

# sda TasTalk

WINTER  
2014

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



Delegates Gather  
in Launceston See pages 6-7



# OUR TOP TIPSTERS...

The 2014 SDA Tassie Footy Tipping Comp is now in full swing, and we've got our first batch of weekly winners!

Round 1: Leesa Reid, Woolworths Campbell Street

Round 2: Caitlin Frost, Woolworths George Town

Round 3: Lee-Anne Walters, Woolworths Riverside

Round 4: Neil Street, Coles Mowbray

Round 5: Dejen Sisay, KFC Hobart

Round 6: Rowena Wallace, Coles Kings Meadows

Round 7: Zac Garland, Coles Racecourse

Round 8: Debra Hughes, Woolworths Devonport

Round 9: Gregory Foster, Woolworths Mount Street

Round 10: Mark Schwan, Bunnings Moonah

Round 11: Susie Harwood, K&D Hobart

Round 12: Danielle Gregory, Coles New Town

Each of these top tipsters received a double movie pass, and the overall winner at the end of the season will receive two tickets to a 2014 Preliminary Final in Melbourne, including airfares and accommodation.



# 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



**CAROL WADLEY**  
Education Training  
Officer



**ANDREW COYLE**  
North West Organiser  
and Recruitment Officer



**JODEE INCHES**  
Southern and Fast Food  
Organiser



**STEPHANIE BOK**  
Northern Fast Food Organiser  
and Youth Officer



**MELISSA READ**  
Fast Food Recruiter



**JANINE WILSON**  
Office Manager



**KAREN BROWN**  
Administration Assistant

# Farewell to a Loyal Friend



by Paul Griffin,  
General Secretary

In the month of May, the Tasmanian Branch experienced the end of an era with the death of Life Member and past General Secretary and President for more than 40 years, the former Senator Brian Harradine (see page 14).

Brian Harradine came to Tasmania from South Australia in 1959 as a young official of the Federated Clerks Union and proceeded to organise shop assistants in forming a State Branch of the Shop Assistants' and Warehouse Employees' Association, as our Union was known at the time.

Brian was committed to advancing workers' rights in industry wages and conditions and became Secretary of the Trades and Labor Council, before being elected a Senator for Tasmania in 1975 – a position he held for over 30 years.

From Brian's good work over half a century, the Branch is able to report mid-year of its highest membership ever recorded, despite anti-union views of the Coalition Government of low membership across the Country.

## MINIMUM WAGE RISE

Following a submission of \$27.00 by the ACTU and the Australian Retailers' Association submission of \$8.50, the Fair Work Commission has decided on an \$18.70 per week increase to the National Minimum Wage for 2014.

In the General Retail Industry Award it will mean an increase of \$20.50 per week, taking the rate for a Retail Employee Level 1 to \$703.90.

This increase applies only to employees not covered by an Enterprise Agreement and who are on the National Minimum wage from 1 July 2014 of \$640.90 per week or the General Retail Industry Award.

The Fair Work Commission's decision sets a strong base for the SDA in arguing for fair wage increases while negotiating future Enterprise Agreements for members.

Although the increase was expected to be higher, such an amount provides a higher basic minimum when the SDA negotiates increases in its enterprise bargaining agreements with major retailers.

## THE WORK CONTINUES

Negotiating new Enterprise Agreements remains a priority of the Branch with negotiations well under way in Coles Supermarkets and discussions flagged with Woolworths for later in the year.

Interim discussions have taken place with Myer so that future wage increases are in place, to ensure there is no falling behind despite the non-conclusion of a new Agreement.

Negotiations with Myer earlier this year failed to gain a commitment

from Myer to finalise a new Agreement for 2014.

Subsequently, wage increases have been agreed to ensure members are not left behind because of an approximate twelve months interim or more (see page 4).

The challenge of attacks on penalty rates exist both at the National and State levels, with the Fair Work Commission's decision to cut Sunday penalty rates for low-skilled casuals in the restaurant industry.

That is, low-skilled casual employees in the restaurant industry from 1 July 2014 will receive a 50% penalty which includes the 25% casual loading that was previously in addition to the 50% penalty.

It should be remembered that a number of large retail companies over the years have argued that they want their more permanent, experienced and skilled workers to work over the weekends.

The SDA will continue to argue that the appropriate penalties for Sundays should continue to apply for working unsociable hours, and that additional loadings for casuals continue to apply.

## Don't Leave Your Entitlements to Chance



As an employee, your work-related legal entitlements are set out in various Awards, Agreements and Acts of Parliament.

These entitlements may include sick leave, penalty rates, wages, rosters, overtime, allowances, health and safety standards and annual leave.

The SDA's experts can advise you of your entitlements and, if necessary, obtain them from your employer.

Disputes with your employer need not cost you your job.

If you have been unfairly treated, make sure you call the SDA to find out what your options are.

As a member of the Union, it will cost you nothing.

# http://www



by Carol Wadley,  
Education Training  
Officer

## NEW WEBSITE

Our new SDA website is nearing completion and should be up and running within the next few weeks.

The exciting new look and feel will ensure all of our services and benefits are within easy access to all of our members.

The home page is designed to entice new members with information on all the benefits such as discounted movie tickets, the Accident Insurance policy and numerous other worthwhile discounts and benefits as well as a link to the Frequent Values™/ Entertainment™ page.

By entering the password-protected members-only area, you will find a wealth of information to assist our members with issues such as:

- ◆ Bullying
- ◆ Grievances in the workplace
- ◆ Public Holiday calendar and entitlements
- ◆ Warnings and Counselling
- ◆ Termination and Redundancy
- ◆ Personal Counselling services
- ◆ Legal Advice
- ◆ Parental Leave
- ◆ Occupational Health and Safety
- ◆ Workers' Compensation
- ◆ Breaks
- ◆ Leave Entitlements
- ◆ Rostering
- ◆ Superannuation
- ◆ Social Media
- ◆ Long Service Leave
- ◆ Sexual Harassment
- ◆ Nightfill entitlements
- ◆ Domestic Violence

We also provide information for Apprentices and Trainees as well as giving all members the ability to look up their own company Enterprise Bargaining Agreements in an easy to find format.

With competitions, including the popular footy tipping, and the ability to contact us at any time, we are very excited about bringing the SDA direct to you, wherever you are.

Watch this space!



by Paul  
Griffin,  
General  
Secretary

## BUNNINGS

Bunnings have opened two new stores in the North of the State where the SDA has been successful in signing up approximately 150 new members in both Launceston and Burnie, respectively.

James Russell organising in the larger store at Invermay, holds a high membership figure, with Andrew Coyle increasing the return at the Burnie opening in January.

Andrew will have further opportunity upon the opening of a new store in Devonport during 2015.

## WATTYL PAINTS

The current Agreement with Wattyl is scheduled to conclude on 30 June 2014. Meetings have been scheduled with members in both stores in Hobart and Launceston during this month, with a Log of Claims and a draft arrangement to be presented to the Company in the week commencing 23 June 2014.

## K&D WAREHOUSE

Disputes have arisen in K&D Warehouse, Hobart regarding a return-to-work following a period of parental leave and a clarification of the Classification structure of the Agreement, pertaining to two members employed by Allgoods in Cambridge and Hobart respectively.

The SDA Women's Officer Carol Wadley, representing the K&D member, negotiated a favourable

# WHAT'S HAPPENING

## AROUND THE STATE AND THE NATION

redundancy package which is unable to be disclosed due to confidentiality provisions. However, our member, who is intending to return to work in accordance with the Act, was extremely happy with the outcome negotiated by Carol.

Two members at Allgoods working in separate stores, whose duties were similar to each other of which some rolled into a higher classification, asked whether they were entitled to be paid the particular higher classification. Once again, a confidentiality clause pertains. However, in seeking a clarification from the Fair Work Commission, an agreed position was reached that included compensation for our members and their particular duties.

### NONI B

Following rollout of the Noni B proposed Enterprise Agreement in the three regions of the State, a Decision of the Fair Work Commission has been handed down with the new Agreement to commence from 13 June 2014 and expire on 31 March 2018.

Wage increases over the period of the Agreement exceed \$70.00.

### MYER

Negotiations with Myer came to a standstill in the latter part of 2013 following the company's intentions of withholding any further talks of implementing a new Agreement and rolling over the current Agreement without any wage increases until 2015.

In order to forestall any reduction in wage standards, the Union has negotiated successive increases of

\$10.00 to apply on 1 August 2014 and \$8.00 scheduled for 1 February 2015.

