LOOKS LIKE THE **BIG FOUR** COME A **BIG SECOND** ON HOME LOANS.

**FOR SDA MEMBERS, WE'VE BEEN
LOWER THAN THE BIG BANKS
SINCE 2001.**

The big banks are the first to say they have the best home loans. But with no hidden costs, lower fees and best rate up front, our home loan customers have been better off for more than 10 years.

Isn't it time you switched to a fairer home loan?

INTEREST SAVED OVER THE LAST 10 YEARS

With ME Bank's Super Members Home Loan Standard Variable Loan.

(Available to eligible super fund and union members)

ANZ
Standard Variable Rate
Home Loan customers
paid up to an additional
\$22,575

WESTPAC
Rocket Repay
Home Loan customers
paid up to an additional
\$23,752

NAB
Tailored Variable Rate
Home Loan customers
paid up to an additional
\$21,784

COMMBANK
Variable Rate
Home Loan customers
paid up to an additional
\$22,591

Working together to deliver benefits for members:

SWITCH TODAY.

**CALL PETER STONE ON 0439 914 562
OR VISIT MEBANK.COM.AU/HOMELOANS**



Super Members Home Loans (SMHL) are available to eligible super fund and union members. A list of eligible super funds and unions can be found at mebank.com.au Data: InfoChoice. Savings calculated on a 30 year, \$300,000 principal and interest home loan after 10 years (01/01/03 – 01/01/13) on the ME Bank SMHL Standard Variable Rate versus the standard variable home loan rates of ANZ, CBA, NAB and Westpac. Assumes the same monthly repayment is made to each loan, based on the minimum repayment of the loan with the higher interest rate. Interest calculated daily and applied monthly. Graph and calculations do not include applicable fees, charges or discounts and do not consider other home loan products from these lenders that may carry different interest rates. Terms, conditions, fees and charges apply. Applications are subject to credit approval. Members Equity Bank Pty Ltd ABN 56 070 887 679 Australian Credit Licence 229500. 212086/0213

REST Earns 14.2% in 2012



by Joe de Bruyn,
National Secretary

The REST Superannuation Fund earned 14.2% on its investments in the year to 31 December 2012. This high rate of earnings placed the fund near the top of the table in the superannuation industry.

It showed that members of REST were benefiting from investment earnings as well as from contributions into their superannuation accounts.

REST OUT-PERFORMS ITS PEERS

REST continues to out-perform the average of similar other funds in investment earnings over all time periods. This is shown in the table below. The main contribution to the 14.2% earnings in 2012 came from REST's investments in both Australian and overseas share markets. A significant contribution also came from investments in bonds.

REST REACHES \$24.5 BILLION

The growth from investment earnings and the flow of contributions from employers and members means REST reached over \$24.5 billion at 31 December last year.

Although there is always an outflow of funds, such as when members retire, the volume of contributions plus investment earnings ensures that REST continues to grow.

Employer contributions for their employees exceed \$2 billion each year.

At the same time, many members put their own money into their superannuation account to take advantage of the Government's co-contribution scheme.

REST'S STEADY PERFORMANCE

The last five years have been turbulent for superannuation funds invested in financial markets.

In September/October 2008, the Global Financial Crisis struck and the world came close to falling into a major economic depression.

Since then, the European Sovereign Debt issue has caused great uncertainty in world financial markets.

REST has sailed steadily through these turbulent financial waters, seeking to protect its assets and to grow members' account balances by careful selection of investments.

The outstanding result of 14.2% earnings growth in 2012 is the outcome of these efforts.

<i>Period to 31 December 2012</i>	<i>REST Earnings</i>	<i>Super-Ratings Default Options</i>	<i>REST Out-performance</i>
1 year	14.2%	12.1%	2.1%
3 years	5.9%	4.9%	1.0% per annum
5 years	3.1%	1.0%	2.1% per annum
7 years	5.3%	3.7%	1.6% per annum
10 years	7.4%	6.2%	1.2% per annum
20 years	9.2%	N/A	N/A

A MEMBER SAYS THANKS

Dear Paul, James, Janine,
Carol and Andrew,

I am writing to let you know that I am retiring on 29/12/12.

I have been a member of various unions since my first day of work in 1968, but the SDA out-shines them all! Over the past 23 years, I have sought your advice countless times and on many issues. You have always responded in a prompt, professional and discreet manner.

I very much enjoyed being an SDA Delegate at Myer; a role I found both challenging and rewarding. Thank you for your help and support over the years.

