

sda TasTalk

AUTUMN
2015

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



The new Coles Enterprise Agreement is currently being voted on, so members including Tracey Fisher, Mark Ford, Carolyn Plapp, Belinda Wilson (Delegate) and Kylie Stewart from Coles Devonport can look forward to improved wages and conditions in the near future.

With the compliments of
YOUR UNION

SHOP DISTRIBUTIVE AND ALLIED EMPLOYEES' ASSOCIATION
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**YOUR SDA
2015 AFL
FOOTY FIXTURE
IS INSERTED
IN THIS
ISSUE**

Have you got what it takes...

to be our 2015 Footy Tipping Champion?

The SDA Tassie Footy Tipping Comp is on again in 2015! Our top tipster each week will win a double movie pass and the glory of their name being published here in each edition of TasTalk.

The overall winner at the end of the season will receive two tickets to a 2015 Preliminary Final in Melbourne, including airfares and accommodation.

Registrations are now open. Just go to www.sdatas.asn.au and click on the "Footy Tipping Competition" link to sign up!



YOUR UNION

SDA TASMANIAN BRANCH

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JODEE INCHES
Southern and Fast Food
Organiser



STEPHANIE BOK
Northern Fast Food Organiser
and Youth Officer



MELISSA READ
Southern Organiser and
Fast Food Recruiter



JANINE WILSON
Office
Manager



KAREN BROWN
Administration
Assistant

A Flying Start to 2015



by Paul Griffin,
General Secretary

Welcome to the first edition of *TasTalk* for the year!

Although we are well into 2015, much work has already been completed by the SDA, in particular, the rollout of the new Agreement in Coles stores where all employees are scheduled for significant increases upon a positive result in a ballot of the proposed Agreement which is taking place at the end of March.

SDA Organisers have been busy in all Coles stores, detailing the wage increases and the maintaining of penalties and rostering principles.

Employees in the Meat Units, where many are SDA members, are big winners in the proposed Agreement, with Butchers scheduled for a \$160.35 increase by December 2016.

Negotiations with Woolworths are well under way and meetings took place earlier in March this year.

While these two are the major Agreements recently attended to, negotiations and discussions are continuing with other companies such as Prouds, Angus & Coote, Super Retail Group, Big W, Officeworks and Woolworths Petrol.

In every case, the SDA will be targeting the best possible wage increases and working provisions guaranteed under an Enterprise Agreement.

However, members should be mindful that our strength lies in the number of Union members at the workplace.

It is well known that unionised shops reap greater benefits than outlets where little or no membership exists. Therefore, encourage your workmates to join the SDA – our bargaining strength is in our numbers.

IT'S FOOTY TIME AGAIN!

In this edition, be sure to read up on the SDA Footy Tipping competition which gives members an opportunity to attend an AFL Preliminary Final for two at the end of the season – if you become the top tipster.

Other competitions and giveaways will also be available throughout 2015, as well as the educational scholarships for students as they prepare for their studies in 2016.

CHALLENGES AHEAD

Politically, across the country, we have seen conservative governments lose power which some columnists believe is the result of the general community rejecting attacks on Medicare, reasonable wages and rights at work.

In Tasmania, the State Government has made massive cuts to employment in the Public Sector which in turn has had an impact on other services throughout the community.

In particular, the retail sector will not receive the same sales which then puts pressure on the hours of our members in supermarkets and department stores.

On a positive note, despite job losses in the public service, Tasmania's jobless rate is currently 6.5% which is a much improved figure, and is now only 0.2% from the national average.

Although this is good news, there are still workers who are under-employed and looking for additional weekly hours.

ORGANISERS HARD AT WORK

I am pleased to report that SDA Organisers are working over and above in all three regions, ensuring members fully understand the benefits of the proposed Coles Agreement as well as addressing the usual workload of member enquiries and store visits.

This year promises to be a very busy one, and as usual, we'll keep you informed of what's happening around your workplace.

STOP PRESS!

PENALTY RATES

The majority of our members are under Enterprise Agreements which protect members' entitlements and penalty rates. Other retail workers in Tasmania are covered by the National Modern General Retail Award.

Recent media reports in relation to penalty rate cuts on Saturday in exchange for higher base wage rates apply to South Australia ONLY, and have no effect whatsoever in Tasmania.

WHAT'S HAPPENING AROUND THE AND THE NATION



by James Russell,
Assistant to General
Secretary

The SDA continues to work hard to get the best possible wages and conditions for members, and this year, the work has continued.

Here's where we're at in some of the current negotiations.

COLES SUPERMARKETS ENTERPRISE AGREEMENT

The SDA concluded negotiations with Coles Supermarkets in early December 2014 where a suitable wage increase of 3% per annum compounding over three years was achieved. In early March, inflation was gauged at 1.7%.

Although the current Agreement expired on 31 May 2014, the SDA was able to negotiate no less than two interim wage increases which occurred on 30 June 2014 with backpay, and 1 January 2015.

A ballot of members in all stores on the new Agreement has started, and the next increase is scheduled on the date a positive vote is achieved.

For the first time, an SDA Agreement will cover all employees within the four walls of Coles Supermarkets, including meat unit employees, cleaners and trolley collectors.

This policy of the SDA to bring these workers under the one Agreement commenced in the early 1970s.

At that time, a number of unions covered members in supermarkets, representing Storemen and Packers, Bakers, Butchers, Clerks and Cleaners.

Many of those unions no longer exist or have amalgamated into other unions, while some are in serious decline.