It is now seven years since the original Myer store was gutted by fire and the promise of a new store and complex which had been planned to be completed within a three-year period.

Despite a number of attempted starts over the years, it now appears an investment company, the Kallis Group, with the aid of a \$15 million State Government loan, of which no details of how it will be distributed and the terms of repayment have not been made known, raises questions whether it is a role of government to be entering into commercial deals

for one particular company where taxpayers' money is concerned.

Further, the Hobart City Council has now reported that that body has been involved in granting funds to kick start the project.

As we went to print, the Mayor, Damon Thomas, had announced that the make up of the Council contribution would be revealed following a meeting on Tuesday 17 June 2014.

It is agreed that the project's commencement is not before time and every possibility must be examined to fill the vacuum created by the absence of long-overdue works.



*Glenys Heather, Peter Cox and Aniela Harris (Store Delegate) show us an image of the proposed new Myer store.*

# Delegates Conference Number One, 2014



by Paul Griffin,  
General Secretary

The first of the Branch's Delegates Conferences for 2014 took place on 13 and 14 May in Launceston at the Grand Chancellor Hotel, where 68 Delegates from around the State attended.

The proceedings were opened by SDA National Secretary Joe de Bruyn, who gave a detailed outline of the Union's work at National level, including the success in defending the attacks on retail and fast food penalty rates.

He reported on the success of the first step in the *100% Pay at 18+*

campaign where the adult rate will be phased in for 20-year-olds from 1 July 2014.

Presentations were also made by the Union's service providers that supply benefits to our members, such as the Entertainment™ Card, REST and Tasplan from the superannuation arena, and ME Bank.

While working into the evening, Tasplan presenter Peter Murphy was a guest speaker. He gave an outline of his work in his other "life" of duties in the television and radio networks in which he worked before and since living in Tasmania after coming from NSW.

James Russell and Carol Wadley held information workshops over the last day, culminating in a target of signing new members into the Union upon

the commencement of the next Conference which is scheduled for October.

To date, it has been extremely successful with just under 90 new members being signed up across the multiple companies throughout the State.

Clearly, the benefits of being a Union member are understood and the old reason many give for not being in the Union – that they have never been asked – may have some merit.

Delegates are congratulated in extending their involvement from the Conference into the workplace for the benefit of their fellow members.

The Conference was very successful, due mainly to Carol Wadley's many hours of preparation.





# 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



# We Win the First Round!



by Stephanie Bok,  
Northern Fast Food  
Organiser and Youth  
Officer

Retail workers across the country have received a huge boost, with the Fair Work Commission recently ruling in favour of 100% pay for 20 year olds.

This is a huge win for all workers involved in the 100% Pay at 18+ campaign – the campaign for full adult wages for 18 to 20 year olds – and the first step towards fair pay for all adult workers.

The Fair Work Commission ruled that the General Retail Industry Award should be changed to ensure that 20 year olds are paid full adult rates.

100% Pay for 20-year-old workers will be phased in from 1 July this year, bringing them in line with other adult workers by 2015.

SDA National Secretary Joe de Bruyn said the Commission's ruling is a big boost for younger workers, thousands of whom have shown

overwhelming support for the case through the 100% Pay at 18+ campaign.

"The Fair Work Commission has revealed it agrees with what we've been saying for a long time – that paying younger workers less than the full adult rate is an outdated and discriminatory act that needs to be rectified," Mr de Bruyn said.

"For too long, employers have been getting away with paying workers less than they deserve.

"It's fantastic that the Fair Work Commission has recognised that. We can now look towards putting this into practice in the industry.

"By the time a worker reaches 20, they've often had several years experience in the industry. If you're giving 100 per cent at work, you deserve to be paid 100 per cent too.

"Our young witnesses told of their experiences in the workplace and the utter unfairness of paying younger workers less when they contribute equally and perform the same duties as their colleagues.

"This is a real credit to our witnesses and the thousands of workers who have thrown their support behind the 100% Pay at 18+ campaign. There's been overwhelming support from the community for fair pay for our younger workers.

"Despite what some of the business lobby groups will no doubt say, this decision will only have beneficial outcomes for employment in Australia."

The SDA's case in the Fair Work Commission was supported by the previous Labor Government, the ACTU, and various other employee groups.

Mr de Bruyn said the next step in the campaign will be looking at achieving fair rates of pay for 19 year old workers.

"Stay tuned for the next phase in the campaign. We know that 18 and 19 year olds deserve full adult rates of pay too and we'll working to ensure those workers are paid fairly too."

## FAIR PAY FOR 20-YEAR-OLDS?

## WE WON!

Bank charging me fees  
to use my own \$\$\$ 😡

Not my bank. 😊

I think it's time to itch!

Huh!?

I mean SWITCH!! 

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\*Available to customers who open an *EveryDay* Transaction Account (ETA) between 3/03/14 and 31/08/14. Receive 5% cash back on all contactless purchases made within Australia using *PayPass* Tap & Go for amounts of \$100.00 or less for 6 months from the date your account is opened. The 5% cash back offer will not apply to ATM transactions, payments pressing 'Savings', 'Cheque' or 'Credit', or 'Cheque' BPAY<sup>®</sup> PayAnyone, Phone or Internet Banking, direct debits or credits, cheque or Bank@Post transactions. The 5% cash back will be paid into your account within 30 days after the date the transaction is debited to your account. Customers with ETA's opened prior to 3/03/14 are not eligible to participate. Only one cash back offer per customer and account. Fees and charges apply. Terms and conditions available on request. This is general information only and you should consider if this product is appropriate for you. MasterCard and the MasterCard brand mark are registered trademarks of MasterCard International Incorporated. Tap & Go and *PayPass* are trademarks of MasterCard International Incorporated. Members Equity Bank Pty Ltd ABN 56 070 887 679.

# Budget Hits Workers Hard



by Joe de Bruyn,  
National Secretary

The first Budget formulated by the Abbott Government will hit working people hard in both rights and entitlements.

In announcing the Budget in May, Prime Minister Tony Abbott and Treasurer Joe Hockey broke a range of promises that they made in the election campaign last year.

Tony Abbott had promised there would be no new taxes or tax increases, that spending on health and education would not be touched, and that pensions would be left alone.

All these promises have been broken:

- ◆ \$80 billion will be cut from health and education spending over the next 10 years.
- ◆ Bulk-billing for a visit to the doctor will end with the charging of \$7 per visit. This undermines the universal health care system we call Medicare;
- ◆ Prices for certain drugs will increase under the Pharmaceutical Benefits scheme;
- ◆ Workers will face a 3-year pause in the progression of employer payments of superannuation from 9% to 12% of ordinary time earnings. This will reduce retirement savings in a major way.
- ◆ We will pay more for petrol arising from the restoration of increases to the fuel excise.
- ◆ University fees will be increased.

- ◆ Family benefits will be reduced and access to family benefits will be restricted.
- ◆ The age pension will rise at a lower rate, access to pensioner benefits will be restricted and the age for accessing the pension will rise to 70 years.
- ◆ Young workers aged below 30 years will now have to wait for 6 months before receiving the unemployment benefits;
- ◆ The Government is pushing the States to ask for an increase in the GST – the 10% Goods and Services Tax.

All these broken promises have been blamed on a so-called “crisis” in the Budget deficit and Government debt.

But no reputable economist in Australia says there is a crisis in the Budget deficit or in Government debt.

In fact, the Australian Government’s net debt sits at about 10% of GDP, a level that is about one-tenth of that of many other developed countries.

Australia’s net debt is one of the lowest in the world among developed countries.

International financial institutions such as the International Monetary Fund regularly congratulate the

Australian Government on its low level of debt and its low level of Budget deficit.

So, we will all be forced by the Abbott Government to pay for a problem that the experts say does not exist!

## THE BUDGET IS UNFAIR

At the same time as low income earners are hit by the Budget, high income earners and the business community will benefit as follows:

- ◆ High income women earning \$100,000 per year and above will be paid \$50,000 by the Government on the birth of a child.
- ◆ Company taxation is being reduced from 30% to 28.5% of their profits.

The National Centre for Social and Economic Modelling says that the poorest 20% of Australian families will pay \$1.1 billion more to the Government as a result of the Budget than the richest 20% of families.

A Government Senator, Ron Boswell, admits the Budget is unfair.

“There is an equity problem”, he said. “It’s falling on the lower income earners more so than the higher income earners.”

This highlights the fundamental unfairness of the Abbott Budget.

