



TASMANIAN TASKFORCE!

*SDA Tasmania's delegation to the Fair Work Taskforce:
General Secretary Paul Griffin with Coles Mowbray
Delegate Susan Johnson, Coles Meadow Mews
SDA member Donna Walters, and Bunnings Launceston
Delegates Sarah Murfet and Kylie Johnson.
See page 15 for more information.*



Our 2015 Top Tipsters...

The 2015 Tassie Footy Tipping Comp is already past the halfway point, and these are our weekly winners so far:

- Round 1: Maxx Moore, Woolworths Devonport
- Round 2: Kane Blyth, Kmart Racecourse
- Round 3: Benjamin Post, Woolworths Kings Meadows
- Round 4: Ashley Crack, Coles Devonport
- Round 5: Sharon Butcher, Woolworths Shoreline
- Round 6: Elizabeth Suckling, Kmart Eastlands
- Round 7: Paula Spilsbury, Woolworths Mowbray
- Round 8: Donna Beaumont, Target Burnie
- Round 9: Deborah Saltmarsh, Coles Burnie
- Round 10: David McLean, Coles Warehouse Logistics
- Round 11: Melissa Kelt, Woolworths Kingston
- Round 12: Lesley Reid, Coles Bridgewater
- Round 13: Kim Jackson, Kmart Racecourse
- Round 14: Isabell Wells, Coles Burnie

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 2015 Preliminary Final in Melbourne, including airfares and accommodation.



YOUR UNION

SDA TASMANIAN BRANCH

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Organiser



MELISSA READ
Southern Organiser and
Fast Food Recruiter



JANINE WILSON
Office
Manager



KAREN BROWN
Administration
Assistant

Defending Your Right to Penalty Rates



by Paul Griffin,
General Secretary

Members, we are now half way through the year with the SDA Tasmanian Branch dealing with attacks on the reduction or abolition of penalty rates – attacks which are becoming more prevalent.

In May, a Select Committee of the Legislative Council resolved to hold and report upon the challenges surrounding the growth of business enterprises within Tasmania, with evidence and submissions forwarded to the Productivity Commission in regard to their inquiry.

The Productivity Commission has recommended that penalty rates be abolished, which has the potential to force an effective pay cut of up to \$300 per week for a retail worker, without any offset.

The SDA submitted that the rationale of payment of penalty rates for work performed in unsociable hours such as on evenings, nights and weekends is to compensate employees for the disadvantages to which workers are subject to when working such hours.

The SDA has always supported penalty rates as an integral part of the wages system. The SDA is totally opposed to the abolition of penalty rates in the modern award system.

The view that higher rates ought to be diminished on weekends because of deregulated shop trading hours is flawed and incorrect.

Further, Labor has established the Fair Work Taskforce, a Senate Committee that launched its first Hearing in Launceston on Monday 29 June at the Grand Chancellor Hotel.

Four Senators, including Tasmanian Senators Helen Polley and Catryna Bylick, took submissions from SDA workers who were keen to voice their concerns about the impact the Abbott policies are having on jobs, families and communities as well as important workplace entitlements like penalty rates and the minimum wage (see page 15 for more information).

The majority of workers in Australia working within the lowest-paid industries are predominantly female, young and employed on a casual or part-time basis.

The ability of low-paid individuals to improve their position is limited, and is recognised as such by the ILO Convention to which Australia is a signatory.

Balancing the needs of workers and employers requires a fair and strong system, underpinned by supportive legislation.

The key purpose of the Fair Work Act is to deliver such a system, and our members who gathered at the Taskforce Hearing were able to demonstrate how their incomes would be reduced if the penalties they receive were removed, bringing them almost to the poverty line.

GOOD NEWS AT COLES

As we go to print, the Branch is able to report that a positive vote was returned on the vote for the Coles Agreement, and the first wage increase applied from the first full pay period from 6 July 2015.

This increase is the first instalment of a guaranteed 3% per annum wage scheduled for Coles employees over the next three years.

As mentioned in the last edition of *TasTalk*, butchers are the big winners with increases of \$160 per week at the end of the Agreement.

CONTINUING NEGOTIATIONS

Negotiations are continuing with Woolworths in relation to a scheduled rollout period that will enable a procedure for members to vote on the proposal.

Members not employed under an Enterprise Agreement will receive a 2.5% increase as and from the first full pay period on or after 1 July which is the yearly National Wage Increase that was granted by the Fair Work Commission. Details on the process that led to this decision can be found on pages 24-25.

Read further inside for wage increases in other Enterprise Agreements as well as member benefits and the increased insurance benefits negotiated by the SDA.

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

Members are due for the first increase following a positive vote in favour of the new Enterprise Agreement.

This increase is due from the first full pay period on or after 6 July 2015.

WOOLWORTHS ENTERPRISE BARGAINING NEGOTIATIONS

The announcement of the resignation of Grant O'Brien has slowed operations in Woolworths Corporate until a new CEO is appointed, and this is not likely to occur until the end of the year or into 2016.

Further, Corporate recently announced the reduction of 1,200 jobs in upper management. However, such a reduction did not infiltrate Tasmanian stores, and the opening of the new store in Wellington Street Launceston is on schedule for December this year or early 2016.

Negotiations concluded in April this year and drafting is still under way with some positions needing to be settled. Rollout of the Agreement will commence upon such positions being finalised.

WOOLWORTHS PETROL

Negotiations for a new Agreement are continuing with a dispute over future wage increases yet to be resolved.

Members will be informed by their local Organiser when agreement has been reached.

COLES EXPRESS

The SDA has made several attempts without success to secure dates in order to negotiate a new Agreement.

However, an interim wage increase of 2.7% has been secured and will commence from the first full pay period on or after 6 July 2015, as well as continued discussions with the company.

The loss of hours to members in a number of outlets is currently being investigated by the Union.

HARRIS SCARFE

Meetings were held in July 2014 to negotiate a new Agreement, with the company making a very low wage offer.

The company has cited a difficult trading period and negotiations resulted in a two-year rollover period of the current Agreement, with six-monthly \$10.00 per week wage increases backdated to 1 August 2014.

This was communicated to members in November last year and the two-year period will take the rollover Agreement to 30 June 2016.

MYER

The Myer Stores Agreement expired on 31 July 2013 and in the meantime, two interim wage increases have been applied with a final payment of \$8.00 per week implemented on 1 February 2015.

The SDA has approached the company to discuss the next wage increase which will be due shortly.

WOOLWORTHS SOUTH AFRICA

Woolworths South Africa recently purchased the mainland company David Jones as well as Country Road and Witchery who have opened independent stores in Tasmania.

An Enterprise Agreement operates in Victoria at its online centre as well as a separate Agreement in Silverwater, NSW.

Accordingly, the company has moved some of its employees from the General Retail Industry Award to another instrument of employment which may not meet current standards.

The SDA National Office continues to hold discussions with the company.

JUST GROUP

In recent years, negotiations with this company have proved to be extremely difficult. However, the SDA was able to negotiate successive payments of \$25.00 per week increases in 2013 and 2014.