WOOLWORTHS

Negotiations commenced in late 2014, with a resumption at the end of January this year, for the next National Enterprise Agreement to cover employees in Woolworths supermarkets.

Such meetings are held at the SDA Office in Sydney and by mid March, a number of claims remained outstanding, including discussions in settling an appropriate wage increase.

Meetings are scheduled into April and as more positive results emerge, the Branch will inform members at store level via notices in staffrooms and the direct emailing system.

WOOLWORTHS PETROL

The current Agreement expires on 30 June 2015 and it is expected a new proposal will be available for members to examine before this date.

Upon a reasonable wage increase being struck, a new Agreement should be in place to operate from 1 July 2015.

WATTYL PAINTS

The Tasmanian Branch has negotiated no less than seven Enterprise Agreements with Watty Paints since 1995, and has secured significant wage increases well above paint salespeople employed by Watty Paints in mainland States.

The previous Agreement expired in June last year and a conclusion to negotiations was held up because of the difficulty in securing a standard percentage annual increase as in previous years.

Watty Paints is now owned by the American company Valspar who have an understanding of industrial relations less generous than the SDA has achieved over the years with Watty.

Given a package of 2% per annum increase and an increase of time and a half to double time for the first two hours of overtime on a Saturday, members agreed to a three-year arrangement on this basis.

In a final ballot on 12 March, members voted unanimously to proceed with the Agreement.

The first instalment of \$19.80 and backpay to June 2014 will be paid upon a Decision of the Fair Work Commission.

STATE

State Council Election Results

OFFICEWORKS

This Agreement has expired and, at the time of expiry, the company indicated that it was not in a position to enter into negotiations to secure a new employment arrangement with the Union on behalf of its members.

Subsequently, the SDA sought an interim pay rise of 3% that is operable from 1 April 2015. Delegates have been advised as well as members by notice at store level.

BIG W

Negotiations are due to commence following the compilation of a Log of Claims on 27 March by the SDA National Office.

Delegates from the three stores have met with the SDA and subsequent meetings with members by SDA officials have also taken place.

In the latter half of 2014, the Australian Electoral Commission conducted an election for positions of State Council of the Branch.

The positions of President, Vice President and six Councillors were declared vacant, and nominations were opened and advertised for two weeks in the three regional papers on Monday 3 November 2014 and closed at 12 noon on 17 November 2014.

At the close of nominations, the number received did not exceed the number of positions vacant and subsequently, the Returning Officer declared such positions filled and there was not the requirement of a ballot.

State Council commenced its term of office from Monday 16 March 2015 for a duration of four years.

- General President: Karyn Synnott
- Vice President: James Fitzpatrick
- Councillors: Tania Venn
Isabell Wells
Katrina Barr
Katrine Risely
Leanne Porter
Aniela Harris

A special welcome to Aniela Harris, Delegate at Myer Hobart, who has been a member of the SDA for eight years. Aniela was previously a member and State Councillor of the former Federated Clerks Union for many years which had worked extremely closely with the SDA when members from both Unions were covered by the State industrial system.

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.



Tasmanian Public Holidays 2015-2016

Event		2015	2016
New Year's Day	If it falls on a Saturday or Sunday, the holiday is on the following Monday.	Thursday 1 January	Friday 1 January
Australia Day	If it falls on a Saturday or Sunday, the holiday is on the following Monday.	Monday 26 January	Tuesday 26 January
Royal Hobart Regatta (South)	Second Monday in February. (All parts of Tasmania South of, and including, Oatlands and Swansea. Excludes Bronte Park, Catagunya, Strathgordon, Tarraleah, Wayatinah and the West Coast.)	Monday 9 February	Monday 8 February
Eight Hours Day	Second Monday in March	Monday 9 March	Monday 14 March
Good Friday		Friday 3 April	Friday 25 March
Easter Monday		Monday 6 April	Monday 28 March
Easter Tuesday	Restricted public holiday, currently observed by certain Awards/Agreements and the State public service.	Tuesday 7 April	Tuesday 29 March
Anzac Day	25 April each year.	Saturday 25 April	Monday 25 April
Queen's Birthday	Second Monday in June each year.	Monday 8 June	Monday 13 June
Burnie Show Day	Friday before first Saturday in October each year.	Friday 2 October	Friday 30 September
Launceston Show Day		Thursday 8 October	Thursday 6 October
Hobart Show Day		Thursday 22 October	Thursday 20 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 2 November	Monday 7 November
Devonport Show Day		Friday 27 November	Friday 25 November
Christmas Day*	25 December each year.	Friday 25 December	Sunday 25 December
Christmas Day Public Holiday	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.	N/A	Tuesday 27 December
Boxing Day Public Holiday	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.	Monday 28 December	Monday 26 December

Penalty Rates on the Agenda



by Paul Griffin,
General Secretary

The Union has been fighting to preserve penalty rates from repeated attacks by employer groups in recent years.

We wish this was not necessary and that these groups would just leave the current arrangements alone, but because they have made the challenge, we have to meet it.

The SDA remains strongly committed to penalty rates.

If any changes are forced upon us, we need to have steps in place to increase employees' base hourly rate to offset any losses.

This could mean up to a 9% increase to compensate for the complete removal of penalty rates. The Fair Work Commission would have to endorse any changes to penalty rates.

Many members work some hours that attract a penalty loading.

Even those members who work under an Enterprise Agreement with a broad span of hours rely on the penalty rate provisions of the Award to create a higher base rate of pay to be negotiated, so that the Agreement passes the 'better off overall' test.