The burden is especially heavy where low-income families have dependent children.

The Budget should be rejected because it breaks a series of electoral promises that Tony Abbott made.

It is unfair in that it imposes the greatest burden on those least able to afford it.



# Protecting Australia's Poorest



by Paul Griffin,  
General Secretary

The Fair Work Commission (FWC) has the job of setting the minimum wage. The FWC used to be known as the Australian Industrial Relations Commission and has a history going back to 1904 (for information on the history of the FWC go to [www.fwc.gov.au/about-us/history](http://www.fwc.gov.au/about-us/history)).

The FWC's role is not just making awards and enterprise agreements and settling disputes.

Every year, the Fair Work Commission makes a decision on an increase to the minimum wage for employees in the national workplace relations system. This decision is made by the Commission's Expert Panel for annual wage reviews.

The Expert Panel conducts the review from about March to June and their decision becomes effective from 1 July each year.

## WHO ARE AUSTRALIA'S MINIMUM WAGE WORKERS?

Over 1.5 million low-paid Australian workers are on minimum award wages including retail and hospitality workers, cleaners, childcare workers, farm labourers, and some factory workers.



Minimum wage workers include large numbers of women and part-time or casual workers employed in the private sector in lower-skilled jobs.

## WHO DECIDES THE INCREASE TO THE MINIMUM WAGE?

The Expert Panel is made up of the President of the FWC, three other FWC members and three part-time members.

The three part-time members have knowledge or experience in workplace relations, social policy, economics and business or industry.

The Panel must consider written submissions from organisations such as unions and employer associations, as well as individuals. Also, the Panel can commission its own research.

## WHAT IS TONY ABBOTT'S VIEW ON INCREASING THE MINIMUM WAGE?

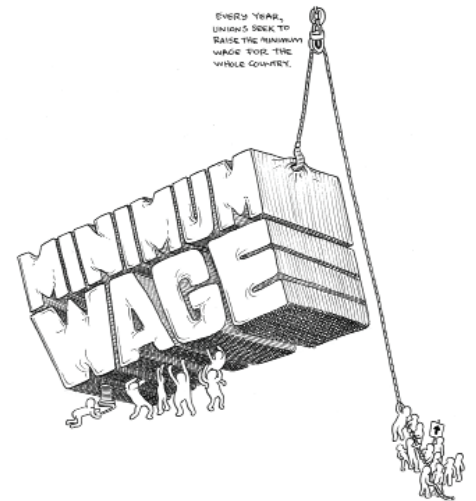
This year the implications for a low increase to the national minimum wage were particularly concerning.

The Abbott Government argued for a "cautious approach" to any increase to the minimum wage without actually suggesting a dollar figure.

The Australian Chamber of Commerce and Industry (ACCI) suggested an increase of \$8.50, while the Australian Industry Group (AIG) was a little more generous in its recommendation for \$10.

## WHAT DO UNIONS WANT AND WHAT DO EMPLOYERS WANT?

Minimum wage workers were granted a 3% wage rise (\$18.70 a week) in the most recent decision, bringing the yearly wage to \$33,326.80. Unions, though the Australian Council of Trade Unions (ACTU) had proposed a realistic and reasonable increase to the minimum wage of \$27.



ACCI thought that it was too much, even though it was less than the ACTU had argued for. In its last submission to the FWC it stated: "ACCI considers the ACTU's proposed \$27 per week increase in the National Minimum Wage is inadvisable in the current economic environment. The proposed rise in the minimum wage goes much further than is necessary to maintain the real value of the safety net and will unnecessarily jeopardise the job prospects of the low paid."

AIG's submission to the FWC used even stronger language. The AIG submission stated: "The unions' proposed minimum wage increase of \$27 per week is unrealistic, unaffordable and unsustainable. If such a claim was granted it would cause significant economic damage and undoubtedly lead to greater unemployment."

The views of the employer groups are clear – they want to keep the minimum wage increase as small as possible.

## THE BUDGET AND THE MINIMUM WAGE

Recently, there has been lots of discussion about the budget and the effect that it will have on Australians, particularly Australians who are less well off.

# Workers

There are likely to be cuts to welfare spending, an increase in petrol taxes, it will be more expensive to visit the doctor, and many struggling families will lose a considerable amount of money through cuts to family tax benefits.

Those extra costs that many struggling families will be faced with mean that a fair and reasonable increase to the minimum wage is even more important. Working families must be able to maintain their relative living standards.

When Joe Hockey reminded us during his budget speech that Australia is a nation of “lifters” and not “leaners” he failed to see that many of us are already “lifting” as much as we can.

To take away from those of us that already have the least is unfair.

A fair and reasonable increase to the minimum wage is one that the economy can afford, that employers can afford, that does not lead to higher employment and that maintains the relative living standards of the lowest paid.

## THE SDA SUPPORTS CAMPAIGN TO RAISE THE MINIMUM WAGE

The SDA is proud to support the union campaign to protect minimum-wage workers and achieve fair and reasonable increases to the minimum wage.

Go to [www.australianunions.org.au/minimumwage](http://www.australianunions.org.au/minimumwage) for more information about the campaign.

## THE STORY OF THE MINIMUM WAGE

The Working Life website, which is backed by the ACTU, recently published a comic strip about the history of the minimum wage in Australia.

Illustrated by Melbourne cartoonist Sam Wallman, the 34-frame story explains how important a role the minimum wage plays in the Australian way of life and how unions campaign every year to raise it.

See the full comic strip at

[workinglife.org.au/minimum-wage-story](http://workinglife.org.au/minimum-wage-story)

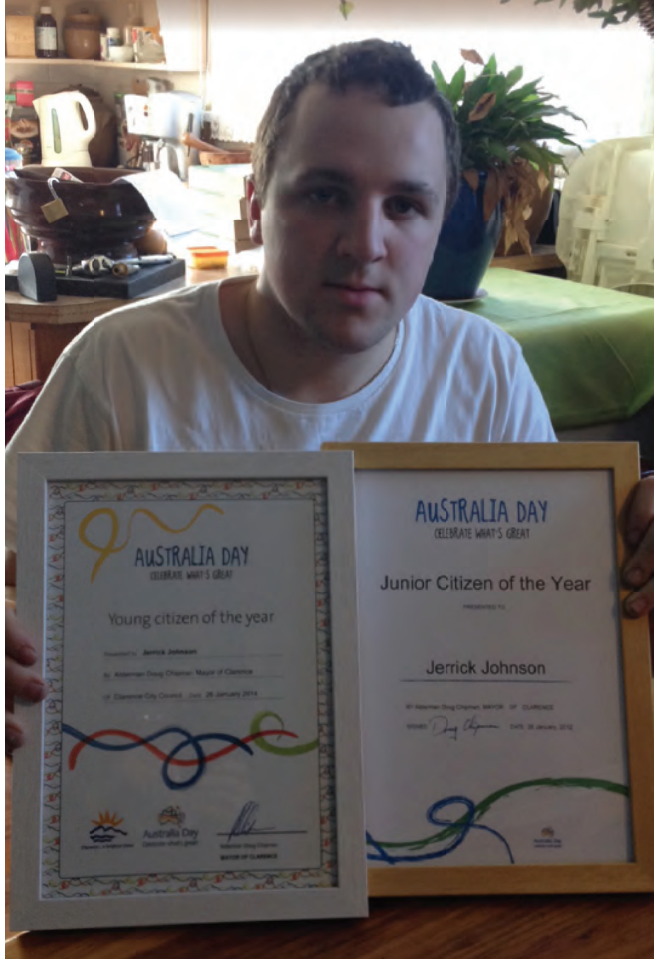
**i** The main cartoon on this page is part of the comic strip.



## Well-Earned Recognition

Well done and congratulations to 21-year-old Jerrick Johnson who has been an SDA member since 2008 and works at Woolworths Eastlands, where he started in nightfill and now fills a variety positions including cash register.

Jerrick was voted Clarence Junior Citizen of the Year in 2012, and was awarded Clarence Young Citizen of the Year 2014. The award was presented to him on Australia Day by City of Clarence Mayor, Doug Chipman.



He has been involved in the Clarence Youth Advisory Group for the past number of years, which deals with youth-related issues in the area.

He was on the State Panel 2014 which helped to organise Youth Week and since 2007, has also been on the organising committee that held National Youth week at Bellerive Boardwalk Festival.

For the past three years, Jerrick has been part of the Youth Thinking Inc which is the Australia Day young people's committee.

We wonder how you find time to sleep, Jerrick!