STATE

Discussions are continuing with the company that includes options of a wage increase or a return to the Award.

As we go to press, the company has committed to an \$18.00 per week increase, payable from the first full pay period on or after 6 July 2015.

BUNNINGS

From 1 July 2015, the Superannuation Guarantee Contribution by Bunnings will increase to 10% as negotiated in the 2013 Enterprise Agreement.

This is over and above the legislation in accordance with the Superannuation Act by 0.5%.

Negotiations for a new Agreement should commence later this year.

OFFICEWORKS

This Agreement expired on 1 April this year and due to consideration of store operations and how they might make some positive changes to the business, Officeworks has sought a delay in negotiations of a new Agreement for 12 months.

Subsequently, it was agreed that a 3.0% pay increase would become effective from 1 April 2015.

Team members will be covered by the Officeworks Agreement 2012 until it is replaced, with negotiations for a new Agreement to commence mid to late 2015.

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.

MEMBERSHIP FEES

Arising from a decision by the SDA's National Executive, an adjustment to Tasmanian Branch fees will occur from 1 January 2016 as per the following:

- ◆ Working less than 10 hours per week: \$3.95 per week
- ◆ Working 10 hours and up to 19 hours per week: \$6.80 per week
- ◆ Working 20 hours per week or more: \$9.50 per week

The SDA's fees – even after this adjustment – are very modest, and will enable us to continue our work of negotiating better wages and conditions for members, making sure members get their entitlements, campaigning for fairer working conditions (such as 100% pay at 18+) and providing the widest possible range of services and benefits for members.

Another Successful Delegates

The first Delegates Conference for 2015 was held at Launceston's Grand Chancellor Hotel on 21 and 22 May and was attended by 61 Delegates from each of the three regions around the State.

INFORMATION FOR DELEGATES

National Secretary Gerard Dwyer opened the conference.

He delivered information on the Union's actions that have been undertaken in defence of penalty rates and reduction of the minimum wage as has been recommended by the Productivity Commission.

Presentations were also made by Caroline Andrivon from REST (who is now the Tas rep in place of Charlie Yanni) and Bronwyn Stirkul from the Epilepsy Foundation.

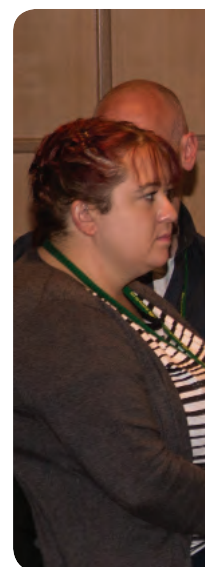
James and Carol presented sessions on recruitment and gave Delegates new information to be taken back to members instore.

NEW FACES

There were a number of welcome new faces at this Delegates Conference. The Delegates who attended for the first time were:

- ◆ Nick Brown, Bunnings Moonah
- ◆ Wendy Burton, Target Mowbray
- ◆ Andrea Godfrey, Kmart New Town
- ◆ Peter Lloyd, Bunnings North Launceston
- ◆ Nick Mayne, Woolworths Glenorchy
- ◆ Aneak Smith, Woolworths George Town

The next scheduled Conference is set down for 27 and 28 October 2015.



Conference



Free Accident Insurance Gets Even Better!



by Andrew Coyle,
Recruitment Officer

Unfortunately, sometimes serious accidents do happen!

All SDA financial members are automatically covered by the SDA's Accident Insurance Scheme for every hour outside working hours if they suffer an accident (a violent event).

And it's completely FREE for financial members of the SDA Tasmanian Branch.

You are not required to fill in a form or make a payment. All SDA financial members are **automatically** covered.

So you are covered at work by WorkCover and you are covered outside work by the SDA's free Accident Insurance Scheme.

This is regarded as a very valuable service by SDA members.

NEW BENEFITS

The SDA has just re-negotiated the arrangements and won higher monetary amounts and extra benefits for SDA financial members.

If you suffer an accident (a violent event), then the Accident Insurance Scheme will now provide you with the following benefits:

IMPROVED BENEFITS

| | Old Benefit | New Benefit |
|--|-------------|--------------------------------------|
| Death (with dependants) | \$40,000 | Increased to \$45,000 |
| Death (without dependants) | \$12,000 | Increased to \$15,000 |
| Total and Permanent Disablement (TPD) | \$40,000 | Increased to \$45,000 |
| Broken Bones | \$ 500 | Increased to \$600 (most categories) |
| Dislocation of Joints | \$ 300 | Increased to \$600 (most categories) |
| Knee Reconstruction & Full Tear of Achilles tendon | \$ 2,000 | Increased to \$3,375 |

Plus **new additional benefits**:

- ◆ Educational supplement for dependent children: Up to \$30,000
- ◆ Funeral benefit refund: Up to \$3,000
- ◆ Knee Arthroscopy & Partial Tear of Achilles tendon: \$2,250

Fortunately, Death and TPD claims resulting from accidents continue to remain at relatively low levels. However, because of the active and varied lifestyles of all our members, many members do suffer accidents in all sorts of situations.

The following are examples of the many and unusual ways members have been involved in accidents causing injuries:

- ◆ Tripped over husband's work boots left in the kitchen breaking a leg;
- ◆ Fell while attending a wedding breaking an arm;
- ◆ Tripped over while walking the family dog fracturing a vertebrae;
- ◆ Fell off a ladder at home breaking multiple ribs and a collar bone;
- ◆ Accidentally kicked a bed at home breaking a bone in the foot;

NOW UP TO
\$78,000

NEW!

- ◆ Up to \$30,000 educational supplement for dependent children
- ◆ Up to \$3,000 funeral benefit refund



FREE
FOR ALL
SDA MEMBERS

- ◆ Fell while filling car at service station, breaking a wrist;
- ◆ Involved in a push bike accident dislocating a shoulder.

Many other members have suffered debilitating injuries while playing sport, such as:

- ◆ Landed awkwardly playing netball, injuring knee and requiring a full knee reconstruction;
- ◆ Fell playing football completely tearing Achilles Tendon;
- ◆ Knocked over playing soccer dislocating shoulder;
- ◆ Tackled playing football breaking leg in two places.

WORKING ON YOUR BEHALF

In the above examples, members fortunately have made or are making good recoveries.

However, these accidents did cause major disruption to these members, not to mention significant medical expenses.

The SDA recognises this, so we have negotiated the improvements mentioned above, with several benefits increasing by 100%.

This continues to be at no cost to you.

These new benefits and improvements to the SDA Accident Insurance Scheme apply from 1 July 2015.

The SDA also provides an ongoing Accident Insurance Support Service to members. This service not only answers members' enquiries, but also organises the lodgement, administration and follow up of claims on your behalf.

If you are interested in finding out more about the SDA Accident Insurance Scheme, speak to your Delegate or Organiser or check the SDA website. Alternatively you can also contact the Union office on 6331 8166.

