

sda tastalk

OFFICIAL JOURNAL OF THE SHOP, DISTRIBUTIVE AND ALLIED EMPLOYEES' ASSOCIATION, TASMANIAN BRANCH ▼ WINTER 2020

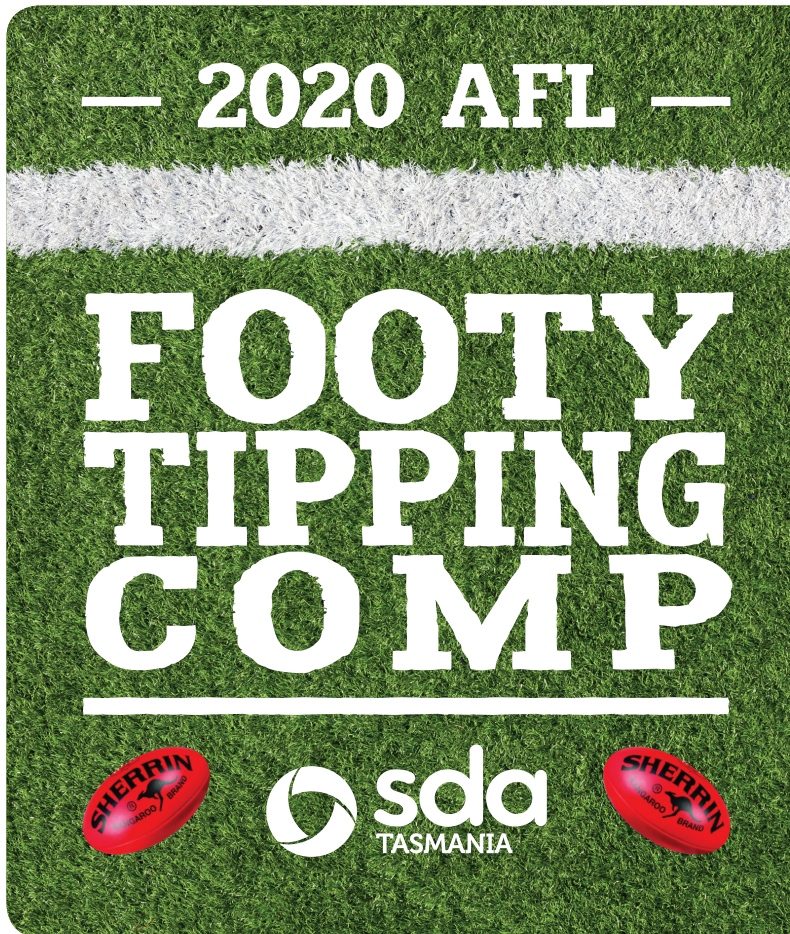
WITH YOU THROUGH GOOD TIMES AND TOUGH TIMES!



SDA General Secretary Paul Griffin with recently retired SDA member John Wood (see page 11) and store Delegate Aniela Harris at Myer Hobart

 sda
TASMANIA

**THANK AN SDA
WORKER TODAY!**



IT'S BACK!

Yep! The battle to be the winning tipster is on again!

If you registered at the beginning of the season, before the competition was suspended, you'll be able to continue on as usual.

If you'd like to join the competition now, registrations are still open: Just visit sdatas.asn.au and click on the **Footy Tipping Competition** link to sign up!

And here are the winning tipsters so far in this very strange season:

- ✓ Round 1: Adam Donohue, Haynes Paints
- ✓ Round 2: Sharon Butcher, Woolworths Shoreline

Well done!

your union

SDA TASMANIAN BRANCH

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GOVERNMENT TAKES ADVANTAGE



**BY PAUL GRIFFIN,
GENERAL SECRETARY**

As we draw closer to mid year and the restrictions caused by the COVID-19 pandemic begin to ease, regional communities continue to do it hard as some of our members have been stood down due to the closure of stores.

At times, panic buying and limits on sale of goods have caused considerable trauma and grief, with some customers abusing and vilifying members on the checkouts. Despite this, the majority of our members in supermarkets and big box organisations are fronting up each day to serve the public.

RETAIL INDUSTRY RESCUE PACKAGE

The SDA was joined by the Australian Retailers Association (ARA) to call for a multi-billion dollar rescue package to support parts of the industry that were suffering from a collapse in spending and threatened to see a collapse in some businesses as the Government initially refused to provide wage subsidies.

We called for:

- 1 Wage subsidies to protect workers' pay and to keep them employed;
- 2 A means-tested line of credit for struggling retailers to keep them viable; and
- 3 A rent relief package or a rent deferral package.