# Farewell to Brian Harradine: “Father Of The Senate”



*Paul Griffin with Brian Harradine at an SDA National Conference.*



*Paul Griffin with the SDA's longest-serving member, George Freeman.*

Brian Harradine, former General President of the Tasmanian Branch of the SDA was laid to rest on 23 April 2014, following recent years of declining health after serving as an Independent Senator for Tasmania for more than 30 years.

Brian was looked upon as the “Father of the Senate” and will be remembered as a politician of integrity and humility, with a fierce advocacy in gaining the best interests for Tasmania.

Brian grew up in South Australia and came to Launceston in 1959 as an official of the Federated Clerks Union. It was from here that he was instrumental in forming our Union, the State Branch of the Shop Assistants’ and Warehouse Employees’ Association, as it was then known, before going on to become Secretary of the Trades and Labor Council.

Senator Don Farrell, a colleague from the late 1970s onwards, expressed his condolences recently in the Senate where he outlined some of Brian’s many achievements, which included the attempted takeover and amalgamating of the SDA into a building union in 1976.

Brian was able to use his Senate position to ensure this takeover was unsuccessful.

It was during the 1960s and early ‘70s that Brian organised employees at the Hobart waterfront, which was a hive of activity because of the prolific fruit industry at the time and the IXL Jam company.

His parliamentary career commenced in 1975 after being expelled from the Labor Party due to suspicions that he was linked to anti-communist forces within the Party, and his resignation as secretary of the Tasmanian Trades and Labor Council.

Long-time friend and colleague, Robert Watling then took over as Secretary of the TTLC and later became a Tasmanian Industrial Commissioner and then Commissioner of the Public Service.

Upon entering the Senate, Brian was a key figure in achieving funding that ensured export markets were maintained for the Tasmanian economy through his tough negotiations in implementing the initial Freight Equalisation Scheme and, in later years, he secured substantial funding that assisted the Bacon Government in implementing

many of its initiatives through his support in the partial sale of Telstra as well as the private health insurance rebate.

At differing times during his Senate years, Brian held the balance of power and in the initial years of the Howard Government, he was under enormous pressure from that Government to pass the GST bill as its introduction came down to his vote. Understanding the ramifications of such a tax, he voted against it and it was not until after the next election, when he no longer held the balance of power, that such legislation was approved with the support of the Australian Democrats (which then proceeded to disintegrate in a relatively short time).

As the former Speaker of the Parliament and Tasmania’s longest-serving politician, Michael Polley said, “He was always a trade union man through and through”. Many of us will remember Brian for his sense of justice and as a man of integrity who sought only to advance the needs of his fellow man.

He sought no accolades for his many achievements and was always determined to exercise his role in the

# REST Earns 15.5%

by Joe de Bruyn,  
National  
Secretary



Senate. As each Bill came before him, he ensured it was scrutinised to its fullest, that it was fair and in the best interests of his constituents.

His small and hardworking staff of Margot, Virginia and John and later years, Melinda, often commented on the many 18-hour days on end Brian put in to ensure all proposed legislation had been examined before placing his approval or otherwise.

Brian did indeed ensure that the Senate was a House of Review as it was meant to be.

Brian served as honorary General President of the Tasmanian Branch of the SDA from 1975 until his resignation in 2007.

The Branch is indebted to his service to the trade union movement and to its members in securing and protecting improved wages and conditions through his work in the Senate.

The Branch has conveyed its sincere condolences to his wife Marian and family.

The SDA's longest-serving member, George Freeman, signed up in 1960 while working at Allgoods in Launceston. George was part of the shop assistants' team that helped set up the Branch with Ken Bennet (Coogans) and Tas McDermott (Stanwix Shoe Shop).

Brian was elected as General Secretary at the first inaugural meeting in 1961 in Launceston and on the following evening in Hobart, that same result was unanimously endorsed by shop assistants from the Southern Division. He remained in this position until 1968.

Ken Bennet was elected as Secretary prior to Brian's elevation to Secretary of the Trades and Labor Council.

The Retail Employees' Superannuation Trust (REST) has earned 15.5% over the 12 months to 31 March 2014.

REST members invested in the Core Strategy had also earned 11.2% in the first 9 months of the financial year starting 1 July 2013. These impressive earnings results have kept REST ahead of most of its competitors.

## 25 YEARS OF EARNINGS

The REST Superannuation Fund has now been operating for 25 years. It commenced in December 1988 as the industry fund for the retail industry.

REST earnings have been 8.1% per annum for the 10 years to 31 March 2014.

REST has earned 9.5% per annum for the 20 years to the March 2014 quarter.

These outstanding investment outcomes have benefited the two million workers who are members of REST.

## REST GROWS TO \$31 BILLION

REST has grown to \$31.46 billion of funds under management as at 31 March 2014 over its 25 year life.

While REST is open to members from any industry, including self-employed people, the primary membership base continues to be the retail and fast food industries. REST specialises in the particular features of retail and fast food employment, enabling it to offer insurance and other products designed for its core members.

REST invests in secure asset classes where it judges that earnings will be sound.

## OUT-PERFORMANCE OF PEERS

REST has been able to out-perform the average of other similar super funds over most time periods. The table below shows how REST has beaten its peers.

### INVESTMENT EARNINGS PER ANNUM PERIOD TO 31 MARCH 2014

	REST	Super Ratings – Balanced	REST Out- performance
1 year	15.5%	12.4%	3.1%
3 years	9.9%	8.2%	1.7%
5 years	11.3%	9.7%	1.6%
7 years	5.9%	3.8%	2.1%
10 years	8.1%	6.8%	1.3%
20 years	9.5%	Not available	-

Out-performance of 1.3% per annum over the past 10 years means REST has added real value to the retirement savings of its members in the past decade.

# 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 **1 August 2014** to be in the draw to win this great prize!

### BIRCHALLS GIFT 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 **1 August 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

## LUCKY MEMBERS!

Congratulations to these members, who each won a \$50 Fuel Voucher in our last competition:



Michele Cummings from Myer Launceston



Mathew McPherson of Big W Glenorchy, shown here with Jodee Inches

Our other two winners were:

- ◆ Damon Wish-Wilson, The Reject Shop, Scottsdale
- ◆ Christopher Cornish, Woolworths Burnie





# Safety Demands Action



by James Russell,  
Assistant to General  
Secretary and  
WorkCover Officer

SDA Branches right across the country participated in our inaugural national safety week, Safety Demands Action, from 16-23 June.

Organisers and Delegates joined forces to focus their efforts on putting safety first, and working together to integrate safety into everything we do.

Safer workplaces are unionised, have genuine worker representation, and have Health and Safety Representatives.

To try to improve safety outcomes in workplaces, we have three key actions that Branches undertook in June:

- ◆ Safety Scorecard - a tool for HSRs, Delegates and Organisers to conduct a safety audit of their store.
- ◆ Safety Chat - we spoke with thousands of retail workers all over Australia during Safety Demands Action week to help us identify what safety issues matter most to you.
- ◆ Work Health Rights - the treatment of ill and injured workers is a growing concern in our Union. During Safety Demands Action week, we distributed information about your rights if you are ill and injured at work.

All Delegates were asked to survey at least five work colleagues in their workplace during this week.

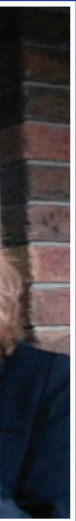
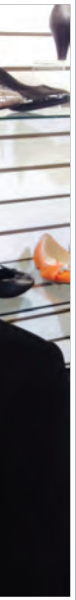
They were very diligent with this campaign and it proved to be a resounding success.

As we went to print, our members had responded extremely quickly, and thanks to the efficiency of our Delegates, the responses had already been input into the SDA National system.