We remember what happened under John Howard's WorkChoices laws when retail employees felt the brunt of laws that allowed penalty rates to be traded away for virtually nothing.

The SDA will be fighting this attack on three fronts throughout 2015:

- ◆ We will be arguing for the retention of penalty rates in the Fair Work Commission, as part of the Modern Award Review;
- ◆ We will be arguing the benefits of penalty rates before the Productivity Commission; and
- ◆ We will be mounting a public campaign in support of penalty rates to counter the employer groups.

Moves to reduce or remove penalty rates without compensation simply shifts the profits of work from workers to business owners.

Reducing workers' take-home pay reduces what they will spend back in our shops. It is not only not fair, it is also bad economics.

Penalty rates are fair compensation for work at unsociable times.

Ripped Off!

The operator of a 7-11 store in Brisbane is facing court for allegedly underpaying an employee more than \$21,000 and refusing to co-operate with Fair Work inspectors.

The employee was allegedly underpaid \$21,298 including minimum wages, casual loadings and penalty rates over a period of just 13 months between January 2013 and February 2014.

Fair Work investigators looked into the matter after the employee lodged a complaint. The Fair Work Ombudsman then issued two Notices to Produce employment documents in May and June last year, and the owner of the 7-11

allegedly did not comply with them, or with a follow-up letter in August.

The operator and his company also allegedly failed to respond to a Compliance Notice issued in September, requiring the underpayment to be rectified within 17 days.

Under the Fair Work Act, business operators must comply with Notices to Produce and Compliance Notices issued by Fair Work inspectors, or make a court application for a review if they are seeking to challenge a Compliance Notice.

"Our inspectors made extensive efforts to engage with this business operator to try to resolve the matter voluntarily, but were not able to

secure sufficient co-operation," Fair Work Ombudsman Natalie James said.

The business operator faces maximum penalties of between \$5,100 and \$10,200 per breach, and his company faces penalties of \$25,500 to \$51,000 per breach. The Fair Work Ombudsman is also seeking Court Orders for the company to back-pay the employee in full.

If you are an SDA member, we can help you make sure this does not happen to you.

If you have any suspicion at all that you are being underpaid, make sure that you contact the SDA immediately.

100% Pay at 18+ Heating Up in 2015



by Stephanie Bok,
Youth Officer

The next 12 months in the campaign for full adult wages for 18- and 19-year-olds are going to be critical.

After a surge of support from members and the general public, the SDA secured full adult rates for 20-year-olds working under the General Retail Award in March 2014.

It was a historic victory and is already making a big difference to the lives of 20-year-old retail workers across the country, with workers getting an extra \$68 in their pockets each week.

However, as soon as the Fair Work Commission released its decision in March last year, the retail lobby groups went into overdrive, launching legal challenges and suggesting that the decision would result in high youth unemployment.

SDA National Secretary Gerard Dwyer says that this is the reason

the campaign needs to continue its momentum.

“We won all the legal battles but, unfortunately, we know that the retail lobby won’t give up,” Mr Dwyer said.

“These powerful groups will continue to try to put a halt to moves to pay our 18- to 20-year-old workers the pay they deserve, even despite it being clear beyond doubt that their arguments are seriously flawed.

“We’ve had a huge win thanks to the hard work and commitment of our 100% Pay at



18+ supporters, but we can't afford to rest here.

"There's still a lot of work to do to ensure the full adult rate for 20-year-olds stays in place, and also to ensure that 19- and 18-year-olds get the adult wages they deserve.

"Negotiations to get 19-year-olds paid the full adult rate are already underway in some stores, and will continue to be a key claim in many Enterprise Agreements as they come up for negotiation.

"We are continuing to negotiate directly with companies, but what we really need to do to achieve full adult rates at 18 is to continue to show there is overwhelming public support for 100% Pay at 18+.

"There will be a number of actions and events run this year as part of the campaign, so it's critical as many people as possible get involved where they can.

"This is an important campaign that is all about making sure that workers get the pay they deserve. In the retail

industry in particular, we know that by the time a worker turns 18, they've often had many years' experience in their job, and many are even in management positions.

"It makes no sense at all that someone who is considered an adult in every other single aspect of their life would be seen as anything other than an adult in the workplace.

"If you're giving 100% at work, you should get 100% pay. The SDA will be fighting very hard this year to ensure that happens for workers across the country."



HOW CAN YOU GET INVOLVED?

-  Sign up to the campaign at www.100percentpay.com.au
-  'Like' the Facebook page at www.facebook.com/100percentpay
-  Stay tuned to the website, Facebook page and your emails for information on actions you can take part in throughout the year.

Higher GST on the Federal Government Agenda?



by Gerard Dwyer,
National Secretary

A Goods and Services Tax (GST) also known as a consumption tax, was introduced by the Howard Government on 1 July 2000.

The GST is an indirect tax paid by Australian consumers at a rate of 10 per cent on top of the price of most goods and services.

There are some items currently exempted from the GST which include*:

- ◆ Most basic food;
- ◆ Some education courses and related materials;
- ◆ Some medical, health and care services; appliances and medicines;
- ◆ Some childcare services;
- ◆ Some religious and charitable activities;
- ◆ Water, sewerage and drainage;
- ◆ International flights and related matters;
- ◆ Precious metals;
- ◆ Sales through duty-free shops;
- ◆ Farmland;
- ◆ International mail;
- ◆ Exports;
- ◆ Sales of businesses as going concerns;
- ◆ Some telecommunications supplies;

Almost everything else that you spend your wages on is taxed an additional 10 per cent.