I will miss you all – and the lovely SDA benefits! James, I will have plenty of time to cheer the Saints to premiership victory in 2013.

Paul, thank you very much for your generous gift – unexpected and very much appreciated.

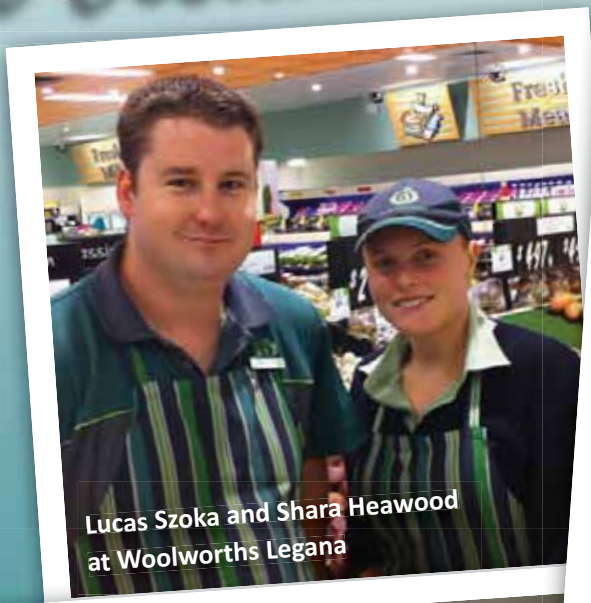
May the SDA continue to grow and strengthen.

I wish you all a wonderful Christmas and the best of everything in 2013.

Love,

Jen Peck

Around the Shops



Lucas Szoka and Shara Heawood at Woolworths Legana



Madeline Dicker, Sean McGee, Kaylan Hanci and Kylie Farrow at McDonald's Moonah



Emily Read, Aaron Robinson and Rhiannon Calvert at Coles Newtown



Amanda Walker, Deb Frazer (Delegate) and Julie West at Woolworths Legana



Kylie Madden (Delegate) and Peter Heslin at Bunnings Launceston



Ashleigh Direen, Vanessa Acheson, Belinda Keefe, Liz Foley, Ben Leece and Mark Thurston at McDonald's New Norfolk

MEMBERS SAY THANKS



Don Burdred, Lisa Cowling, Ray Buckley and Debbie Pintus at Bunnings Launceston

Dear Mr Griffin,
 My name is Henry Porter and I am Tania Venn's son. I would like to thank you for giving my mother the scholarship voucher.
 My mother was able to use it to buy me a brand new desk and chair for my room and buy some grade 7 supplies for me.
 I personally thank you for helping to give me these privileges and hope that you have an excellent day as you have made me have an exquisite one.
 Kind regards, Henry Porter

Dear Mr Griffin,
 Thank you so much for the SDA Educational Scholarship Voucher. This will be a wonderful help to my son Nicholas, as he starts year 11 next year.
 Your generosity is very much appreciated.
 Kindest regards,
 Frances Morton



Graham Donaldson and Stephen Woodward at Becks Dowling Street



Sam Breen, Amy Barber, Harry Cure, Katie Morgan and Melanie Barrett at McDonald's North Hobart

discountnewcars.com.au



GET A GREAT DEAL ON A NEW CAR

Discount New Cars is a unique and FREE online car buying service, offering discounted prices on popular makes and models through a select group of authorised dealers Australia wide.

By using the Discount New Cars SDA service, SDA members will have access to regularly updated exclusive discounts on new cars, over and above what is offered to the general public. Our friendly Customer Service team are also there to help members every step of the way and ensure this by contacting members throughout the buying process to check they are happy with their service levels.

If you have any questions or would like to discuss this service in more detail, please contact Garey Lopes on 03 9093 8731 or email garey.l@carsales.com.au. All members can phone our toll free number, 1800 146 666 if they have any queries.

discountnewcars.com.au/sda

The best of Vietnam and Laos

16 day fully escorted tour Departing Tasmania 29 June 2013



Escorted by Leah Penfold from Andrew Jones Travel

After the success of her 2011 tour Leah is once again excited to return to Vietnam and Laos. Join Leah as she explores the culture and cuisine of these two fascinating countries.