AROUND THE SHOPS

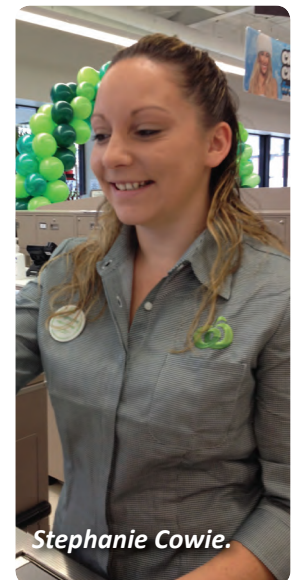
New Woolworths at New Norfolk Opens



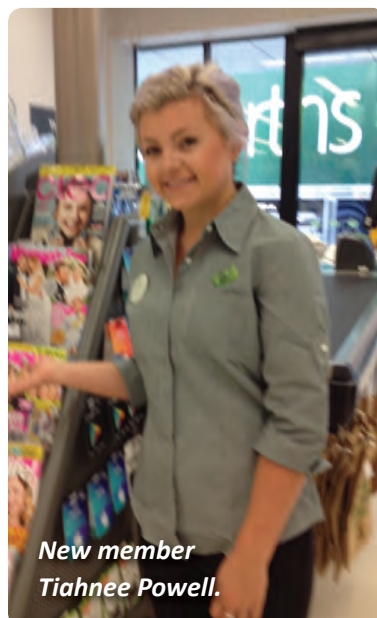
Bianca Barrett, Julie George (Delegate) and Jane Winstone.



Nigel Bradshaw, Marcus Nichols, Chris Walters, Julie George (Delegate) and Trent Marriott.



Stephanie Cowie.



*New member
Tiahnee Powell.*



Amelia Byrne.

Don't count on luck. Count on Tasplan.

Get the best out of your super with practical
planning and proven performance.

Let us help you achieve your best
possible financial future.

tasplan.com.au/sortyoursuper





WIN!

YOUR CHOICE OF EITHER A



All you have to do is obtain 20 sign ups or more for the **100% Pay at 18+ campaign** to go in to the draw. **The highest amount of sign ups can choose their prize.**

10 chances to win!!



Complete a sign up form like this and we'll send you a **FREE MOVIE TICKET!**

GOOD LUCK!

SMS your name and membership no. to 0401 654 354 and we'll send you a sign up pack. Or download a form from www.sdatas.asn.au

HURRY - OFFER CLOSSES 1st DECEMBER 2015

To get a head start we have provided a sign up form on the next page.



Member Name:



About the 100% pay at 18+ campaign

The SDA is campaigning across Australia to end junior rates for retail workers.

Junior rates in Australia mean that workers aren't paid the full adult wage until they turn 21. When you turn 18 you can vote, drive and you have more responsibility all round – being paid 100% of the adult wage just makes sense.

Sign up below to show you support 100% pay at 18+ and to receive updates from the campaign.

| Name | Email (must be included) | Postcode |
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Please return completed forms to the SDA Tasmania Branch by fax on 03 6334 2104 or email to secretary@sdatas.asn.au

www.100percentpay.com.au

Adult Rates for 20 Year Olds from 1 July 2015



by Paul Griffin,
General Secretary

I am able to report that 1 July 2015 was an historic day. On that day, all retail workers who are 20 years of age in Australia became entitled to 100% of the adult rate of pay (if they have had six months employment with their employer).

This is the first step of three steps to win the adult rate of pay at 18 years of age.

Society has recognised that Aboriginal and Torres Strait Islander workers are entitled to equal pay.

Society has recognised that women workers are entitled to equal pay.

The rate of pay for young workers is the last area of discrimination which needs to be addressed.

Young workers who are over 18 years of age are old enough to drink, to smoke, to gamble, to drive, to marry, to join the armed forces of the country, to be sentenced to time in an adult prison (hopefully not all in the one year!).

No one gives 18-year-olds a discount on their rent, on their food or on their petrol.

Yet 18-year-old workers in the retail and fast food industries are paid only 70% of the adult rate of pay while giving 100% effort.

Over ten years ago, the SDA set out a strategy to win wage justice for young workers.

The SDA started negotiating to achieve the adult rate of pay at 20 years of age in enterprise agreements.

The first major breakthrough was made in Coles Supermarkets. We won the adult rate of pay for 20 year olds in all Coles Supermarkets from 1 August 2004.

We then made the breakthrough in Woolworths Supermarkets and subsequently spread it into most retail enterprise agreements.

The next step in the campaign was to win the adult rate of pay at 20 years of age for all workers in the retail industry in Australia under the General Retail Industry Award.

The SDA ran an extensive case in the 2012 review of modern awards in the Fair Work Commission, with 20 union witnesses and 7 employer witnesses.

On the basis of the material in front of the Commission, it determined in March last year that the work performed by a 20-year-old in the retail industry is not significantly different to the work performed by a worker 21 years of age or older.

The Commission resolved to increase the rate of pay of a 20-year-old worker who has at least six months' service with their employer from 90% of the adult rate to 95% from 1 July 2014, and to 100% from 1 July 2015.

Those who have less than six months' service with their employer remain on 90% of the adult rate of pay until they reach six months when they move up to 100%. Most 20-year-old workers have more than six months' service with their employer.

This is a great victory for young workers.

The SDA has already started on the second and third steps of the campaign to win 100% of the adult rate of pay at 18 years of age.

The most recent enterprise agreement with Coles Supermarkets sees significant improvements in the rate of pay for 19 year old workers and 18 year old workers.


The 19 year old rate increases from 80% of the adult rate of pay to 90% and the 18 year old rate from 67.5% to 75%.


The SDA also intends to start negotiating to improve the junior rates of pay in the fast food industry to match the improvements in the retail industry.


We invite everyone to support the campaign for wage justice for young workers. See below for info on how you can get involved.

GET INVOLVED

 Sign up to the campaign at 100percentpay.com.au

 'Like' the Facebook page at 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.

 Get involved in National 100% Pay Week from 3-9 August. Check out the website for more details.



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 **7 August 2015** to be in the draw to win!

SDA BIRCHALLS GIFT VOUCHER COMPETITION

To go into the draw, simply fill in this coupon and send it to
SDA Tasmanian Branch, 72 York Street, Launceston Tas 7250 by **7 August 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 \$50 Fuel Vouchers from our Autumn competition:

- ◆ Meesa Albert, Kmart Rosny
- ◆ Helen Smith, Woolworths Scottsdale
- ◆ Crystall Lucas, Big W Kingston
- ◆ Jonathan Biggs, McDonald's Sorell



Fair Work Taskforce Launched



by Paul Griffin,
general Secretary

In early June, the Labor Caucus created a new Fair Work Taskforce that is chaired by Lisa Chesters MP (Bendigo), with Senator Chris Ketter as the Secretary.

The Fair Work Taskforce has been established due to the strong belief that workers, in particular those from lower-paid industries, should have a say about the impact of the Abbott Government's policies on jobs, families and communities, as well as important workplace entitlements such as penalty rates and the minimum wage.