The SDA was pleased when the Government changed its mind and decided to provide a wage subsidy in the form of JobKeeper/JobSeeker, but there is much more to do. The SDA will continue to pressure the Government to take more measures to assist the retail sector.

IN TASMANIA

The Tasmanian Premier recently announced that the State's border will remain closed until at least 24 July.

In the meantime, supermarket workers have been to the fore since the Premier declared a State of Emergency on 20 March, as well as tough border restrictions where all non-essential travellers must enter quarantine conditions for 14 days.

The Tasmanian SDA Branch recognises the sacrifice our members have made in these extraordinary circumstances where those employed in essential retail outlets remained open from the very beginning of the pandemic emergency, including not only supermarkets but service stations, milk bars and fast food outlets.

In Tasmania, these essential outlets have been free of COVID-19 outbreaks mainly because of the SDA's 10-point health and safety plan that was devised with the help of retailers (see pages 8-9 and 18-19).

"AWARDS UP FOR GRABS!!!!"

This was the front-page headline in a national newspaper at the end of May, where the Government was proposing a stripping back of Awards in its seeking of new ways to create jobs in the economy recovering from the COVID-19 pandemic. Clearly, the hospitality and tourism sectors are under severe stress, and new deals locking in pay rates for the entirety of particular projects may set precedents in the General Retail Industry and Fast Food Industry Awards.

It would appear that casual workers are the priority targets, with some entitlements at stake in a trade-off that may include offers of permanent employment.

Therefore, it is important that the SDA works collectively with the ACTU, by being involved in any negotiations that may result in deals made with the Federal Government and business organisations such as AiG and the ARA.

The Federal Treasurer, Josh Frydenberg says the Federal Government "will do whatever it takes" to rebuild the economy. However, the Reserve Bank Governor has expressed concern about ending the supportive JobKeeper program by 30 September, and believes it may need to be extended in some form as it is too early to predict what "the world may be like in four months' time".

WHAT IS THE COST?

Before COVID-19, the Government had planned to increase compulsory superannuation from 9.5% to 12% over the next five years, but are now backtracking. With the number of business closures and the unsurety of re-opening, previous full-time work may be reduced to part-time and casual employment, which means workers will be having even less super put away than they were previously.

In addition, the Prime Minister has used these uncertain times to allow those experiencing hardship to access \$10,000 of their super this financial year, and another \$10,000 next financial year. This may assist the unemployed and those made redundant, however, a poll taken by Roy Morgan Research showed that those most in support of this policy were in the under-40 age bracket, for whom retirement may well seem too far away to worry about. But according to Industry Super Australia, a 20 year old who accesses both those instalments will be \$120,000 worse off in retirement. Superannuation is one of our greatest success stories, along with Medicare and financial support to low-income earners. It wasn't until the 1990s that retailers had to provide super under the Superannuation Guarantee Act. This included a trade-off in the size and nature of future wage increases, so it is important that the benefits of super are known: it is taxed less than if it were paid as wages; and it grows over time with rates of return far exceeding what you would expect if your money was in a bank.

The SDA continues to campaign for the following:

- ✓ Australians should be paid super at the promised 12% as soon as possible;
- ✓ Even if under 18 and paid less than \$450 per month, super should be paid;
- ✓ Workers should be paid super when on parental leave.

The retirement income system needs to shift from enabling high-income earners to accumulate wealth, towards a system providing for dignity in retirement for low-income workers and women in particular.

WHAT'S HAPPENING IN YOUR WORKPLACE



**BY PAUL GRIFFIN,
GENERAL SECRETARY**

With everything going on at the moment, we still need to keep working to provide better wages and conditions for our members. While some bargaining, and approval of Agreements by the Fair Work Commission (FWC) have necessarily been paused, our work continues.

PENALTY RATES

Legislation was introduced in February 2017 to reduce penalty rates on Sundays and public holidays, with a later decision by President Iain Ross of the Fair Work Commission (FWC) to stagger the cuts to penalty rates in four stages to be implemented on 1 July each year.

The final reduction in retail penalty rates will occur this year, with the Sunday loading down from 165% to 150%.

For SDA members covered by the General Retail Industry Award and a number of Enterprise Agreements, the penalty rate cut will, in theory, be offset by the Annual Wage Rate set by the FWC each year.

Fast Food employees had their Sunday rate reduced to 150% in July 2019.

The Fair Work Commission's 2017 review into penalty rates said evidence supporting cuts to penalty rates would lead to:

- ◆ increased trading hours on Sundays and public holidays;
- ◆ a reduction in hours worked by some owner-operators;
- ◆ an increase in overall hours worked; and
- ◆ an increase in the range of services offered on Sundays and public holidays.