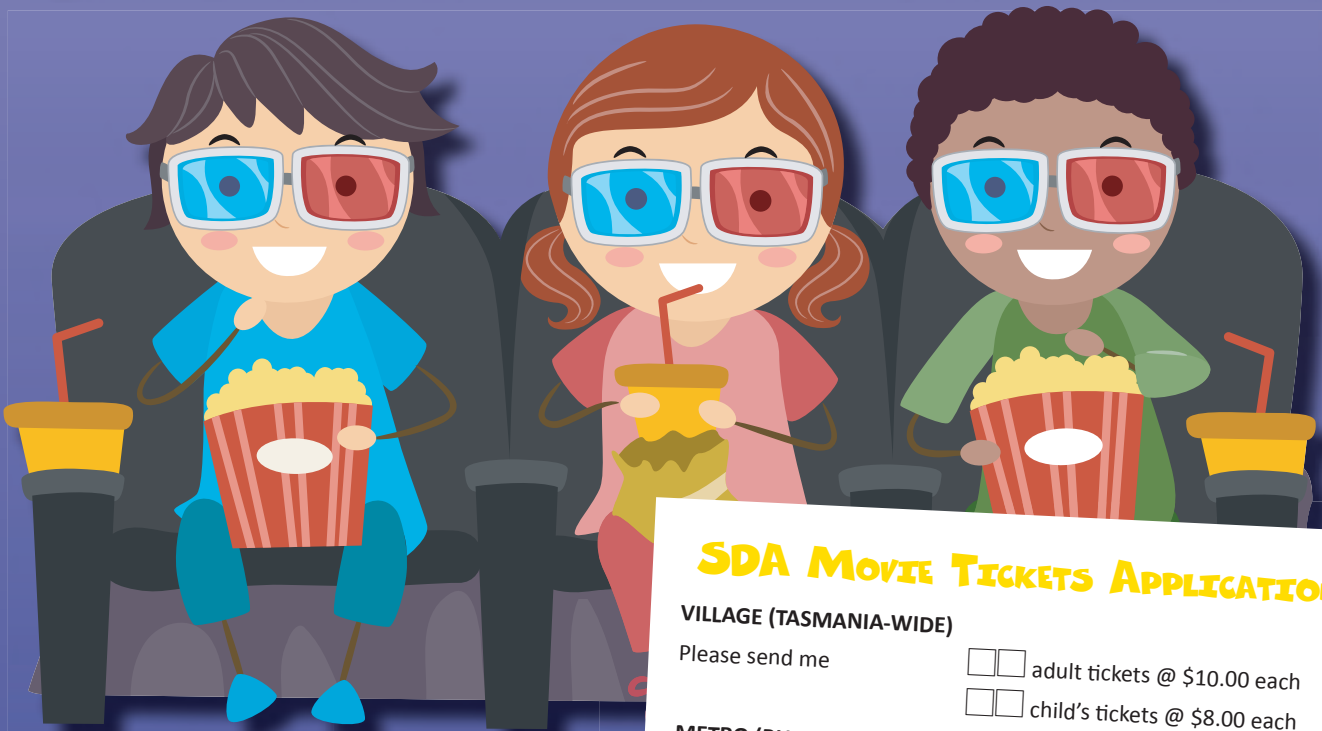
The information gathered will be collated by the SDA National Office along with the Branch representatives from all States, and will help identify what is needed in all companies to improve health and safety in the workplace for all workers.

As Workplace Safety must be taken seriously in all workplaces, and due to the overwhelming success with this campaign which has identified many areas of concern, the SDA has committed to conducting the Safety Demands Action week annually in all States.

**STOP PRESS!**  
Delegate responses from members totalled just under 300, to which James Russell and Jodee Inches contributed during their interaction with various members.



# SDA DISCOUNT MOVIE TICKETS



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

## To ORDER

\* **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.

# Do You Want to Save a Life?



by Carol Wadley,  
Education Training  
Officer

Blood donors selflessly give the gift of life to people they'll never meet. When we think of people receiving blood, we think of cancer patients and road accident victims.

We often forget there is another group of patients who need blood – mothers.

This year's World Blood Donor Day, which took place on Saturday 14 June, focused on why access to blood is essential to save the lives of women giving birth.

## KEY FACTS

Every day, about 800 women around the world die from pregnancy or childbirth-related complications, according to the World Health Organisation and timely access to safe blood and blood products is essential to prevent this.

The rate of blood transfusions has increased 33 per cent, to 1.6 per cent of mothers.

The Australian Red Cross Blood Service requires over 26,000 donations per week to keep the blood supply flowing.

1 in 3 Australians will need blood or blood products in their lifetime, yet only one in three donates.

## BLOOD DONOR'S LEAVE

Blood Donor's Leave is a fairly common provision in most enterprise agreements.

The SDA has negotiated this clause with companies such as Coles, Woolworths, Myer, David Jones, McDonald's, Bunnings, Target and Kmart just to name a few.

The giving of blood is acknowledged as a valuable community service and supports employees participating in blood donation programs.

A full-time or part-time employee is entitled to be absent from work during ordinary working hours to

donate blood.

Employees can take up to a maximum of two hours' paid leave on each occasion and subject to a maximum of four separate absences each calendar year.

Wherever possible, it is expected that employees will arrange their absence by mutual agreement with their employer.

Proof of the attendance at a recognised place, such as the Red Cross Blood Bank, and the duration of such attendance, may need to be provided upon request from the employer.

Should you have any questions about whether you are eligible for Blood Donor's Leave, contact the SDA on 6331 8166.

## HOW TO HELP

To make an appointment to donate blood, call the Red Cross Blood Bank on 13 14 95 or book online at [www.donateblood.com.au](http://www.donateblood.com.au).



# It's Tax Time Again!

The end of the financial year is here again, and before you know it, it'll be time to get your tax return organised. If you're preparing your own tax return, it needs to be lodged with the Australian Taxation Office (ATO) by 31 October.

There are some tax deductions that you may be entitled to, a few of which are outlined here. For more, go to [ato.gov.au](http://ato.gov.au) and type 'shop assistants deductions' into the search field at the top right of the page.

Remember:

- ◆ Make sure that you write down all your income on your tax return - include any benefits received from the Government, income from a second job and any interest you received from a bank, building society or credit union.
- ◆ Sign your tax return. It is your responsibility to make sure that your tax return is correct even if it was prepared by someone else.
- ◆ Keep all the records you need to prove your deduction claims. TaxPack will tell you what records you need to keep.
- ◆ Ask for help if you need it - ask your tax agent or ring the Tax Office on 13 28 61.

Please note: This is a brief summary only, based on information available at time of publication. For a complete explanation, you will need to read the ATO's publications in their entirety.

## Union Fees

You can claim a deduction for your Union fees - if the amount is shown on your payment summary (previously known as a group certificate), you can use that to prove your claim.

## Overtime meals

If you get paid an overtime meal allowance under an industrial instrument (such as an Award or Agreement) and buy food and drink on overtime, you can claim the reasonable allowance amount that the ATO has set for overtime meal allowance expenses.

If you need to claim more than the reasonable allowance amount, you need to keep written evidence of your expenses.

Generally, you must include amounts received as overtime meal allowances as income on your tax return. However, if your Award overtime meal allowance was not shown on your payment summary and was not more than the reasonable allowance amount for each meal, you don't have to include the amount on your tax return providing that you have fully spent the allowance, and don't claim a deduction for overtime meal expenses.

An amount for overtime meals that has been folded in as part of your normal salary and wage income is not considered to be an overtime meal allowance.

## Seminars, conferences and training courses

You can claim a deduction for the cost of attending seminars, conferences and training courses that are sufficiently connected to your work activities. You can claim a deduction for the cost of first aid training courses if you, as a designated first aid person, are required to undertake first aid training to assist in emergency work situations.

## Work uniforms

You can claim for a uniform, either compulsory or non-compulsory, that is unique and distinctive to the organisation you work for. Clothing is unique if it has been designed and made only for the employer. Clothing is distinctive if it has the employer's logo permanently attached and the clothing is not available to the public. You can't claim the cost of purchasing or cleaning a plain uniform.

### ◆ Compulsory work uniform:

This is a set of clothing that identifies you as an employee of an organisation with a strictly enforced policy that makes it compulsory for you to wear the uniform while you're at work. You may be able to claim a deduction for shoes, socks and stockings where they are an essential part of a distinctive compulsory uniform and where their characteristics (colour, style and type) are specified in your employer's uniform policy. You may be able to claim for a single item of distinctive clothing, such as a jumper, if it's compulsory for you to wear it at work.

### ◆ Non-compulsory work uniform:

You can't claim expenses incurred for non-compulsory work uniforms unless your employer has registered the design with AusIndustry. Shoes, socks and stockings can never form part of a non-compulsory work uniform, and neither can a single item such as a jumper. Check with your employer to see if your uniform is on the register.