The SDA believes in a workplace relations system based on collective bargaining which provides a strong safety net, enhances productivity and delivers economic prosperity in which we can all share.

The Taskforce is travelling around the country and inviting submissions from members in each State to participate and voice their concerns on how Government policies may impact on their income.

The first hearing was launched in Launceston on 29 June at the Grand Chancellor Hotel where I made an initial submission emphasising the need to retain the current system - that is, penalty rates for retail and fast food workers should be retained in order to maintain weekly take home pay.

The panel taking submissions also included Senators Helen Polley and Catryna Bylick, with the Labor endorsed candidate for Bass, Ross Hart.

My submission was supported by four Delegates from Coles and Bunnings who depend on late night, Sunday and public holiday penalty rates to meet the family budget.

SDA member Donna Walters of Coles Meadow Mews made it very clear that she is the sole provider of the family budget, and any reduction in penalty rates would result in the inability to pay her son's weekly basketball fees.

Delegates from Bunnings Launceston, Kylie Johnson and Sarah Murfet, both single parents, strongly delivered their views for the need to retain weekend penalty rates because of the costs of weekend child care.

Coles Mowbray Delegate Susan Johnson outlined to the Committee how dependent UTas and Maritime College students are on the current minimum wage and penalties received on weekends and public holidays - just to survive while carrying out their studies.

The Committee was most impressed by the SDA's members' matter-of-fact answers and responses to how everyday workers would be affected if the current system is tampered with and provides less for these people to live on.



Fair Work Tas Delegation with Senator Chris Ketter



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 |

Seeking Leave for Domestic Violence



by Carol Wadley,
Women's Officer

The ACTU is seeking paid domestic violence leave on behalf of all Award employees.

Each week, one woman dies as a result of domestic violence in Australia.

ABS figures show that two thirds of the 400,000 plus people (mostly women) who experience domestic violence each year are workers.

Employment and financial stability is critical to escaping a violent and abusive relationship.

Paid domestic violence leave recognises that workers experiencing domestic violence have often exhausted their personal leave entitlements, and can least afford to take unpaid leave at a time when financial security is critical.

WORKING TOGETHER

Domestic violence is an issue which can have a significant impact on our members at work, and needs to be taken seriously by all members of our community, including employers.

Unions, including the SDA, and employers have negotiated over 500 workplace agreements which provide domestic violence leave. As a result of this, more than 1.6 million employees currently have access to paid domestic violence leave across a wide range of industries.

EXTENDING THESE PROVISIONS

The ACTU wants to extend this entitlement to all employees, and has lodged a claim in the Fair Work Commission for a clause to be included in all Awards.

The ACTU claim:

- ◆ Will directly benefit more than six million workers;
- ◆ Provides for 10 days paid domestic violence leave for workers to attend court appearances, medical and legal appointments and make safety and re-location arrangements;
- ◆ Allows employees to request a change in working arrangements, such as start and finish times and other safety measures such as changing work email and phone numbers.

Some employers have made technical objections to the ACTU clause, which must be dealt with by the Fair Work Commission before the merit of the case can be argued. The SDA will keep you informed of progress on this matter.

A LACK OF UNDERSTANDING

Rose had an AVO against her abusive ex-partner to keep her and her children safe. She had used up all of her personal leave.

When she asked her employer for a morning off work to renew the expiring AVO, she was refused and told to wait until her day off.

Rose had to choose between the safety of her and her children or her job.

If Rose had access to paid domestic violence leave, she could remain employed and keep her family safe.

A WIN-WIN SITUATION WITH ENTERTAINMENT™!

SDA Administration Assistant Karen Brown was a lucky winner at the launch of the Entertainment™ Card for 2015.

The Entertainment™ Card is the SDA member discount scheme which allows members to redeem cheaper prices at restaurants, cafés and accommodation.

The launch was to announce the additional benefits now available to members in both the North of the State and in Hobart as well.

So what are you waiting for? Use your SDA membership card to get some great discounts today!



AROUND THE SHOPS



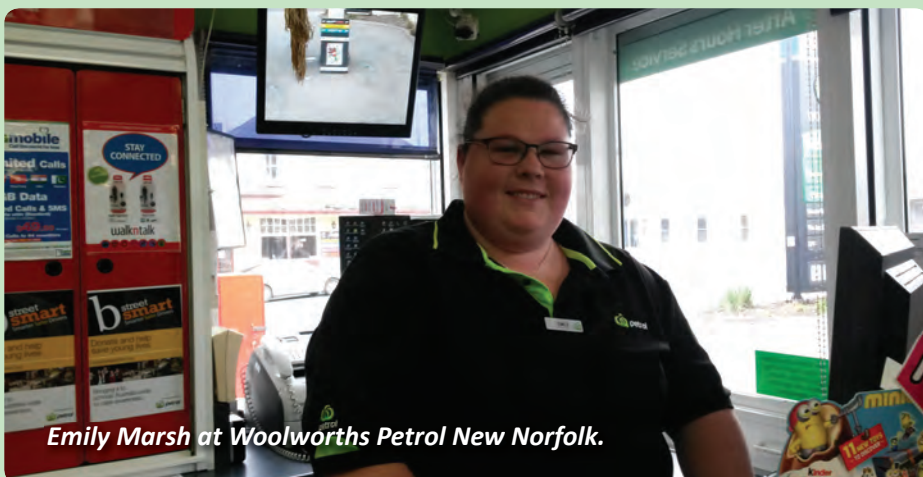
Adrian Hay and Kristy Cooper at the new Bunnings Glenorchy Opening Day.



Mel Young and Karen Wright, also at the Bunnings Glenorchy Opening Day.



The SDA donated to put an end to world hunger. Sonya Free from KFC Northgate is shown accepting the cheque.



Emily Marsh at Woolworths Petrol New Norfolk.

Dealing with



**by Carol Wadley,
Education Training
Officer**

Over the past few months, we have been dealing with some issues surrounding disability discrimination in workplaces throughout the State.

Disability comes in many forms, and the major concerns facing our members in this area are that of illness discrimination both permanent and temporary.

Late last year, we received a call from a young member who was epileptic and had suffered a seizure at work.

She was concerned for her safety as she worked in an isolated area in a supermarket at night. Also, due to her seizure she was unable to drive and her shift ended at midnight, which meant that she was dependant on her mother to pick her up and drive her home after work. Her mother worked full-time, which also made things difficult.

Our member's GP certified that her medical condition required her to have early nights and limited stress. This meant that her working hours were not conducive to managing her illness.

The SDA sought advice from Epilepsy Tasmania in order for us to better understand our member's condition, and we were then able to assist this member despite resistance from the company concerned.

A short time later, we were contacted by another member who was also an epileptic, had also experienced a seizure at work and had suffered a trauma to his head as a result. He had been taken to hospital for treatment.

th Epilepsy in the Workplace

The seizure had been provoked by a change to his medication and he was provided with a certificate confirming this.