INCLUSIONS

- Return economy airfares ex Hobart
- Explore the charming and historic city of Hanoi.
- Visit Sapa in northwest Vietnam, one of the main market towns in the area where several ethnic minority groups reside.
- Visit the surrounding villages of Sapa, and walk on trails through terraced fields and bamboo forest.
- Three nights in charming Hoi An where you will visit tailors and enjoy the numerous galleries.
- Fly to Luang Prabang and cruise up along the Mekong. Visit the Pak Ou Caves filled with thousands of gold-lacquered Buddha statues.
- Watch the monks collecting alms as the sun begins to rise.
- Visit the Elephant Village and experience a one hour elephant ride.
- Includes all internal flights, tips for local guides and visas for Vietnam and Laos.
- Plus much more!

Cost from Tasmania \$4499*
Single \$5159* (Limited availability)

*Cost per person based on twin share. Tour departure and price subject to a minimum group size of 12. Cost includes taxes. Does not include travel insurance. Cost subject to currency fluctuations. Lic No Tas103.



**If you are interested in this tour please phone Leah Penfold
at Andrew Jones Travel on 6221 3499**

Why You Should Nominate a Beneficiary



by Neil Cassidy,
CEO, Tasplan

It's not something we like to think about too much, but who will receive your superannuation balance if you die?

Like preparing a Will, nominating who your super beneficiary will be is just one of those things you should square away sooner rather than later (for obvious reasons).

When a fund member dies, the Trustee of the superannuation fund has to determine who to pay any remaining balance in the member's account.

This may be a sole beneficiary or a number of beneficiaries, depending on the circumstances.

A beneficiary nomination lets the Trustee know who you would like the balance of your account to go to.

TYPES OF BENEFICIARY NOMINATIONS

There are two types of Beneficiary nomination.

You can make a **non-binding nomination** which is treated as important information for the Trustee to consider, but leaves the final decision at the discretion of the Trustee.

Or you can making a **Binding Nomination** which has to meet some very stringent conditions to be valid.

With a Binding Nomination which is valid at the time of death, the Trustee **must** pay the member's benefit to the nominated person or persons.

A Binding Nomination must be renewed every three years.

For specific details on a Binding Nomination, you can download a Binding Death Benefit fact sheet from the Members' Forms section on the Tasplan website – just go to www.tasplan.com.au.

KEEP UP TO DATE

It is better to have any type of nomination than none at all, but once you have nominated a beneficiary it is very important to ensure that your nomination reflects your current situation and intention.

This ensures the Trustee has the best possible information available to determine who your superannuation benefits should be paid to.

Another factor to consider when choosing beneficiaries is the taxation consequences of those payments.

In general terms, the only payments that will be tax free are those to:

- ◆ a current spouse,
- ◆ children under 18,
- ◆ someone that had an inter-dependent relationship with the deceased, and
- ◆ someone that was financially dependent on the deceased.

Therefore, adult children that are no longer dependant will have tax deducted from any payment they may be entitled to.

The amount of tax deducted is dependent on the components that make up the account balance.

NEXT STEPS

Unsure of where to go next?

Call 1800 005 166 and ask to be put through to one of our Superannuation Service Officers, who can go through your options with you at your convenience.

Sorting this out while you're still here is preferable to leaving uncertainty for your family or friends, after you've gone.

Please note: The information contained in this article is of a general nature and has been prepared without taking into account your particular financial needs, circumstances and objectives.

You should assess your own financial situation and read the Product Disclosure Statement (PDS) relating to the products before making an investment decision based on this information. You may wish to seek the help of an adviser to do so. Please phone 1800 005 166 to request a copy of the Tasplan PDS.

ABN: 13009 563 062.

AFS Licence No. 235391.



TASPLAN
Your Choice for Super

union news from around the world



USA

American unions, through the AFL-CIO, have joined with President Barack Obama to develop a road map to citizenship. Immigration policy in the USA is open to employer manipulation, meaning that both American-immigrant workers and American-born workers suffer. The AFL-CIO says, “¡Basta Ya!” or “Enough Already!” and “supports a comprehensive, worker-centered approach as part of a common-sense immigration process.”



ISRAEL

The General Federation of Labour in Israel, Histadrut, has filed a lawsuit to put a stop to a company known as Pelephone preventing workers from organising for better wages and conditions. The court ruled that “Pelephone’s management had no right to intervene in the organising of employees and should not attempt to do so in any way, including spreading messages against organising, through text messages or emails to employees.” UNI global union congratulated Histadrut and the people of Israel saying that the “recent ruling of the Israel National Labour Court is a giant step forward for organising workers”.