# Tasplan Super

## we're your local super fund



by Neil Cassidy,  
CEO, Tasplan

If you want a local, reputable and reliable super fund that cares for its members, you don't need to look any further than Tasplan here in Tasmania. Because we are local, every member is serviced personally and has the opportunity to deal with us face to face. Although we are quiet achievers, we are there through key moments in your life so you can get the most out of your retirement. Our employees live and work in Tasmania too. They use the goods and services provided by the businesses that you work for, supporting our communities and our jobs. Knowing that we are a Tasmanian super fund is important to our members and important to Tasmanians. We recently conducted research, using a local research company, that tells us that over 80% of Tasmanians are aware of Tasplan and over 75% of Tasmanians know that we are Tasmanian operated.

When asked about Tasplan, one member responded that we are: "Tasmanian based, easier to deal with. More personal to deal with as opposed to larger national companies."

### The Tasmanian super industry

There are 3 Tasmanian super funds – Tasplan, Quadrant Super and RBF.

There are good reasons why you should have your super with a local fund.

The three funds have a significant effect on our Tasmanian economy and their long term presence will support Gross State Product and Tasmanian employment.

Direct spending by the Tasmanian super sector has a positive impact on other Tasmanian industries and employment. If the Tasmanian super sector was transferred to the mainland, the expected effects on the Tasmanian economy would be a loss to Gross State Product and jobs.

The Tasmanian super funds were estimated to have approximately \$382 million in Tasmanian specific investments in 2013.

We're defending the future of Tasmanian super funds – for local jobs and local investment.

### Possible merger with Quadrant Super

Because we want to stay strong and local, we are pursuing a possible merger with Quadrant Super. Should the merger proceed, we expect it to take place by mid next year.

Quadrant is another Tasmanian Super fund and both funds will bring complementary aspects to a merger. The aim is to strengthen and improve the services delivered to members.

We're not sure at this stage what the new fund will be named, but we hope to retain a strong Tasmanian identity.

The merger has been very positively received by Tasplan and Quadrant members and by the wider community.

"It's not merging with any mainland company – we have to keep companies in Tas." – survey respondent March 2014

### Workplace visits

Our research tells us that people want more information about super – even younger people who are a long way from retirement. People who are close to retirement often wish that they had acted earlier to plan their retirement and set themselves up comfortably.

You may have seen our representatives in your workplace. Our four Tasmanian Client Services Managers have visited around 3,000 workplaces in the past year assisting members with their retirement planning needs.

Our workplace visits are a convenient way for people to get help with their retirement planning. This is a free, no obligation service that we offer with permission from your employer. Contact us if you would like to talk about Tasplan visiting your workplace.

Otherwise, our superannuation consultants in our Hobart and Launceston offices are very helpful and can provide members with free general advice.

Contact us on [info@tasplan.com.au](mailto:info@tasplan.com.au) or 1800 005 166 or visit [tasplan.com.au](http://tasplan.com.au).

# AROUND THE SHOPS



*Sharon Goodwin and Tracey Medhurst  
at Priceline Glenorchy.*



*Rachel King, Nyree Jarmin and  
Nat Hill at Bunnings' new store  
in North Launceston.*



*New members at McDonald's Northgate: Jane Hobbs, Mitchell Cook,  
Jakob Triffitt, Hayden Copleman and Layne Swords.*



*Phil Kilby and Steven Lowe  
at Dulux Prospect.*



*Sue Row and Trish Barrow  
at Coles Northgate.*



*Raylee Austin-Stone, Emma Petty and Helen  
Clements at Woolworths Kings Meadows.*



*Monica Adaszynski  
at Myer Hobart.*



*Cassie Samel, Debbie Howe, Tamika Gilles, Ben Milner,  
and Mary Moran, at Woolworths Kings Meadows.*



*James and Bronwyn Haskell at  
Myer Launceston, celebrating  
20 years of service.*



*Gavin Blyth and Melissa Gleeson  
(member for 14 years) at Woolworths  
Wilmot Street.*

Barbara Frost has been a member for just over 27 years and will now be entering into next phase in her life, as she retires after her many years of support for the SDA at Woolworths Devonport.

Barbara was first employed under the Rolf Vos banner and has been part of the many changes in retail employment conditions from the centralised system of the State Award to an Enterprise Bargaining Agreement and finally being protected by the Woolworths National Supermarket Agreement negotiated under the Federal system.

We wish Barbara all the best in her well-earned retirement. She is shown here being presented with a parting gift by Andrew Coyle, North West Organiser and Recruitment Officer.



**ABOUT AFS**

AFS Intercultural Programs is one of the world's largest not-for-profit community-based volunteer organisations.

It is dedicated to building a more just and peaceful world through intercultural exchange.

Opportunities for language learning, cultural immersion and personal growth are at the core of an AFS exchange experience.

AFS is proud to have been working with the SDA for over 10 years and in that time has sponsored 50 young Australians to take up the challenge of living and studying overseas for one year.



## SDA/AFS Scholarship Enquiry Form

Student's Name .....

SDA Member's Name .....

Relationship to Student (tick one):  Self  Parent

SDA Member Number .....

Home Phone Number .....

Mobile Phone Number .....

E-mail Address .....

School .....

Student's Date of Birth .....

Post this completed coupon to:  
SDA Tas Branch, PO Box 1289, Launceston Tas 7250

by **1 August 2014**

For further information on AFS Student Exchanges, please contact the SDA  
on 6331 8166 or by e-mail at [secretary@sdatas.asn.au](mailto:secretary@sdatas.asn.au)



# You or Your Child Could Discover the World!

Applications are now open for an SDA member or the child of a member to spend 12 months with a host family, going to school and soaking up the culture and atmosphere of another country.

Applications are now open, and they close on 1 August 2014.

The SDA has been working in partnership with AFS since 1994.

During this time, 67 students have been sponsored to take up the challenge of living and studying overseas for both our short program and for one year.

AFS is pleased to announce that the SDA Tasmanian Branch is offering one full scholarship to experience a Year Program in one of the following countries, departing in early 2015:

- ◆ Argentina,
- ◆ Brazil,
- ◆ China,
- ◆ Costa Rica,
- ◆ Germany,
- ◆ Hungary,
- ◆ Latvia,
- ◆ Panama,
- ◆ Peru,
- ◆ South Korea,
- ◆ Switzerland,
- ◆ Bolivia,
- ◆ Chile,
- ◆ Colombia,
- ◆ Denmark,
- ◆ Honduras,
- ◆ Japan,
- ◆ Malaysia,
- ◆ Paraguay,
- ◆ South Africa,
- ◆ Russia,
- ◆ Thailand.

## WHAT DOES THE SCHOLARSHIP COVER?

The scholarship is entirely funded by SDA and covers:

- ◆ Return travel from your home right to the door of your host family;
- ◆ Orientation and enrichment activities during the stay;
- ◆ Medical costs incurred during the visit, except for pre-existing conditions, dental and eye care; and
- ◆ 24/7 AFS Support Network.



## WHO IS ELIGIBLE?

Any member of the SDA Tasmanian Branch (or the child of a member) who:

- ◆ is attending secondary school and in year 9-12 at the time of application;
  - ◆ meets the AFS application guidelines for the selected destination;
  - ◆ is mature enough to embrace the challenges of living in another country; and
  - ◆ is in good health
- is eligible to apply.

## HOW DO I APPLY?

Fill in the coupon on the opposite page and send it to the SDA by 1 August 2014 to register your interest. The SDA and AFS will then contact you to discuss the application and let you know what the next steps are.

## WHEN IS THE CLOSING DATE FOR APPLICATIONS?

The completed coupon must be received by the SDA no later than 5pm on 1 August 2014.

## I HAVE SOME QUESTIONS. WHO SHOULD I CONTACT?

If you have any questions at all about the scholarship program or the application process, please contact the SDA on 6331 8166 or by e-mail at [secretary@sdatas.asn.au](mailto:secretary@sdatas.asn.au)

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- Exclusive chartered cruises with unique itineraries, only available for sale through CruiseCO Member Agencies including music themed charter cruises
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P: (03) 6331 1214

E: [launceston@ajtravel.com.au](mailto:launceston@ajtravel.com.au)

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Qantas Frequent Flyer members receive one Qantas Frequent Flyer point for every \$1.50 spent on eligible CruiseCO holidays. Points are not awarded on port charges, government fees, onboard gratuities and air taxes. Qantas Frequent Flyer complimentary membership is non-transferable and not available with any other offer. To be eligible you must have made final payment on your package arrangements. Offer may be withdrawn at any time. Lic No. 103

# How Does Social Media Affect you in the Workplace?



by Andrew Coyle,  
North West  
Organiser and  
Recruitment Officer

As social media increases in popularity, many employers and employees are finding the line between work and private lives can be easily blurred.