When our member returned to work, he was advised that he could no longer retain the position he had held prior to his seizure. The company claimed that he was a Workplace Health and Safety risk.

We made contact with the company who refused all attempts by us to obtain a satisfactory outcome for our member and to educate management and staff on epilepsy and correct procedures in the event of another seizure.

Completely unacceptable comments made by both companies with relation to our members' illness disability included:

- ◆ "We wouldn't have employed her if we had known."
- ◆ "He bled everywhere and wasn't even sorry that other people had to clean it up."
- ◆ "He wasn't sorry that he caused such a disruption to the workplace."

Despite our attempts to assist our member, the company stood fast on its decision to move him.

The SDA National Office became involved and evidence was gained from Epilepsy Tasmania and the Anti-Discrimination Commission.

The company was eventually left with no alternative but to concede.

Our member still remains in his original position, and Epilepsy Tasmania was commissioned to provide a training session in the workplace to educate and avoid discrimination from management and other employees in the future.

There had also been reports from Delegates stating that strobing lights were not being attended to in workplaces which can, in some cases, contribute to epileptic seizures, despite these matters being brought to the attention of management.

EDUCATION IS THE KEY

As a result of these issues, we included a session at the Delegates conference in May where Katie Biddlestone, National Women's and Industrial Officer, spoke about discrimination, and Bronwyn Stirkul, Education and Training Co-ordinator for Epilepsy Tasmania educated all Delegates on epilepsy in general, discrimination, the law surrounding discrimination and the services they can provide to workplaces.

Shortly after the conference, we were contacted by another member who had also experienced discrimination in her workplace as a result of epilepsy.

This time her hours had been reduced, putting stress on her and her family.

Once again the company stood fast on its decision, but this time we were better equipped to deal with

the situation and the matter was rectified in a timely manner, reducing emotional stress to our member.

Fortunately, not all companies are the same and we have also been advised by one of our Delegates from a Kmart store as to the positive treatment given to her when she advised her store manager of her epileptic condition.

Our member was accommodated with shifts that would suit her and the store manager assisted her with travel to and from work as she was restricted from driving.

Companies have an obligation by law to provide a healthy and safe workplace.

CONTACT US

If anyone is experiencing discrimination due to a disability, illness or any other reason, please contact us immediately.

For further information or advice on epilepsy, we encourage members to phone Epilepsy Tasmania on 1300 852 853 or 6344 6881 or visit www.epilepsytasmania.org.au.



Epilepsy education meeting held at Target Glenorchy.

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Alcohol and Drug Testing



by James Russell,
WorkCover Officer

New policies are being introduced into many Australian workplaces which enable employees to be tested by their employer for drugs and alcohol.

Testing often involves employees being randomly tested for drugs and alcohol in their workplace using breath, saliva and urine-based testing devices.

The implementation of drug and alcohol testing policies in retail stores has the potential to impact on SDA members like you.

These policies, if introduced in retail stores, may result in you being subject to an unfair, unreasonable and potentially unlawful testing regime in your workplace.

If this is happening in your store, the SDA wants to know.

CONCERNED UNION MEMBERS

The SDA has been alerted by members concerned about the impact these new testing regimes may have on them.

Following up on our members' concerns, and worried about the potential implications that these new policies could have for the rights of retail employees, the SDA is keen to hear from any members who may already be affected by drug and alcohol testing regimes.

WHAT THE SDA SAYS ABOUT TESTING RETAIL WORKERS FOR DRUGS AND ALCOHOL

The SDA maintains that it is unreasonable, inappropriate and potentially unlawful to test retail workers for drugs and alcohol.

Recent decisions by the Fair Work Commission (FWC) reflect the SDA's

view that testing employees for drugs and alcohol should be confined to workplaces where workers are operating in high-risk, safety critical environments.

The performance of construction work and the operation of heavy machinery are roles that can be classified as high-risk or safety critical.

Workplace testing for drugs and alcohol is an intrusive procedure that should only be warranted where it is reasonable, appropriate and lawful.

Testing should only be considered to minimise risks that impairment, due to drug and alcohol misuse, may pose in a high-risk, safety critical work environment.

The SDA recognises that sometimes retail employees may be impaired at work due to misuse of drugs and alcohol, however, there are other ways of managing these incidents. There is no need for heavy-handed, intrusive and invasive testing regimes designed for high-risk work environments to apply to retail stores.

Workplace testing for drugs and alcohol is not warranted in a retail environment.

SERIOUS CONCERNS WITH THE DRUG AND ALCOHOL POLICIES IN RETAIL

The SDA has a number of serious concerns in relation to how drugs and alcohol policies may impact on our members:

Drug and alcohol policies have been developed for higher-risk worksites where heavy machinery is in operation, not for employees working in lower-risk retail stores where these high-risk elements are absent.

The SDA has not been provided with any evidence of safety issues or incidents in retail stores involving employees affected by drugs and/or alcohol misuse.

Employees who are subject to these kinds of policies are often required to disclose private and personal health information, including medication that they have been prescribed by qualified medical practitioners, which is not relevant to their work.

Where testing of employees is undertaken, it is often not done appropriately and in line with best practice, that is by an independent, accredited testing agency.

Employees' private information, including non-negative test results, could potentially be held by their employer, without the employee knowing if this information is secure.

Drug and alcohol testing policies are often introduced under the guise of promoting employee health, safety and wellbeing, however, they can be still applied by a company in a punitive way, which ultimately may result in an employee losing their job.

WE NEED YOUR HELP

The SDA is very concerned about the potential implications that drug and alcohol testing policies could have for the workplace rights of retail employees.

The SDA is keen to hear from members who may already be subject to testing for drugs and alcohol in their workplace.

CONTACT THE SDA

If you are aware of alcohol and drug testing being conducted in your workplace please contact the SDA on 6331 8166.

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Join Cathi Burnett-Cosgrove on this fabulous cultural and culinary experience of Sri Lanka. Explore this exotic island's incredible offerings such as the World Heritage ruins of Polonnaruwa; hand-pluck and enjoy the taste of a cup of pure Ceylon tea (the island's most celebrated export during the colonial era) on a tea plantation in Nuwara Eliya; take part in a cooking class; enjoy a jeep safari to witness the famous gathering of the elephants and other wildlife; Spend time in Trincomalee, a Sri Lankan beach resort; and experience whale and dolphin watching.



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KNOWS TRAVEL

Returning to Work after Parental Leave



by Carol Wadley,
Women's Officer

The majority of modern Australian families rely on two incomes to meet their financial obligations, however, workplace laws and practices have not kept pace with the needs of modern working families.

The lack of flexible, supportive workplaces for working parents is why employees consistently rate balancing work and family as one of their most important workplace issues.

This is particularly so for parents returning to work from parental leave and is one of the reasons Australia has one of the lowest participation rates for mothers in the OECD.

The recent Australian Human Rights Commission national inquiry into pregnancy and return to work discrimination showed that one in two mothers are discriminated against at work and of those, around one quarter are forced to resign.