POSSIBLE GST INCREASES UNDER THE ABBOTT GOVERNMENT

GST ON MORE ITEMS

The Abbott Government has committed to delivering a White Paper[#] on the reform of our tax system before the end of 2015 and to take any proposed changes to the next election.

While Treasury officials are developing this tax reform paper, there has already been discussion in the media and comments made by government officials about the need to broaden or increase the GST. The Government is already preparing the public for what is to come.

Despite Prime Minister Tony Abbott saying on the public record that his Government is committed to lowering taxes, to not introducing any new taxes and to not increasing the overall tax burden on anyone, broadening the tax base via the GST has not been ruled out.

Broadening the GST base means you would pay the 10 per cent GST on a wider range of items or services that you purchase with the wages you earn.

Items that are currently exempted from the GST, as listed above, like supermarket items, medicines and childcare, may in future attract an additional 10 per cent tax.

The GST is a regressive tax, because it hits those on lower incomes hardest.

People on lower incomes spend a larger proportion of their pay on a given basket of goods and services than a person on a higher income buying the same basket of items. This means that, as a percentage of income, a low-income earner contributes a greater proportion of their wages towards GST than a high-income earner.

With a broader GST base, low-income earners who continue to buy the same goods and services each week will pay ever more tax. This means that if the GST is payable on more of the items they purchase, it will reduce the amount of income they may have left over.

A HIGHER GST

Any proposed increase to the GST rate from 10 per cent to 15-18 per cent, as is the case in other countries like New Zealand and Israel, would also have a detrimental impact on workers.

Any increase to the GST rate would have the same net affect as broadening the GST base, increasing the amount of tax paid by those on lower incomes compared with higher-income earners.

BOTH?

Broadening the GST base and increasing the GST rate would simply and unfairly increase the overall tax burden on low-income earners.

THE SDA'S POLICY ON GST – IT'S NOT FAIR TO WORKERS

The SDA has always opposed the GST on the grounds that it increases the tax burden on our members.

Unfortunately, many high-income Australians and multi-national corporations do not pay their fair share of tax.

Corporate tax avoidance is a huge issue for Australia, and a fair tax system should continue to focus on getting big business and high-income earners to pay their fair share of tax, rather than increasing the burden on workers through broadening or increasing the GST.

WHAT'S NEXT?

The SDA awaits the release of the Abbott Government white paper on tax reform due later this year.

The Union will continue to voice our strong opposition to a broadening of the GST base or an increase to the GST rate and, with the support of members like you, speak up for a fairer tax system for all Australians.

**Source: Australian Government, Australian Taxation Office: www.ato.gov.au*

#A white paper is an authoritative report or guide helping Government understand an issue, solve a problem, or make a decision.



FREE ACCIDENT INSURANCE



FREE FOR ALL
SDA
MEMBERS

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

It covers you for between \$250 and \$40,000, depending on the severity of the injury. As an SDA member, you are automatically covered by this insurance.

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

For more information, contact the Union office.

WIN! WIN! WIN!

WIN ONE OF FOUR \$50 FUEL VOUCHERS!

Just complete the coupon below and send it in to us by **15 May 2015** to be in the draw to win this great prize!



SDA FUEL 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 **15 May 2015**

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

OUR WINNERS

Congratulations to the winners of our \$200 Woolworths Gift Cards from our Summer competition:

- Cindy George from Target Hobart (member 16 years)
- Rhys Koppelman from Woolworths Campbell Street (member 5 years)
- Melissa Abel from Coles Devonport (member 18 years)



A Big Welcome to Coles Trolley Collectors



by Andrew Coyle,
North West Organiser
and Recruitment
Officer

Members in Coles will soon notice that trolley collectors will be employed under the Coles Enterprise Agreement.

This is fantastic, given the widespread abuses of wages and conditions for trolley collectors engaged as sub-contractors across the entire industry.

Coles' decision to directly employ trolley collectors to ensure they are paid properly is a great result. Members in Coles can look forward to welcoming trolley collectors alongside them in lunchrooms.

Make sure you mention to them that the superior pay and conditions

enjoyed under the Coles Enterprise Agreement are a direct result of membership of the SDA.

'INSOURCING': A WIN FOR WORKERS

It is also a welcome reversal of the story we hear all too often about 'outsourcing' – in all industries, not just those where SDA members work.

Outsourcing is where companies move jobs from their own company to outside companies instead of their own as a way of saving money.

This includes sending some jobs offshore.

It's been happening for decades and is much more widespread in other industries – mainly mining and construction.

It is a real problem for workers because, generally speaking, when

people are engaged as contractors rather than employees, it means that they miss out on the superior conditions of the original employer.

This cuts away at the employment standards that Australia has built up over many decades and which underpins our way of life.

That is why it is great to see a company like Coles, that had outsourced its trolley work, has brought it back in house.

Let's hope we see more companies deciding that outsourcing is not worth the trouble and the associated liability risks, and decide to keep employment in-house, as Coles has done.

If so, that's great news for Australian workers who want stable employment.