This creates new challenges for people in the workplace when they are confronted with having to minimise and manage the risks, while also embracing the benefits of social media.

For retail workers, social media can be an outlet for hobbies, interests and connection with family and friends around the world.

It can sometimes be hard to remember that this 'private' space is actually out in the public domain.

## IMPACTS OF SOCIAL MEDIA ON EMPLOYERS AND EMPLOYEES

Social media use is increasingly intersecting with work, with sites liked LinkedIn, Facebook, YouTube, Instagram and Twitter used to make new contacts or to further promote a business.

Use of social media has also extended to other uses of social media at work, including as a tool to screen prospective job applicants, and in some instances, monitoring employee social media use to limit material being published online that could be damaging to an organisation.

## THE LAW

Unfortunately, in many instances the law is yet to catch up with the rapidly changing world of social media, and as a result, laws can sometimes be confusing.



Currently, employers and employees are potentially exposed to risks of reputational damage and disciplinary action or dismissal, with no specific legislation to protect interests of either group.

Some employers handle this by holding social media training sessions to provide information about social media and work.

But even with policies and training, employers need to exercise care and discretion about not imposing unreasonable or unrealistic standards upon employees about social media use.

If they do, it can impact on workplace morale and lead to complains about the employer regulating an employee's private time.

## RECOMMENDATIONS FOR EMPLOYERS AND EMPLOYEES

Employers should not only provide social media training, but also have a published, detailed social media policy to educate employees about what is expected of them at work.

Social media policies should have clear rules for employees, including on online bullying. However, employers also need to be cautious and not unnecessarily seize on every potential social media infraction and run it down the disciplinary path. All of the circumstances need to be weighed including the gravity of the alleged comments and the connection with the workplace.

## NO SUCH THING AS 'PRIVATE'

Employees should understand that no information shared on social media is truly private.

Using privacy settings on social media sites is not sufficient to completely protect privacy.

Employees need to be careful about what they post on social media – remember, any material posted about your work could be perceived negatively by your employer or co-workers, and could have repercussions.

◆ Thanks to Maurice Blackburn for supplying the information contained in this article.

# What's Happening Overseas



## USA

The Chicago regional office of the National Labor Relations Board has ruled in a landmark case which could change the whole outlook of college sports in America. The Board ruled that the football players at Northwestern University are employees of the university, not just student athletes. The Labor Relations Board came to their decision based on the significant revenue gained from the university football program (\$235 million over 9 years) combined with the rigorous control exercised by the coaches that the relationship was that of an employer to employee rather than university to student.

This decision is extremely important in that, as employees, the players will have the right to vote for a union and to have a voice in their workplace. It will qualify the players for workers' compensation, and allow them to bargain for their working conditions in a way that has been denied previously.

The rules and regulations in college sports restrict student athletes from gaining any financial compensation from playing their sport while enrolled at university. In most cases student athletes receive scholarships which cover their schooling fees but they don't receive any other form of compensation, no matter how much the school makes from successful sporting programs. Students have argued for many years about the issues associated with student athlete life. Many concerns revolve around students not having enough money for food and other important essentials at times. They are unable to get part-time work while at university because their strict sporting commitments don't allow enough time in the day for work. The university has appealed the Labor Relations Board's decision and we are still awaiting an outcome.



## ENGLAND

The leader of Britain's general union (GMB) has welcomed support from the Labour Party in its fight to see the end of zero hours contracts in the workforce. Paul Kenny stated that Labour's plans to give workers the right to a fixed-hours contract if they had been working

regular hours

on a zero hours contract for a year were "a long way from where we need to get to" but were "a starting block". Many

workers within England are hired on zero hours contracts with no guarantee of regular hours of work from week to week. Kenny went on to say "At long last, there is recognition of the extent of exploitation of workers on zero hours contracts and we welcome this. The Office for National Statistics suggests nearly 600,000 workers are on zero hours contracts throughout England. McDonald's is just one of the large employers that are using zero hours contracts at many of their stores across the country. The union is hoping that the Labour Party will back the union push that once an employee has worked regular hours on a zero hours contract for three months, they move onto a fixed contract with regular guaranteed hours."



## NEW ZEALAND

FIRST union in New Zealand is fighting hard for tanker drivers who are currently being paid \$12 per hour under the minimum wage for tanker drivers in New Zealand by a contractor of BP. BP only works with non-union contractors and current contractors Toll are refusing to bargain with the New Zealand FIRST union over the union's demands to raise the tanker driver hourly rate from \$20 an hour to the national minimum hourly rate for tanker driver's which is \$32 per hour.

Workers have been on strike since the start of May following three months of failed bargaining attempts. The striking workers together with the FIRST Union have been picketing BP garages and receiving community

support and strong press coverage.

FIRST Union

Organiser Jared

Abbott said, "While other petrol stations engage companies that pay their delivery drivers a fairer wage, BP is happy to sit by and preside over much poorer wages. They need to front up and be a part of the solution to low wages at Toll Carriers."



## HONG KONG

Members of the Hong Kong Confederations of Trade Unions have marched along with members of Uni Global Union in protest over long working hours and poor minimum wages for many employees working in Hong Kong. The protest took place on Hong Kong Labour Day with more than 2,300 protestors marching through the streets demanding improvements to their basic working entitlements. The protestors are also fighting for the right to collective bargaining as well as family friendly policies. The peaceful demonstration went for over two hours with the organisers of the march hoping that the government took notice and starts to make some necessary changes to injustices currently occurring within Hong Kong.

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For centre locations or to book,  
visit [www.amfbowling.com.au](http://www.amfbowling.com.au)  
or call 132 AMF (132 263)

## Launceston Indoor Sports



Treasure Island is the place to be for a ton of fun for kids aged 1-14, whether it's rain, hail or shine.

Plenty of meals available to keep Mum and Dad happy. Parties catered for.

**2-FOR-1**  
DOWNLOAD VOUCHER

## Glenorchy Ice Skating Rink



Glenorchy Ice Skating Rink

**2-FOR-1**  
DOWNLOAD VOUCHER

Fun, family atmosphere. Friday night disco skating.

Tasmania's only ice skating rink.

Great place for parties. Clubs, school and church groups are catered for.

327 Main Road  
Glenorchy  
Phone (03) 6272 3149



Fully landscaped 18 hole course.

Fun for all ages.

Birthdays and corporate events catered for.

Café facilities available.

23 Racecourse Crescent  
Launceston  
Phone (03) 6331 5333  
[www.treasureislandplaycentre.com.au](http://www.treasureislandplaycentre.com.au)

# SDA Mobile Companion

By using your SDA Tasmania mobile companion app, you can view nearby restaurants, attractions and more on your mobile phone!



**Scan here!**  
Using your QR reader

## Putt & Play



**2-FOR-1**  
DOWNLOAD VOUCHER

3500m<sup>2</sup> supersized mini golf course.

19 hole outdoor course set within beautifully landscaped gardens and water fountains.

Fun for all, with three levels of difficulty available.

Children's playground and café. Open 7 days.

**75 Richmond Road, Cambridge**  
Phone (03) 6248 4447  
[www.puttandplay.com.au](http://www.puttandplay.com.au)

## Video Ezy



[videoezy.com](http://videoezy.com)



**2-FOR-1**  
DOWNLOAD VOUCHER

Valid at participating Tasmanian stores

## Pandemonium

**PANDEMONIUM**  
DISCOVERY & ACTIVITY CENTRE

**2-FOR-1**  
DOWNLOAD VOUCHER

Pandemonium is the North West Coast's largest indoor event complex, consisting of jungle gyms, indoor rock climbing, laser skirmish and the imaginarium.

Perfect party venue for all ages. Café, arcade machines and science and educational merchandise also available. If you want a venue for the whole family, this is it!

**62-64 North Fenton Street, Devonport**  
Phone (03) 6424 1333  
[www.pandemoniumtas.com.au](http://www.pandemoniumtas.com.au)

## Peppers Cradle Mountain Lodge



RETREATS • RESORTS • HOTELS

**UP TO 15% OFF!**  
BOOK ONLINE

Peppers Cradle Mountain Lodge Pencil Pine Cabin.

\$179 per room per night.

30 June 2014 until 31 March 2015.

See website for terms and conditions.

**4038 Cradle Mountain Road**  
Cradle Mountain

# AS A MEMBER OF THE SDA

## YOU ARE ENTITLED TO A VIP DISCOUNT AT COOPER AUTOMOTIVE

SHOW YOUR SDA MEMBERSHIP  
CARD AT THE TIME OF PAYMENT TO  
SAVE 15% OFF ALL LABOUR CHARGES.