Under current laws, parents may request flexible work arrangements to balance their caring responsibilities, but there is no obligation on employers to demonstrate they have tried to accommodate an employee's request and employees have no right of appeal if an employer unreasonably refuses their request. The ACTU is seeking to improve workers rights in this area.

ELEANOR'S DILEMMA

Eleanor was a Department Manager at a large supermarket retailer.

When she returned from parental leave, she was told she could not return to her job on a part-time basis.

Eleanor had to choose between returning to her role full-time (leaving her child in full-time care) or accepting a casual sales assistant position.

Like Eleanor, many workers are forced to resign or accept lower pay, lower status and insecure jobs after taking a period of parental leave.



A CLAIM FOR IMPROVEMENTS

The ACTU has lodged a claim in the Fair Work Commission for a clause in all awards to:

- ◆ Create a right for parents to return to their pre-parental leave position part time or on reduced hours which employers may only refuse on serious countervailing business grounds;
- ◆ Provide employees with an avenue of appeal if their employer unreasonably refuses the request to return to work on part time or reduced hours;
- ◆ Create a provision where, if an employer is unable to accommodate an employee's return to their pre-parental leave position part time, they may accommodate the request in a suitable alternative position of similar status and pay;
- ◆ Entitle parents who have returned part time to go back to the position and work arrangements they held prior to taking parental leave two years from the birth or adoption of their child;
- ◆ Entitle employees to two days paid leave to attend appointments associated with pregnancy, adoption or permanent care orders.

Some employers have taken technical objections to this claim, which must be dealt with by the Fair Work Commission before the merit of the case can be argued. We will keep you informed of progress on this important issue.

2015 Annual Wage Review



by Gerard Dwyer,
National Secretary

Recently, unions, employer groups and the government once again locked horns over what they see as a fair and just increase to the wages of this nation's lowest paid employees under the Fair Work Commission's 2015 Annual Wage Review.

It will come as no surprise that what the unions consider as a fair and just pay increase is wildly different to what employer groups see as fair and just.

THE DECISION

On this occasion, the Fair Work Commission (FWC) handed down a decision awarding a wage increase of 2.5%.

The increase will apply to all Modern Awards and will apply from the first pay period on or after 1 July 2015.

For a retail worker under the General Retail Industry Award, it is an increase of \$17.60 which takes the weekly wage to \$721.50 per week. For a hairdresser under the Hair and Beauty Industry Award, it is an increase of \$18.70 which takes the weekly wage to \$764.90 per week.

It does not apply to workers under enterprise agreements.

THE UNIONS' POSITION

What are the numbers? Before this year's decision, the minimum wage was \$640.90 per week or \$16.87 per hour. As a retail worker or fast food worker under an enterprise agreement or a Modern Award, you are likely to be earning more than this.

The Australian Council of Trade Unions (ACTU) on behalf of the unions made a claim with the Fair Work Commission (FWC) for what it saw as a fair increase for the country's lowest paid workers.

The ACTU recommended to the FWC an increase of \$27 per week or 71 cents per hour.

THE EMPLOYERS' POSITION

Unsurprisingly, employer groups saw this claim as too generous. For example, the Australian Industry Group, an organisation that represents many businesses, suggested that workers deserved only an extra \$10.25 per week.

The Australian Industry Group's CEO, Mr Innes Willox said, "I think we need to be realistic here and say that our economy is in the slow lane, it is underperforming across a whole range of measures".

However, ACTU Secretary Dave Oliver put a different perspective on this picture, saying "Labour productivity is high, profits are high, CEOs' salaries are certainly going up, yet the gains of these productivity improvements are not going into the pockets of workers".

It is also worth remembering that many members of the current government believe that the minimum wage is simply too high and would prefer to have workers earning minimum wages closer to those of countries such as America.

Congratulations, Carol!

Carol Brown recently clocked up 30 years' service with Coles. She commenced work with Coles in WA, and has now been at Coles Racecourse for 12 years.

Photos show Carol with her husband Simon, and with workmates at her celebration.



In deciding the appropriate amount by which to increase the national minimum wage, the Expert Panel at the FWC must consider a number of important factors. These factors include the state of the economy, the likely effect on employment, the costs of living, the needs of the low paid etc.

The Expert Panel considers all these factors as well as considering the submissions and arguments of the unions, employer groups and government. In making a decision, the FWC must arrive at a figure that provides a meaningful wage increase to workers but does no harm to the economy.

The SDA believes that workers on the minimum wage must be able to maintain a reasonable standard of living by having workers' wages keep pace with any increases to the costs of living.

The SDA will continue to oppose any suggestion by the government or business that the current minimum wage is too high and should be reduced.

WHAT IS THE UNION'S ROLE IN ALL OF THIS?

Strong union membership means the ACTU can say that it is directly representing lots of workers, adding further strength to its annual case.

If it wasn't for unions like the SDA, increases to the minimum wage would likely be much smaller. Unions are an important voice for low paid workers.

The SDA is proud to support the union campaign to protect minimum wage workers and achieve a fair and reasonable increase to the minimum wage in the future.

The Mercury, Wednesday 3 June 2015.



IT ALL HELPS: Moonah retail worker Rachael Woolnough says she will benefit from the decision to raise the minimum wage by \$16. Picture: KIM EUSTLE

RETAIL employee Rachael Woolnough is one of about 56,000 Tasmanian workers to receive a 2.5 per cent pay rise as a result of a Fair Work Commission decision to boost the minimum wage.

While unions expressed disappointment at the rise, given the surge in healthcare, education and childcare costs, Ms Woolnough, 40, of Montrose was upbeat about the extra \$16.

"More would be great and people will always ask for more, but for me it will make a lot of difference," she said.

The mother of nine-month-



NICK CLARK

old Rennie is doing it tough at the moment, undergoing treatment for breast cancer.

"We are just getting by at the moment, cancer is expensive, and it will help with the petrol and little extras like nappies and formula for her," she said.

The cashier of nine years' experience said it also would

help with the cost of parking in the city during her chemo treatment.

For people on the minimum wage, their weekly pay will be boosted to \$656.90 — a 42 cents an hour increase to \$17.29 an hour.

The commission also ordered minimum wages in all modern awards be increased by 2.5 per cent.

Unions Tasmania secretary Steve Walsh said Tasmanians would be treading water and there was a risk of a permanent underclass of working poor.

"Workers have received a

wage increase of just 2.3 per cent in the 12 months to March this year, which is below inflation and the lowest rate of increase on record," he said.

The ACTU sought a \$27 a week wage rise for the lowest paid workers in the wake of the small business focus in the Federal Budget.

Employer groups had asked the commission to lift wages by just \$5.47 per week.

The Australian Chamber of Commerce and Industry said the rise would risk harming the job prospects of the most vulnerable in the labour market.

ACTU's director of Employment, Education and Training, Jenny Lambert said it would also work against measures to encourage small business investment and growth.