AROUND THE SHOPS



Carla Applebee from Coles Devonport



Meg Elliott and Ashley Crack from Coles Devonport



Mitch Spillman, Hayley Crack and Toni Perkins from Coles Devonport



Janet Goninon and Stephen Woodward from BECKS Launceston



Chris Williams, Donna Walters and Anita Green from Coles Kings Meadows



Jayd Adams from Smiggle Hobart



Jodie Baker, Cameron Soverwald and Andrea Round from Coles Racecourse



Sue Pennington, Haley McPhee and Toni Griffiths from Kmart Launceston



Chris Armstrong and Carol Brown from Coles Racecourse



Clare Routledge, Janette Jenkins and Karen Hopkins from BECKS Launceston



Thomas Walker and Graham Popowski from BECKS Launceston



Diane Diaz, Kim Lockhart, Wendy Brown, Tania Venn (Delegate) and Lucy Hibbs all from Coles Meadow Mews with James Russell, Assistant to General Secretary



MELISSA'S A WINNER!

Melissa Able from Coles Devonport was one of the winners of a \$200 Woolworths Gift Card in our Summer competition. She is shown here being presented with her prize by Andrew Coyle, North West Organiser and Recruitment Officer

Say “No” to Sexual Harassment



by Carol Wadley,
Women's Officer

According to the Human Rights Commission, “Sexual harassment is defined as any unwanted or unwelcome sexual behaviour, which makes a person feel offended, humiliated or intimidated.

Sexual harassment is not interaction, flirtation or friendship which is mutual or consensual.”

The Sex Discrimination Act 1984 (Cth) makes sexual harassment unlawful.

Despite being outlawed for over 30 years, sexual harassment remains a problem in Australia.

The results of the AHRC 2008 Sexual Harassment National Telephone Survey illustrated that one in five women in Australia experiences sexual harassment in the workplace at some time over their working life, while there was only one in 20 men who reported experiencing sexual harassment in the workplace.

Sexual harassment is unacceptable behaviour, and should not be tolerated. It is an infringement of fundamental human rights, the dignity of another person to work in a physically and psychologically safe environment, and to be treated fairly and with respect.

SOME EXAMPLES

Examples of sexual harassment may include:

- ◆ Suggestive remarks;
- ◆ Unwelcome sexual jokes in the presence of a person, or about a person;
- ◆ Suggestive comments about a person's physical appearance or body;
- ◆ Sexual propositions or continual requests for dates, especially after prior refusal;
- ◆ Suggestive behaviour, such as leering, ogling, and gestures or body movements of a sexual, intimidating nature;
- ◆ Offensive photographs, posters, reading matter, T-shirts, sexual graffiti or objects, when placed so as to be seen by others;
- ◆ Sexually explicit conversations;
- ◆ Tales of sexual performance;
- ◆ Name calling of a sexual nature, such as prostitute, prude, tart etc.

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Occasional compliments, which are to do with mutual attraction or friendship, are of a consensual nature and are acceptable to both parties, are not sexual harassment.

The harasser may be a manager, supervisor, or a co-worker, customer or supplier.

Sexual harassment can happen to anyone, male or female, and no matter what your sexual preference. It can be either individual or group behaviour.

It can also include behaviour that has occurred outside working hours, such as at company social functions, which may have affected the complainant's work and environment.

THE SDA'S POLICY

The SDA is committed to treating all complaints of sexual harassment seriously, sympathetically and will deal with them promptly, and confidentially.

The SDA always ensures complaints of this nature are fully investigated by both the company and the Union separately, and in an impartial manner.

If you are being sexually harassed, the SDA will act to ensure that steps are taken by the employer to prevent further sexual harassment occurring in that employer's workplace(s).

Our members deserve to be respected by us, by their employer, and by their workmates.

WHAT TO DO

If you are unsure if you have experienced sexual harassment, ask yourself the following questions:

- ◆ Was it unwelcome?
- ◆ Was it of a sexual nature?
- ◆ Would a reasonable person have expected it to be offensive, humiliating or intimidating?

If the answer is "yes" to these three questions, contact the SDA immediately, as the behaviour constitutes sexual harassment and is unlawful.

If the answer to these questions is anything other than a clear and absolutely certain "no," there may still be grounds for investigation of a sexual harassment complaint.