**REGISTER TO BE A VIP ONLINE NOW.**  
Visit [www.cooperautomotive.com.au/vipapply](http://www.cooperautomotive.com.au/vipapply)  
or scan the QR code.

- ✓ Qualified staff
- ✓ The price we quote is the price you pay - guaranteed
- ✓ Quality repairs all backed by our 12months/20,000km warranty
- ✓ TACC approved repairer gives you confidence in our workmanship
- ✓ Free roadside assistance
- ✓ We maintain your new car warranty
- ✓ Convenient trading hours
- ✓ Loan car available
- ✓ 7 convenient locations and free pick-up and delivery (local area)
- ✓ Ready on time, every time
- ✓ Full written report prioritising any future repairs needed

## CALL US ON 1300 15 15 55 FOR MORE INFORMATION



Why would you  
go anywhere else?

### CLAREMONT

10 MAIN RD CLAREMONT  
6249 8400

### LINDISFARNE

109 EAST DERWENT HWY LINDISFARNE  
6243 7474

### INVERMAY

138 INVERMAY ROAD INVERMAY  
6326 2655

### HOBART

114 WARWICK ST HOBART  
6234 2288

### KINGSTON

1 ASCOT DRIVE HUNTINGFIELD  
6229 5777

### MORNINGTON

4/21 SOUTH ARM HIGHWAY  
6244 3333

### MOONAH

63 CHARLES ST MOONAH  
6272 4441





## LENDING ANGIE A HELPING HAND

Angela Colgrave was employed at K&D Warehouse Hobart and recently experienced issues when attempting to return to work at the cessation of her parental leave entitlement.

Angie was extremely pleased with the resolution that SDA Women's Officer Carol Wadley was able to negotiate on her behalf.

It is important that members understand there are laws which protect them when denied their rights from returning to work following a period of parental leave, or in fact, any other form of entitled leave within an Agreement or Award.

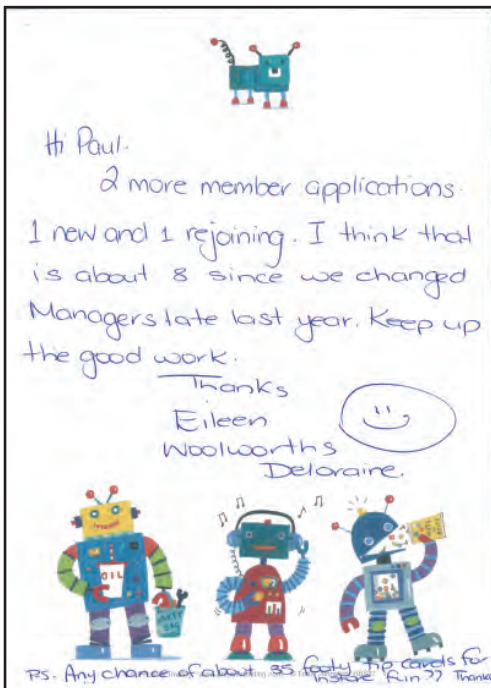
Parental leave is a requirement for all employers in accordance with the National Employment Standards which came into force in 2010 under the Gillard Labor Government.

The SDA is able to assist members when circumstances are not clearly understood, as parental leave is now available in most cases for up to two years and the Union has documentation detailing the legal provisions of parental leave.

Angie sent us some delicious cupcakes along with the thank you card shown above – but there was no need (even though we enjoyed them immensely), as we were happy to help!

## THE FUNDRAISING CONTINUES

For the 20th year in a row, the Coles site at Agfest raised funds for children's charity Camp Quality. Coles is aiming to raise \$50,000 this year, and Coles Meadow Mews member and Agfest Co-ordinator Ben Wilson (right) is proud of Coles' continuing sponsorship. Efforts to raise funds have received a boost with articles appearing in local papers, like the one which ran this photo. So keep an eye out for fundraising activities at your local Coles over the next few months!



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# GENERAL RETAIL INDUSTRY AWARD 2010

## MINIMUM WAGE RATES EFFECTIVE 1 JULY 2014

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 AND FAST FOOD WORKERS  
LAST WAGE INCREASE \$20.50

38 HOUR WEEKLY RATE	Ordinary Hours						SUNDAY RATES AT DOUBLE TIME		
	7am to 9pm Monday to Friday		6pm to 9pm Monday to Friday		7am to 6pm Saturday				
	Hourly Rate		Hourly Rate		Hourly Rate				
	Full-time and part-time up to 38 hours a week	Casual loading of 25%	Full-time and part-time loading of 25%	Casual loading 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	703.90	18.52	23.16	23.16	23.16	23.16	25.01	492.73	
<b>Level 2</b> Forklift Operator	720.70	18.96	23.71	23.71	23.71	23.71	25.60	504.50	
<b>Level 3</b> Dept Mngr 2IC, Corsetiere, Snr LPO, Cook	731.90	19.26	24.08	24.08	24.08	24.08	26.00	512.33	
<b>Level 4</b> Trades Qualified (e.g. Butcher, Baker), Clerical Officer Level 2, Shiftworker/Nightfill Supervisor	746.20	19.64	24.55	24.55	24.55	24.55	26.51	522.34	
<b>Level 5</b> Tradesperson in charge of other Tradespersons, Services Supervisor (more than 15 employees)	776.90	20.45	25.56	25.56	25.56	25.56	27.60	543.80	
<b>Level 6</b> Section/Dept Manager (5+ employees including self), Clerical Officer Level 3, Assistant/Deputy/2IC Shop Mngr	788.20	20.74	25.93	25.93	25.93	25.93	28.00	551.70	
<b>Level 7</b> Visual Merchandiser, Clerical Officer Level 4	827.60	21.78	27.22	27.22	27.22	27.22	29.40	532.71	
<b>Level 8</b> Shop Manager, Clerical Officer Level 5	861.30	22.67	28.33	28.33	28.33	28.33	30.60	602.90	
<b>JUNIOR RATES</b>									
<i>Age</i>		<i>% of weekly rate of pay</i>							
Under 16 years of age	45	316.75	8.34	10.42	10.42	10.42	10.42	11.25	221.75
16 years of age	50	351.95	9.26	11.58	11.58	11.58	11.58	12.50	246.37
17 years of age	60	422.34	11.11	13.89	13.89	13.89	13.89	15.00	295.64
18 years of age	70	492.73	12.97	16.21	16.21	16.21	16.21	17.50	344.91
19 years of age	80	563.12	14.82	18.52	18.52	18.52	18.52	20.00	394.18
20 years of age	90	633.51	16.67	20.84	20.84	20.84	20.84	22.51	443.46
<b>APPRENTICES</b>									
<i>Apprenticeship Year</i>	<i>% of Level 4</i>								
1st Year	50	373.10	9.82						
2nd Year	60	447.72	11.78						
3rd Year	80	596.96	15.71						
4th Year	90	671.58	17.67						

## SDA MEMBERSHIP APPLICATION FORM



Surname: \_\_\_\_\_ Date of Birth: \_\_\_\_\_

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

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

Suburb: \_\_\_\_\_ Postcode: \_\_\_\_\_

Phone Numbers: Home (    ) \_\_\_\_\_ Mobile: \_\_\_\_\_

E-mail Address: \_\_\_\_\_

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

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

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

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

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

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

Signature: \_\_\_\_\_ Date: / /

### AUTHORITY TO DEDUCT UNION FEES FROM WAGES

Name: \_\_\_\_\_

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

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

Signature: \_\_\_\_\_ Date: / /

## SDA CHANGE OF ADDRESS/EMPLOYMENT FORM



### PREVIOUS

Surname: \_\_\_\_\_ Member No: \_\_\_\_\_

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

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

Suburb: \_\_\_\_\_ Postcode: \_\_\_\_\_

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

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

### CURRENT

Surname: \_\_\_\_\_ Member No: \_\_\_\_\_

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

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

Suburb: \_\_\_\_\_ Postcode: \_\_\_\_\_

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

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

**PLEASE RETURN COMPLETED FORM TO: PAUL GRIFFIN,  
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/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
- ✓ 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

## CONTACT THE SDA



SDA Tasmanian Branch Head Office:

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

☎ Phone 6331 8166

✉ E-mail [secretary@sdatas.asn.au](mailto:secretary@sdatas.asn.au)

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

☎ Hobart Office: Phone 6234 1118

# It's Your Union!