She said the decision gave workers a rise that exceeded inflation.

"Most small businesses run on lean margins, operate in a price-sensitive environment and are unable to pass [on costs]," she said.

"So there is a real prospect it will lead to firms reducing staff numbers or the hours offered," she said.

Some Welcome News for Rachael

SDA member Rachael Woolnough was delighted to hear she would be receiving a pay rise upon the announcement by the Fair Work Commission of a 2.5% wage increase from 1 July 2015.

Like many, Rachael would have preferred a little extra - the ACTU had submitted a claim for \$26.00 for lower-paid workers not covered by Enterprise Agreements and who are reliant on the minimum award of an annual increase.

The 2.5% increase represents \$17.60 for members covered by the General Retail Industry Award and Rachael says it will assist in childcare fees while she continues her part-time employment at Coogans Moonah.

In recent times, Rachael has had some serious health issues which the SDA has been able to provide some assistance with, and we are able to report that Rachael is "in a good space at this stage".

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 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.

Relay for Life

Many SDA members, their families and friends give up their time each year to take part in Relay for Life.

Relay For Life is an overnight event where teams challenge themselves to take turns to keep a baton moving in a relay style walk or run overnight. It's an opportunity for family, friends and colleagues to get together with the community and celebrate cancer survivors, remember loved ones lost to cancer, and raise funds to fight back against a disease that takes too much.

To find out more just go to www.cancertas.org.au/get-involved/relay-for-life/.



Reg Peebles was a member of the SDA for 20 years when he worked at Stubbs Hardware Penguin until his retirement in 1999. Reg and his wife gave up their time and energy to take part in this year's Relay for Life.



Kmart Devonport's K-D-Striders led by store Delegate Jane Hydralo.



Members from Coles Devonport also joined in.

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.



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Retirement Income is not Meant to be a Tax Loophole



by Gerard Dwyer,
National Secretary

Australia's superannuation system was set up under the Hawke/Keating Government in the late 1980s to build a stronger retirement income system for all Australians.

This is the purpose of our superannuation system and it was never intended to operate as a tax minimisation scheme for the wealthy.

It is proper that there are tax incentives in the superannuation system, as these encourage all Australians to save for the best possible lifestyle in retirement.

However, these tax incentives need to be fair and equitable and, at long last, the community is discussing why a small number of very wealthy Australians should be able to use superannuation to gain extremely generous tax advantages that go well beyond being an incentive for a comfortable retirement.

There are sound revenue and fairness grounds for the Government to address superannuation tax concessions for the super wealthy.

The bulk (12.2 million) of Australians over 25 years of age have superannuation account balances of less than \$100,000, with a further 1.3 million having balances under \$200,000. These Australians are certainly not the focus of the current superannuation tax debate. Rather, it is the small number of citizens with very high superannuation account balances that are at the centre of this debate.

Only 210,000 Australians (less than 1% of the population) have superannuation account balances of over \$1 million, and only 70,000 Australians have account balances over \$2.5 million.

However, the tax concessions available to this small number of people in the current system add up to a significant amount of revenue lost to the Australian community.

The tax free income streams derived from very high superannuation account balances far exceed what is needed to live with comfort in retirement.

This brings us back to our starting point, which was that superannuation was designed to be a central plank of our retirement income system, not a tax loophole.

It is true that most of the very large superannuation account balances that exist today were accumulated under features of our tax system that no longer exist. However, there are still mechanisms in place which, if left unaddressed, will see large sums continue to be moved into the superannuation system to be drawn down as tax free income in the future.

A retirement income system must work for the Australian community as a whole and should not provide tax loopholes for the super wealthy.

At a time when our Federal Budget is under pressure, it is critical that our politicians continue to close such tax loopholes and ensure our world class superannuation scheme provides a strong and equitable retirement income system for the nation.

REST NO. 1 OVER PAST 7 YEARS SUPER FUND RETURNS – TOP 20 BALANCED OPTIONS*

| Fund Investment Option | 1 st year % change 11.7% | Rank | 3-year Annual % change | Rank | 5-year Annual % Change | Rank | 7-year Annual % Change | Rank |
|--|--|------|------------------------|------|------------------------|------|------------------------|------|
| REST - Core Strategy | 11.7% | 41 | 13.2% | 8 | 9.5% | 10 | 7.5% | 1 |
| Equip Corp Balanced Growth | 15.4% | 5 | 13.3% | 4 | 9.7% | 2 | 7.2% | 2 |
| Telstra super Corp Plus - Balanced | 14.7% | 10 | 13.9% | 2 | 9.9% | 1 | 7.2% | 3 |
| UniSuper Accum (1) Balanced | 15.8% | 2 | 14.0% | 1 | 9.7% | 3 | 7.1% | 4 |
| CareSuper - Balanced | 13.1% | 26 | 12.9% | 14 | 9.7% | 4 | 6.9% | 5 |
| Commonwealth Bank Group Super - Mix70 | 10.3% | 49 | 10.9% | 46 | 8.8% | 24 | 6.8% | 6 |
| First State Super - Diversified | 13.2% | 23 | 12.9% | 13 | 9.0% | 20 | 6.6% | 7 |
| AustralianSuper - Balanced | 14.1% | 13 | 13.3% | 5 | 9.6% | 7 | 6.4% | 8 |
| GESB Super - Balanced Growth Plan | 13/4% | 21 | 12.5% | 20 | 9.2% | 12 | 6.4% | 9 |
| Catholic Super- Balanced | 12.9% | 29 | 11.6% | 31 | 8.9% | 23 | 6.4% | 10 |
| Cbus - Growth | 13.4% | 22 | 13.2% | 7 | 9.5% | 8 | 6.4% | 11 |
| HESTA - Core Pool | 13.1% | 27 | 12.5% | 21 | 9.5% | 9 | 6.4% | 12 |
| AustSafe Super - My Super (Balanced) | 15.0% | 8 | 13.1% | 9 | 9.1% | 13 | 6.3% | 13 |
| Plum - Pre-mixed Moderate | 14.1% | 12 | 12.7% | 15 | 9.0% | 15 | 6.3% | 14 |
| BUSSQ Premium Choice - Balanced Growth | 12.6% | 33 | 11.6% | 32 | 9.0% | 18 | 6.2% | 15 |
| Club Plus super - My Super* | 11.3% | 43 | 10.8% | 47 | 7.7% | 42 | 6.2% | 16 |
| Sunsuper for Life - Balanced | 12.8% | 32 | 12.5% | 19 | 8.6% | 27 | 6.2% | 17 |
| Intrust Core Super - Balanced | 15.1% | 7 | 13.3% | 6 | 8.9% | 21 | 6.1% | 18 |
| VicSuper FutureSaver - Balanced Option | 13.5% | 19 | 11.9% | 25 | 8.9% | 22 | 6.1% | 19 |
| Energy Super - Balanced Option | 13.1% | 27 | 12.6% | 16 | 9.1% | 14 | 6.0% | 20 |
| SR50 Balanced (60-76) Index | 13.1% | | 11.9% | | 8.7% | | 6.0% | |

* Returns are ranked by seven-year performance. Returns are to 31 March 2015.
Source: Super Ratings. Published in *The Age* 29 April, 2015

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WHAT'S HAPPENING OVERSEAS



IRELAND



Member of the Services Industrial Professional and Technical Union in Ireland rallied recently outside the Department of Health in Dublin. SIPTU health division members want the Government to honour its commitment to restore their pay in line with other national agreements. Members of the SIPTU are some of the lowest paid workers in the country and are fighting for the Government to raise their wage and standard of living as promised by the Government. SIPTU Health Division Organiser, Paul Bell, called on the Government to live up to its commitments by initially restoring the earnings of lower paid workers. He said: "Looking to the future we believe that the Government working with SIPTU have an opportunity to commence a journey which will see the closing of the gap between low to middle income earners and those at the top. This position is not just about pay and economics, it's about our society going forward".