However, research by the University of Wollongong in early 2019 revealed that **not one** of these outcomes had been achieved.

ACTU Secretary Sally McManus said, "This new research shows that what we have been saying all along was correct: Cutting penalty rates hurts working people and small business by reducing the money people have to spend.

"Mr Morrison and the business lobby promised more jobs and more shifts but what this research shows is that was a lie.

"Working people have less money and less secure work. Mr Morrison needs to match the Labor commitment of reversing the cuts to penalty rates."

In early June, the Centre for Future Work released a report which estimated that employees whose penalty rates had been cut would miss out on \$80 million over this year's Easter break. It has been reported that employers in the construction industry are pushing to scrap penalty rates on Saturdays, and cut casual shifts to as few as two hours, warning that more than 30% of businesses may shut down over the next 12 months.

RECOGNITION PAYMENTS

The Tasmanian Branch sent out a *Thank You* card signed by the Secretary to recognise the efforts of our members in continuing to work under extremely difficult circumstances.

A number of members were given no option and remained at home due to some companies closing their stores, or the State Government closing retail stores, (other than supermarkets). This was particularly the case in the North West region, where a coronavirus outbreak forced the closure of two hospitals in Burnie, and approximately 5,000 people were made to quarantine. The SDA called on the Prime Minister and has continued its campaign for a \$5.00 per hour Essential Services Payment for our members who are essential service workers.

Included in the campaign for the Essential Services Payment are retail industry companies throughout the country. We are happy to report that we have had some successes on this front.

WOOLWORTHS 'RECOGNITION' PAYMENT

Woolworths made a commitment to a 'recognition' payment and eventually announced that employees employed prior to 1 March would be eligible for cash and a payment made in company shares.

Such methods of payment minimise tax payments.

DON'T SIGN!



It's really important that you don't sign anything put in front of you by your employer without contacting the SDA first. Phone us on 6331 8166.

COLES 'THANK YOU' PAYMENT

Rather than pay the Essential Services Payment, Coles decided to make a 'thank you' payment where there was both super and tax deducted, rather than the higher hourly addition the SDA was seeking.

Coles never discussed the bonus payment with the Union.

The payment of tax is unavoidable, however, the SDA believes that Coles workers deserve more in recognition for what they have done for the community by turning up for work in such extreme conditions where they may have jeopardised their own and their families' health.

MYER

Myer closed both its stores on 30 March which was the same day the Federal Government's JobKeeper program of \$1,500 a fortnight became available, which was subsequently made by the company to eligible employees.

HARRIS SCARFE

Harris Scarfe went into receivership late in 2019 and was managed by Deloitte Restructuring Services in its bid to sell the business as a viable retail operation. This involved the closing down of a considerable number of unprofitable stores earlier this year.

Fortunately at the time, all five stores in Tasmania were deemed as viable operations and would continue to trade and be part of the sale to any potential buyer of the business.

Around mid-April, Spotlight Retail Group acquired Harris Scarfe. The purchase was achieved with certain cost factors negotiated in the deal, resulting in the closure of the Hobart store, two employees being made redundant in the Devonport store, and one other employee in the Ulverstone store. Such employee redundancies were executed extremely poorly by the (then) regional manager in Hobart and this has resulted in a dispute being submitted by the SDA to the Fair Work Commission.

TARGET REVIEW – LET'S LOCK IN CERTAINTY WITH A NEW EBA

The recent review of Target will sadly lead to the closure of several Target and Target Country stores across Australia. Several more stores will convert to become Kmart or Kmart Hub stores. A large proportion will continue to trade as Target too.

Fortunately, only one Target store in Tasmania was affected, that being the closure of the Target store in Devonport. There were only nine employees at this store, who have taken up several options which include transition to neighbouring Kmart stores.

With all the uncertainty that a review creates, we think it is more important than ever to lock in some certainty for Target members as soon as possible by securing a new Target EBA.

SDA Target Delegates came together earlier this year to agree on the issues that were important to bargain for. Negotiations have been delayed by the COVID-19 pandemic but as restrictions ease, now is the time to push on and secure a new Agreement. When a deal is negotiated, members will get to vote on the proposal.

Now is also the time to ensure all your workmates in Target are SDA members, and to support negotiations for a new Target Agreement.

TIME TO BARGAIN AT COLES

Coles members have been through a lot like all frontline workers. At the height of the pandemic, there was the panic buying, irrational customer behaviour and trying to keep up with the excess demand that emptied shelves. The other thing the pandemic did was delay bargaining for the new Coles Agreement that is now due.