THE EFFECTS OF SEXUAL HARASSMENT

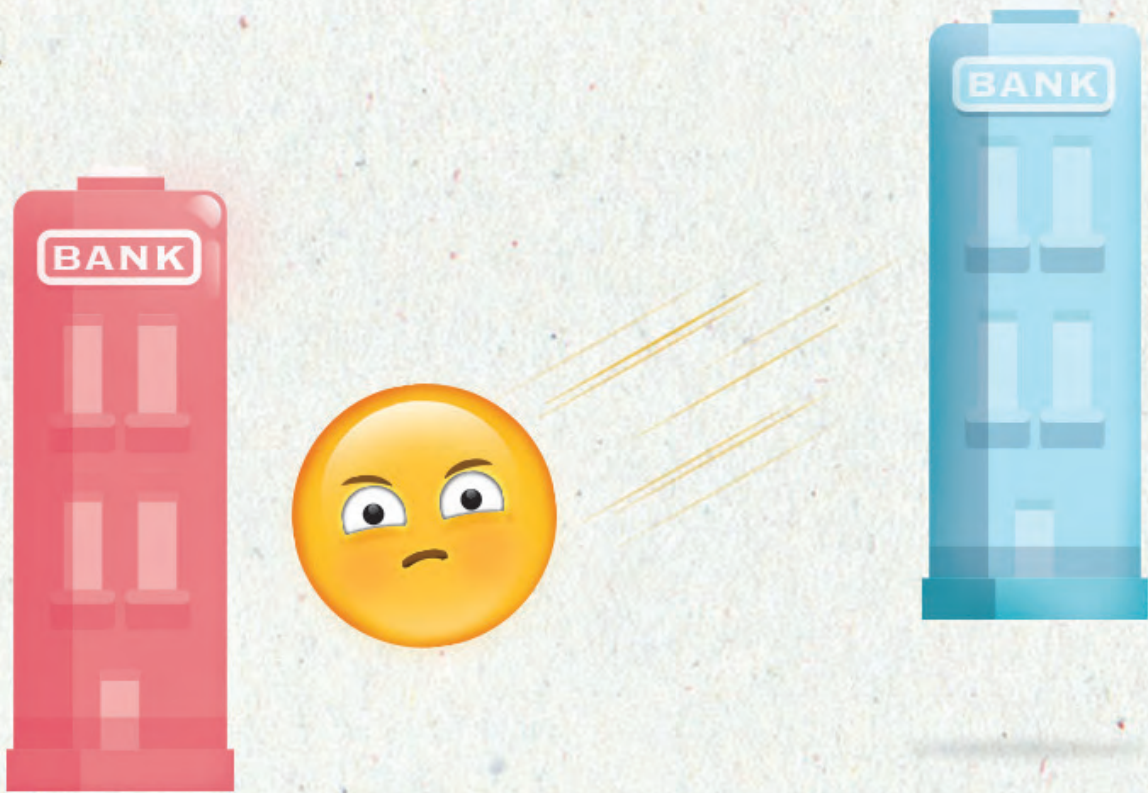
Sexual harassment can create an intimidating, hostile and offensive work environment. It is distressing and can affect a person's mental and physical wellbeing. It is demeaning and threatens and undermines the individual concerned.

SEXUAL HARASSMENT IS AN IMPORTANT HEALTH AND SAFETY ISSUE

It is important that you know what sexual harassment is and understand that it is unlawful. It is also important to know your own company policy regarding it, and to know what to do, should you witness somebody else in the workplace being sexually harassed.

If you become aware of sexual harassment occurring in your workplace, you should contact your Organiser immediately or phone the Union.

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a super way to save tax



by Paul Griffin,
General Secretary

Contributing to super can be very tax effective, whether it's before-tax contributions such as salary sacrifice or after-tax contributions.

For most people, super earnings are generally taxed concessional (up to 15%), whereas other personal investments are taxed at your marginal tax rate.

There are some other things you can do when it comes to your super and tax:

Government super co-contributions

You may qualify for a co-contribution from the government of up to \$500 if your assessable income is less than \$49,488 each year.

If you qualify and make an after-tax contribution to your super, the government will pay up to 50c for every dollar you contribute, depending on your income.

Make sure we have your Tax File Number (TFN)

If your super fund doesn't have your TFN, you might be paying more tax than you need to.

Make a contribution to your spouse's super

You can claim an 18% tax offset on super contributions of up to \$3,000 each year made for a low-income or non-working spouse.

To get the maximum \$540 offset, you need to put \$3,000 into your spouse's super and their income must not exceed \$10,800 that year.

If your spouse earns between \$10,800 and \$13,800 a year, a reduced offset is available.

Invest your tax return

Contributing part of, or your entire tax return, can make a big difference to your super over time.

Know your contribution caps

Concessional caps are the voluntary amounts you can contribute up to each year at a lower tax rate.

If you are 48 or younger, the concessional cap is \$30,000, and if you are over that age then the concessional cap is \$35,000.

When you reach your cap, your contribution will be taxed at your marginal tax rate and included in your personal income tax return.

The cap for non-concessional contributions, which are made after tax, is \$180,000 in 2014/15.

Australians under the age of 65 are able to bring forward two years' worth of non-concessional contributions.

This means that you could contribute \$540,000 in one year and nothing for the next two years; or you could split the \$540,000 amount however you like over the three-year period.

We're here to help

Tasplan's member services team can help you with complimentary general advice in relation to your super account with Tasplan. Or if you need personal advice about super and tax, our team can refer you to a qualified financial adviser. Call us on 1800 005 166 or email info@tasplan.com.au and we'll point you in the right direction.

This information is of a general nature only and does not take into account your particular financial needs, circumstances and objectives. You should assess your own financial situation before making any decisions. You may wish to seek the help of an advisor to do so.

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KNOWS TRAVEL

Bobby (Finally!) Retires

Bobby Sundram has been an employee and SDA member at Kmart Eastlands for over 22 years, and a Delegate for approximately 10 years.

For some time, Bobby had threatened to retire and spend more time with his wife and two grown-up children. However, nothing ever seemed to eventuate as Bobby has always been more than happy in his work and representing his colleagues at the workplace.

In his role as SDA Delegate, Bobby attended all union training conferences and meetings in order to acquire as much information as he could, whether it be new reforms in industrial relations or specific changes to Kmart provisions, which could then be made available to members on the shop floor.

The Branch will indeed be the poorer upon Bobby's departure and we shall miss his ideas and input which he continually raised in advancing the best interests of retail and fast food workers.



Melissa Read and Jodee Inches congratulate Bobby on a job well done.

SUPERANNUATION INDUSTRY LOSES ONE OF ITS GREATS

It is with great sadness that the Australian Institute of Superannuation Trustees (AIST) and Women in Super (WIS) announce the passing of Mavis Robertson AM.

Ms Robertson, who died in February aged 84, was one of the leading pioneers of Australia's compulsory super system.