ENGLAND



Barclays CEO Antony Jenkins says he is ready to discuss paying a living wage to all Barclays staff worldwide and to work alongside UNI Global Union to get the initiative started. Speaking at the Barclays AGM in London recently, Jenkins said, "We are very proud of our certification as a living wage employer in the UK and take this commitment very seriously. We are ready to discuss this global initiative with UNI Global Union". Barclays recently became one of the first banks to become a UK living wage employer, yet thousands of workers around the world will not feel the benefits of an exclusively UK-based agreement. UNI Finance's Global Policy Coordinator, Elise Buckle, who was present at the London AGM questioned Jenkins, asking "Barclays is a living wage employer in the UK, which is a great achievement for staff working here, but does Barclays plan to become a living wage employer globally?" "Barclays staff, particularly in Africa are making considerably less than their UK counterparts. Barclays could seize the opportunity to be an industry leader and become the first global living wage employer." At the end of the meeting, Mr Jenkins told UNI he had received the letter from the General Secretary Philip Jennings and he was interested in discussing this initiative as well as the governance involved.

SPAIN



Tens of thousands of Spanish postal workers went on strike recently to demonstrate against the Government and demand the Government stop blocking negotiations for a new enterprise agreement which would cover postal workers throughout the country. Correos the Spanish national postal operator has reduced up to 15,000 jobs within the last few years. Uni Global Union believes that the job cuts have done little to help Correos and has severely affected employees. For months, the unions representing employees have fought hard for a new agreement with Correos but the Government and the employer aren't willing to negotiate a new agreement. More strikes have been planned to try and demand an end to the job cuts and to try and force the Government to negotiate a new agreement to raise the wages and conditions of employees.

ITALY



Two of Italy's largest trade unions joined together in a day of protest in early May against Auchan Italy's decision to make up to 1,500 employees redundant. Auchan Italy failed to consult with Filcams Cgil or Cisl and Fiscat Uiltucs UIL United before making the decision to make workers redundant which has angered both unions and the employees. The unions have condemned Auchan Italy for withdrawing from the Collective Agreement which covered their stores and their refusal to consult with either union despite repeated efforts from both unions to hold discussion over the potential loss of jobs. Head of UNI Commerce Alke Boessiger said "We stand with Italian unions to support workers at Auchan Italy and to demand that Auchan Italy engages in meaningful social dialogue with the unions in order to reach a just conclusion that does not involve widespread redundancies".



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GENERAL RETAIL INDUSTRY AWARD 2010

MINIMUM WAGE RATES EFFECTIVE 1 JULY 2015

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 \$17.60

| 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% | | | |
| RETAIL EMPLOYEE | \$ | \$ | \$ | \$ | \$ | \$ | \$ | | |
| Level 1 Shop Assistant, Checkout Operator, Trolley Collector, Video Hire Worker, LPO, Clerical Assistant | 721.50 | 18.99 | 23.73 | 23.73 | 23.73 | 23.73 | 25.64 | 505.05 | |
| Level 2 Forklift Operator | 738.72 | 19.44 | 24.30 | 24.30 | 24.30 | 24.30 | 26.24 | 517.10 | |
| Level 3 Dept Mngr 2IC, Corsetiere, Snr LPO, Cook | 750.20 | 19.74 | 24.68 | 24.68 | 24.68 | 24.68 | 26.65 | 525.14 | |
| Level 4 Trades Qualified (e.g. Butcher, Baker), Clerical Officer Level 2, Shiftworker/Nightfill Supervisor | 764.85 | 20.13 | 25.16 | 25.16 | 25.16 | 25.16 | 27.17 | 535.40 | |
| Level 5 Tradesperson in charge of other Tradespersons, Services Supervisor (more than 15 employees) | 796.32 | 20.96 | 26.20 | 26.20 | 26.20 | 26.20 | 28.29 | 557.42 | |
| Level 6 Section/Dept Manager (5+ employees including self), Clerical Officer Level 3, Assistant/Deputy/2IC Shop Mngr | 807.90 | 21.26 | 26.58 | 26.58 | 26.58 | 26.58 | 28.70 | 565.53 | |
| Level 7 Visual Merchandiser, Clerical Officer Level 4 | 848.29 | 22.32 | 27.90 | 27.90 | 27.90 | 27.90 | 30.14 | 593.80 | |
| Level 8 Shop Manager, Clerical Officer Level 5 | 882.83 | 23.23 | 29.04 | 29.04 | 29.04 | 29.04 | 31.36 | 617.98 | |
| JUNIOR RATES | | | | | | | | | |
| <i>Age</i> | <i>% of weekly rate of pay</i> | | | | | | | | |
| Under 16 years of age | 45 | 324.67 | 8.54 | 10.68 | 10.68 | 10.68 | 10.68 | 11.53 | 227.27 |
| 16 years of age | 50 | 360.75 | 9.49 | 11.87 | 11.87 | 11.87 | 11.87 | 12.82 | 252.52 |
| 17 years of age | 60 | 432.90 | 11.39 | 14.24 | 14.24 | 14.24 | 14.24 | 15.38 | 303.03 |
| 18 years of age | 70 | 505.05 | 13.29 | 16.61 | 16.61 | 16.61 | 16.61 | 17.94 | 353.54 |
| 19 years of age | 80 | 577.20 | 15.19 | 18.98 | 18.98 | 18.98 | 18.98 | 20.51 | 404.04 |
| 20 years of age | 100 (from 1 July 2015, after six months' employment with employer) | 649.35 | 17.09 | 21.36 | 21.36 | 21.36 | 21.36 | 23.07 | 454.54 |
| APPRENTICES | | | | | | | | | |
| <i>Apprenticeship Year</i> | <i>% of Level 4</i> | | | | | | | | |
| 1st Year | 50 | 382.42 | 10.06 | | | | | | |
| 2nd Year | 60 | 458.91 | 12.08 | | | | | | |
| 3rd Year | 80 | 611.88 | 16.10 | | | | | | |
| 4th Year | 90 | 688.36 | 18.12 | | | | | | |

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: _____

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