DENMARK

A Danish pension fund has announced that it is withdrawing its investment of \$50 million in Walmart. It has also announced that it will not make any further investments in Walmart, because of its terrible track record in relation to workers’ rights. “It is a relatively small investment but still, these things have to be right. We have excluded Walmart in the past and reinvested as we received news of improvement, but we have followed the situation closely and the latest reports show a worsened situation with problems with equal pay and the right to organisation”, said Thomas Torp, director of Public Affairs in PFA Pension.



BRAZIL

In Brazil, the Union representing those who work in the media has called on the government to develop a collaborative approach to fighting the intimidation of investigative journalists. This is particularly dangerous work in that part of the world. Journalists are often threatened and sometimes even murdered. There was a spate of killings in 2012, and in January 2013 journalist Renato Machado Gonçalves was murdered.



INDIA

An Indian union, AIBOBEF, in line with achieving 40% women representation, a goal adopted unanimously at the 3rd UNI World Congress in Nagasaki, Japan, has adopted the Uni Global Union “Breaking Through” policy. This has increased opportunities for the voice of women workers to be heard. Already a woman occupies the position of ‘Organising Secretary’ and the number of women representatives in the Central Executive Committee have increased since 2010. Even more opportunities for women to take on leadership positions are yet to come. As the recent attack on a young medical student in Delhi has shown, the importance of women’s voices being heard and their concerns and needs promoted cannot be underestimated for India.

Register4 – Fast Tracking Research



by Carol Wadley,
Education Training
Officer

Helping researchers find suitable people for their projects is what the National Breast Cancer Foundation's online community called Register4 aims to do.

It's delivering on its promise, and in some cases Register4 is recruiting for projects in less than a day.

WHY TAKE PART IN REGISTER4?

It can sometimes take years for breast cancer researchers to find the right people to participate in their work – Register4 is a way to help fast track this process and make research happen faster.

When a researcher needs people for a project, they'll get in touch with Register4, who will email members about projects they might like to consider taking part in.

TYPE OF PROJECTS

The types of projects on Register4 vary.

It could be as simple as filling in a questionnaire to something more involved. Whatever projects you participate in, the choice is yours.

REGISTER4 IN ACTION

Professor Kilbreath from the University of Sydney used Register4 to help find people for her project, Physical well-being for women with metastatic (advanced) breast cancer.

"It would have taken us about a year to find the people Register4 found in a day."

Professor Hopper from the University of Melbourne used Register4 to help recruit for the Australian Breast Cancer Family Study.

"We were able to recruit 600 participants in less than two weeks. Before the inception of Register4, identifying this number of participants would have taken several years."

HOW TO GET INVOLVED

South Australian breast cancer survivor, Natalie Brand, says, "I joined Register4 because I want to help in any way I can to work towards finding a cure and preventing others going through what I did."

Anyone 18 years and over from across Australia, with or without breast cancer is encouraged to join at www.register4.org.au



You get more with HCF.

As Australia's largest not-for-profit health fund, we're able to give our members more. It's why we're one of Australia's fastest growing health funds, with over a million members.



- We consistently return more in benefits than the average health fund.
- All our hospital products include cover for heart conditions.
- We have the best no-gap medical coverage of any health fund.
- Our FREE health improvement program, My Health Guardian, is like having your own health coach.

Claim immediately on over 20 benefits.

We're waiving the usual 2 & 6 month waiting periods, so you can claim immediately on dental, optical, physio and much more. Some longer waiting periods and conditions still apply.

Call 1800 622 559

Click hcf.com.au/sda



HCF
Corporate
products

Tasmanian Public Holidays 2013-2014

Event		2013	2014
New Year's Day	If it falls on a Saturday or Sunday, the holiday is on the following Monday.	Tuesday 2 January	Wednesday 1 January
Australia Day	If it falls on a Saturday or Sunday, the holiday is on the following Monday.	Monday 28 January	Monday 27 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 11 February	Monday 10 February
Eight Hours Day	Second Monday in March	Monday 11 March	Monday 10 March
Good Friday		Friday 29 March	Friday 18 April
Easter Monday		Monday 1 April	Monday 21 April
Easter Tuesday	Restricted public holiday, currently observed by certain Awards/Agreements and the State public service.	Tuesday 2 April	Tuesday 22 April
Anzac Day	25 April each year.	Thursday 25 April	Friday 25 April
Queen's Birthday	Second Monday in June each year.	Monday 10 June	Monday 9 June
Burnie Show Day	First Friday in October each year.	Friday 4 October	Friday 3 October
Launceston Show Day		Thursday 10 October	Thursday 9 October
Hobart Show Day		Thursday 24 October	Thursday 23 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 4 November	Monday 3 November
Devonport Show Day		Friday 29 November	Friday 28 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.	Wednesday 25 December	Thursday 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.	Thursday 26 December	Friday 26 December



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

Where To Enjoy®

The SDA/Where To Enjoy Member Benefits App Is Now Available!