In a career that spanned more than six decades in the union movement and superannuation, Ms Robertson was an integral part of many industry initiatives.

Ms Robertson was a vocal advocate on women's issues and retirement, helping drive legislative changes that improved retirement outcomes for all Australian women, particularly those on low incomes. She also recognised the benefits of looking outside Australia to form international alliances and share best-practice.



Ms Robertson mentored many of today's senior female figures in superannuation and she fought hard to ensure that women from all levels of the industry were well-represented on boards, committees and at industry events. In 1984, she was awarded membership of the Order of Australia for her services to the superannuation industry.

Vale, Mavis.

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Time for a 'Robin Hood Tax'?



by Jodee Inches,
Southern and Fast
Food Organiser

Rising inequality is a major problem around the world.

No one is suggesting that everyone has to have the same amount of wealth, but it becomes a problem when a small number of people have more wealth than they could ever spend, while a large number of people are living in poverty.

Australia has been spared the worst effects of the last eight years. Similar countries like the United States and United Kingdom have seen wage inequality sharply worsening.

We have a decent safety net made up of a reasonable minimum wage and public programs such as Medicare, so we have fared better than some places, however it's important to know that we have started to trend in the wrong direction.

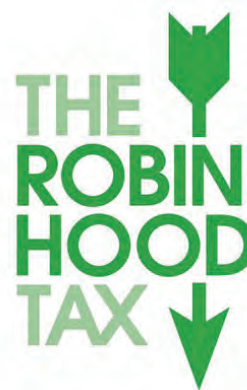
This is being worsened by the Federal Government's proposals to cut social programs that the poorest Australians depend on.

Economists use a measure called the Gini Coefficient to measure inequality. It is a number between 0 and 1, and the higher it is, the more unequal the society is. Australia's score of 0.32 (in 2012) is higher than the OECD average. At the time it was trending downwards but we don't know what impact the election of the Abbott Government has had.

WHAT TO DO?

Overseas there has been a surge in support for something referred to as a 'Robin Hood Tax', aimed at redistributing wealth from the very rich to the poor. The tax would be a levy of just 0.1% on share market financial transactions. Very few ordinary working people trade shares, so it would be collected mostly from the very wealthy.

Already 11 countries of the European Union have agreed to introduce such a tax and it is scheduled to commence on 1 January 2016.



Europe's version sets it at 0.1% on financial transactions.

Politicians in America's Democratic Party have also starting talking about adopting a similar policy (they refer to it as a financial transaction tax).

Britain's Government does not want to introduce the tax but, if it did, it would raise £80 billion a year (\$150 billion). In Australia, that would be enough to pay off our budget deficit within one year, without Joe Hockey needing to cut any social benefit programs.

A campaign kicked off at November's G20 Summit to introduce a Robin Hood Tax in Australia. It's a sensible idea that any Government genuinely interested in the good of its citizens would consider adopting.



Tolerance and Understanding



by Carol Wadley,
Education Training
Officer and Women's
Officer

Like our society, every workplace is a "melting pot" of people from different cultures, religions, experiences and stages of life.

This can be sometimes challenging as we try to understand each other and our differences.

To prevent misunderstandings from occurring, we all need to try to understand and be tolerant of each other.

This admittedly may not be easy, and it is important that we all try to start with being respectful, being open to seeing other's points of view, and open in communication.

With greater understanding, we can work together.

MENTAL HEALTH IN WORKPLACES

Mental health issues are affecting workplaces more and more.

Stress is a part of modern society and pressures are in every workplace.

Today we have a greater understanding of these issues than we did previously and the impact it has on workplaces.

Mental illness is no different to physical illness, with often definable bases which may be physiological or situational or a combination of both.

Mental illness is, however, often misunderstood because unlike a physical injury, it cannot be seen.

It is estimated almost half of all people will suffer a mental illness of some sort during their lifetime and it is likely that we will know someone, or that we ourselves, will suffer a mental illness at some point during our lifetime.

It is also estimated that one in five Australians will suffer a mental illness in any year.

With mental illness being so common, it is something we should try to understand better.

While depression and anxiety are the most common disorders by far, there are many other disorders as well that can touch people during their lifetime.

Obviously, these can affect people in different ways, and can affect people to varying degrees. A certain person with depression may be able to do various things which another may not.

Sometimes mental disorders can go undiagnosed for long periods. This can affect a person's ability to cope at the

time and also their ability to cope after they have become aware that they are suffering from a disorder.

Just like a physical disability, the length of time before treatment can influence the treatment as behavioural patterns may be already quite entrenched.

Often key events trigger awareness of an illness. Realisation can bring relief, but can also add stress due to a drain on both emotional and financial resources as a person faces their problems and learns ways of coping.

Just like someone losing a loved one, or breakdowns in key relationships, such changes are major upheavals in a person's life and may continue to be for some time as adjustment occurs.

Being understanding and supportive at this time is key, and extra sensitivity towards sufferers may be required.

Workers and management should try to be generally supportive of those with mental illness and try to find ways to help a person cope.

This may mean first understanding that certain behaviours are not necessarily directed personally, and focusing on the illness as the problem, rather than the person.



Nicci's Story



However, if a workplace becomes unsafe it is important to immediately speak to management about your concerns so they can deal with the situation immediately and appropriately.

You may feel hesitant, but sharing your concerns is always better than waiting for matters to escalate.

Sometimes people with mental illness need help from those around them because they may not be aware of their behaviour. Reporting helps everyone – including mentally ill or stressed workers – to make a workplace safe.