Free and Exclusively for SDA Tasmania members!

The iPhone and Android App, will allow members to Have Fun, Do More and Save More with your member benefits!



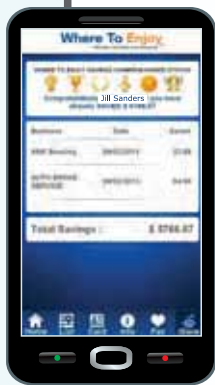
APPS



Member Friendly App. Offers Everywhere You Are



- Locate benefits with Map and List view.
- Tap on screen to view details of discount offer, business details and more.
- New offers and news alerts delivered instantly.
- Savings Calculator within the App allows member to easily see how much you have SAVED and WHERE!
- The “App” member card allows members to access many of the offers available.



• iSave.

Each business allows you to tap the “piggy bank icon” displayed within the business feature and you add the amount you have SAVED at that business. Tap on the iSave button at bottom of screen to see all of the businesses where you have saved money, the date, the amount and the total.



• Fav.

Each business allows you to tap the “FAV icon” displayed within the business feature and automatically adds the business to your favourites. Tap on the FAV button at bottom of screen to see all of your favourite businesses.



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

From the team at SDA Tasmania, Enjoy.

Where To Enjoy®

Member Benefits APP Features..

Free and Exclusively for SDA Tasmania members!



● Savings Champion Awards:

Fun for members. As you Save money, you reach "Savings Milestones" and are awarded a special award icon for each milestone reached.

The award icons are added automatically and display at the top of the iSave screen as each milestone is reached.

The award icons are also added automatically to the bottom of your APP Member Card which allows members to show their "award status" when they present their App member card at participating businesses.

Tap on the "gold medal award icon" at the top of the iSave screen or on the "info icon" located under the member card on your Member Card screen.



How to Access the Apps:

Visit the SDA Tasmania website at www.sdatas.asn.au and click on the Where To Enjoy link on the left hand side of the home page. When the Where To Enjoy Member Benefits home page opens click on "App Info" in the top menu bar next to the home button.

Here you will find details on how you can download the App to your phone and how to enjoy all the benefits and fantastic features within the App. Enjoy!



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

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

Where To Enjoy
www.wheretoenjoy.com



ONE ADMISSION

Valid to 30th June 2013

Enjoy One Free "ADMISSION" with the purchase of a Second "ADMISSION" of equal value.

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

Where To Enjoy
www.wheretoenjoy.com



ONE ADMISSION

Valid to 30th June 2013

Enjoy One Free "ADMISSION" with the purchase of a Second "ADMISSION" of equal value.

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

Where To Enjoy
www.wheretoenjoy.com



One Main Course

Valid to 30th June 2013

Enjoy One Free Main Course With The Purchase Of A Main Course Of Equal Or Greater Value

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

Where To Enjoy
www.wheretoenjoy.com



15% OFF Bistro Meals

Valid to 30th June 2013

Enjoy 15% off all Bistro Meals

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

GENERAL RETAIL INDUSTRY AWARD 2010

MINIMUM WAGE RATES EFFECTIVE 1 JULY 2012 DOES NOT APPLY TO WOOLWORTHS, COLES, MYER, TARGET, COUNTRY ROAD, ROCKMANS, BIG W, PETROL PLUS, KMART, HARRIS SCARFE, JUST JEANS, OFFICEWORKS, K&D WAREHOUSE, VEHICLE INDUSTRY, BUNNINGS HARDWARE, MILLERS, BETTS & BETTS, PRICELINE AND PRICE ATTACK, WATTYL PAINTS SPOTLIGHT & FAST FOOD WORKERS MOST RECENT WAGE INCREASE \$18.80	Ordinary Hours						SUNDAY RATES AT DOUBLE TIME		
	38 HOUR WEEKLY RATE	7am to 9pm Monday to Friday		6pm to 9pm Monday to Friday		7am to 6pm Saturday			
		Hourly Rate		Hourly Rate		Hourly Rate			
		Full-time and part- time up to 38 hours a week	Casual loading of 25%	Full-time and part- time loading of 25%	Casual loading of 25% only	Full-time and part- time loading of 25%		Casual loading of 35%	
RETAIL EMPLOYEE	\$	\$	\$	\$	\$	\$	\$	\$	
Level 1 Shop Assistant, Checkout Operator, Trolley Collector, Video Hire Worker, LPO, Clerical Assistant	666.10	17.53	21.91	21.91	21.91	21.91	23.66	466.27	
Level 2 Forklift Operator	682.00	17.95	22.44	22.44	22.44	22.44	24.23	477.40	
Level 3 Dept Mngr 2IC, Corsetiere, Snr LPO, Cook	692.60	18.23	22.79	22.79	22.79	22.79	24.61	484.86	
Level 4 Trades Qualified (e.g. Butcher, Baker), Clerical Officer Level 2, Shiftworker/Nightfill Supervisor	706.10	18.58	23.23	23.23	23.23	23.23	25.08	494.24	
Level 5 Tradesperson in charge of other Tradespersons, Services Supervisor (more than 15 employees)	735.20	19.35	24.19	24.19	24.19	24.19	26.12	514.65	
Level 6 Section/Dept Manager (5+ employees including self), Clerical Officer Level 3, Assistant/ Deputy/2IC Shop Mngr	745.80	19.63	24.54	24.54	24.54	24.54	26.50	522.10	
Level 7 Visual Merchandiser, Clerical Officer Level 4	783.10	20.61	25.76	25.76	25.76	25.76	27.82	548.16	
Level 8 Shop Manager, Clerical Officer Level 5	815.00	21.45	26.81	26.81	26.81	26.81	28.96	570.50	
JUNIOR RATES									
<i>Age</i>		<i>% of weekly rate of pay</i>							
Under 16 years of age	45	299.80	7.89	9.86	9.86	9.86	9.86	10.65	209.83
16 years of age	50	341.00	8.94	11.22	11.22	11.22	11.22	12.07	238.70
17 years of age	60	415.60	10.94	13.67	13.67	13.67	13.67	14.78	290.92
18 years of age	70	494.20	13.01	16.26	16.26	16.26	16.26	17.56	345.97
19 years of age	80	532.88	14.02	17.53	17.53	17.53	17.53	18.93	373.02
20 years of age	90	671.30	17.66	22.08	22.08	22.08	22.08	23.84	469.89
APPRENTICES									
<i>Apprenticeship Year</i>			<i>% of Level 4</i>						
1st Year	50	353.03	9.29						
2nd Year	60	423.60	11.15						
3rd Year	80	564.90	14.86						
4th Year	90	635.40	16.72						

SDA MEMBERSHIP APPLICATION FORM

Surname: _____

Given Names: _____

Postal Address: _____

Suburb: _____ Postcode: _____

Home Phone No: () _____ Mobile No: _____

E-mail Address: _____ Date of Birth: _____

Employer: _____

Employer Location: _____

Occupation: _____

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

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

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

Signature: _____ Date: / / _____



SDA CHANGE OF ADDRESS/EMPLOYMENT FORM

PREVIOUS

Surname: _____ 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**

There are Many Benefits
to Being a Member of the SDA...

FREE TO ALL MEMBERS

- ✓ SDA/Where to Enjoy 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

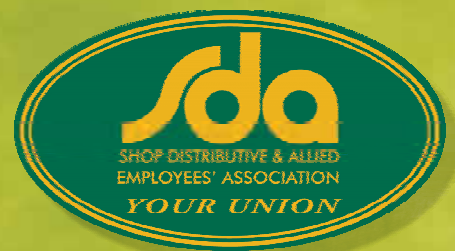
PLUS...

- ✓ Free First Visit to an SDA Union Solicitor
- ✓ SDA Holiday Discount Coupons
- ✓ SDA Movie Ticket Discounts
- ✓ Special Health Insurance Rates
- ✓ SDA Discount Home Loans
- ✓ Competitions to Win CDs, iPods, Footy Tickets and Lots More!

FOR MORE INFORMATION

Union Head Office:
72 York Street (PO Box 1289),
Launceston Tas 7250
Phone 6331 8166
E-mail secretary@sdatas.asn.au
Website www.sdatas.asn.au
Hobart Office phone 6234 1118

CONTACT THE SDA



It's Your Union!