Lastly, if you are suffering from any form of mental illness, it is important that you share what is happening to you with your employer so they can help and make suitable adjustments at your workplace.

We encourage you to read Nicci's story on this page, to understand how a supportive workplace can make a real difference to people with mental illness.

Sadly, many mentally ill workers are faced with difficulties which make it impossible for them to work. But this story shows it is possible and serves as a reminder for all of us that workplaces can be places for all workers, even if they are not perfect physically or psychologically.

If you have any questions or concerns at any stage, or need support in a crisis, you can call Lifeline on 13 11 14..

◆ *Thank you to SANE Australia for the information contained in this article and in Nicci's Story.*



Nicci Wall says she's "in a good space" these days. During the week, she has a job she enjoys and on weekends she and her partner Michael enjoy the beautiful coastline on their Harley Davidsons. But Nicci's life hasn't always been so enjoyable.

Diagnosed as having bipolar with obsessive compulsive tendencies in 2001, at the age of 35, Nicci had been to numerous doctors, counsellors, psychologists and psychiatrists since her first major depression more than 20 years earlier.

Throughout these years she had married, raised children and held down a job. But it was tough. "At times I hated my life, my family, my job, the world and myself. In my eyes I had nothing to lose; nothing to live for. I knew there was something wrong and I was petrified," Nicci explains.

"There are so many factors in taking back control of your life following a lifetime of being on an emotional roller coaster. A good job, where you're supported and feel safe, is very important.

"I didn't always have that support in my previous work. I wasn't taken seriously and my mental illness was seen as the problem, rather than poor management. In the end I left," she says.

These days Nicci works as a bookkeeper. "My boss and co-workers are aware that I have bipolar. My boss took my illness into account when setting up my work hours. I have flexible hours and because I have erratic sleep patterns, I take work home and often do it in the middle of the night."

Nicci says her colleagues have been fantastic. "They were curious and we've had lots of discussions. Working with people who understand what mental illness is and what it means makes all the difference in a job."

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RES520ISDA



REGISTER 4

FAST TRACKING THE HEALTH BENEFITS OF CANCER RESEARCH INTO THE COMMUNITY



by **Melissa Read,**
Southern Organiser
and Fast Food
Recruiter

12 months after opening the Register to all cancer research, Register4 now has over 45,000 members and has recruited for over 20 projects, putting both time and money back into research.

In February 2014, the National Breast Cancer Foundation's (NBCF) Register4 broadened the focus of its online community of research participants to help recruit for research projects across all cancers.

Since then, Register4 has successfully recruited for projects in prostate, colorectal, cervical, melanoma, ovarian and breast cancer, along with studies focused across all cancers.

With the understanding of how cancer evolves at the molecular level improving over recent years, we have seen a shift towards research that spans across different cancers rather than focusing on specific parts of the body or tumour types.

Register4 provides a very simple way for all Australians to participate in cancer research. In the last 12 months, more than 10,000 new members have registered

to help fast track research. With upcoming projects in prostate, colorectal, endometrial and 'the forgotten' cancers, Register4 is now

calling for more men and people with cancer to sign up. Registration takes just three minutes and participation can involve anything from answering an online questionnaire to taking part in an exercise program – the choice is always yours.

Whether you have had a cancer diagnosis or not, you can make a real difference to those affected by cancer.

And now with projects looking for healthy control groups or focusing on baseline health and lifestyle information, giving an hour of your time could help provide the answers that allow the next big breakthrough in cancer.

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

One in two Australian men, and one in three Australian women will be diagnosed with cancer by the age of 85. This is your opportunity to take an active role in cancer research and help fast track the health benefits of cancer

research into the community

To sign up for Register4, or for more information, just visit register4.org.au.

"I joined Register4 with the hope of being able to help with research by being in trials that I may be suitable for. The more people available for trials or research, the quicker we may find better ways of treatment or even a cure."

– Christine from Queensland

ABOUT REGISTER4:

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

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

Register4 is free to join, strictly confidential and anyone aged 18 years and over can take part.

For more information, visit register4.org.au

ABOUT THE NATIONAL BREAST CANCER FOUNDATION:

The National Breast Cancer Foundation is the leading community-funded organisation in Australia raising money for research into the prevention and cure of breast cancer.

Since NBCF was established in 1994, more than \$105m has been awarded to fund over 370 Australian-based research projects to improve the health and wellbeing of those affected by breast cancer.

For more information, visit nbcf.org.au



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Level 2 Forklift Operator	720.70	18.96	23.71	23.71	23.71	23.71	25.60	504.50	
Level 3 Dept Mngr 2IC, Corsetiere, Snr LPO, Cook	731.90	19.26	24.08	24.08	24.08	24.08	26.00	512.33	
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Level 5 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	
Level 6 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	
Level 7 Visual Merchandiser, Clerical Officer Level 4	827.60	21.78	27.22	27.22	27.22	27.22	29.40	532.71	
Level 8 Shop Manager, Clerical Officer Level 5	861.30	22.67	28.33	28.33	28.33	28.33	30.60	602.90	
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<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
APPRENTICES									
<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						

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Phone Numbers: Home () _____ Mobile: _____

E-mail Address: _____

Employer: _____

Employer Location: _____

Occupation: _____

Type of Employment Full-time (20 hours or more per week)
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How many hours a week do you expect to work? _____ Are you a student? Yes No

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Signature: _____ Date: / /

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