Now that activity is returning to a more normal level, it's time for Coles to bargain with the SDA to secure a new Agreement for members in Coles.

INTERIM PAY RISE WHILE WE BARGAIN

While we bargain to get the best possible deal for Coles members, your hard work over recent months should be rewarded with an interim pay rise. The SDA has been arguing for pay rises in the Fair Work Commission for all retail workers, and these pay rises should flow on to Coles members as an interim pay rise whilst we bargain.

To support a pay rise and a new Coles Agreement, make sure all your workmates are SDA members. If they haven't joined yet, they can talk to their Delegate or Organiser or contact the Union office so they can join now.

TASMANIAN PUBLIC HOLIDAYS 2020

EVENT		2020 DATE
New Year's Day		Wednesday 1 January
Australia Day		Sunday 26 January
Australia Day	As 26 January falls on a Sunday, the following Monday is observed.	Monday 27 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 10 February
Eight Hours Day	Second Monday in March	Monday 9 March
Good Friday		Friday 10 April
Easter Monday		Monday 13 April
Easter Tuesday	Restricted public holiday, currently observed by certain Awards/Agreements and the State public service.	Tuesday 14 April
Anzac Day		Saturday 25 April
Queen's Birthday	Second Monday in June each year.	Monday 8 June
Burnie Show Day	Friday before first Saturday in October each year. (Municipal areas of Burnie, Waratah-Wynyard and West Coast.)	Friday 2 October
Launceston Show Day	Thursday before the second Saturday in October. (Municipal areas of Break O'Day, Dorset, George Town, Launceston, Meander Valley, Northern Midlands, West Tamar.)	Thursday 8 October
Hobart Show Day	Thursday before the fourth Saturday in October. (All of Tasmania south of and including Oatlands and Swansea also Bronte Park, Strathgordon, Tarreleah and Wayatinah - excludes West Coast.)	Thursday 22 October
Recreation Day	First Monday in November. (All parts of Tasmania in which a statutory holiday is not observed for the Royal Hobart Regatta.)	Monday 2 November
Devonport Show Day	Friday nearest the last day in November but not later than 1 December. (Municipal areas of Devonport, Kentish and Latrobe.)	Friday 27 November
Christmas Day		Friday 25 December
Boxing Day	As Boxing Day falls on a Saturday in 2020, the following Monday is observed.	Monday 28 December

FAST FOOD UPDATE



BY CAROL WEBB
SOUTHERN FAST
FOOD RECRUITMENT
OFFICER

The SDA has a long history of improving wages and conditions in the fast food industry.

Through the work of SDA members and Officials, fast food workers in Australia have much higher wages than fast food workers in most other countries. Being part of the Union gives workers more bargaining power to improve their wages and conditions.

Unfortunately, fast food workers in other countries are often not unionised, so their wages are much lower than those in Australia.

We have recently had a number of successful outcomes in several fast food brands.



MCDONALD'S – AWARD

McDonald's workers voted up a new Agreement last year, with a 59% 'yes' vote versus a 41% 'no' vote.

The significant 'no' vote reflected the 'vote no' position taken by the SDA prior to the Federal Election.

A key reason for this position was McDonald's refusal to include a penalty rate mirroring clause which would have passed on any improvements in penalty rates which a future Labor Government had committed to.

Despite the Agreement being narrowly voted up by employees, the company decided to withdraw it from the FWC approval process.

Following this decision by McDonald's, the SDA applied to cancel the old McDonald's Agreement so that workers were not stuck on outdated wages.

This application was successful and McDonald's workers moved from the old Agreement to the Fast Food Industry Award on 3 February this year.

The SDA will continue organising at McDonald's and work to improve the pay and conditions for all McDonald's workers in the Fast Food Industry Award.



HUNGRY JACK'S – EBA

The new Hungry Jack's Agreement has been in place since 23 December 2019, providing higher base rates of pay, improvements to penalty rates and better rostering provisions.

The Agreement was voted up with a 93% yes vote.



KFC – NEW AGREEMENT

The SDA successfully negotiated a new KFC Agreement that improved penalty rates, locked in fair pay rises, and secured the best possible conditions.

This Agreement was put to a vote of KFC workers in October last year, and it was voted up with an overwhelming 95% 'yes' vote. The company agreed to roll out the superior wage rates and penalty rates in the Agreement from 1 February. The new KFC Agreement has been approved by the Fair Work Commission.



SUBWAY – CHECK PAY

There is still a severe wage theft problem at Subway. Many workers are on old WorkChoices-era 'zombie' agreements that don't pay any weekend or evening penalty rates, and there are even some franchise groups who are on updated Agreements or the Award that are still underpaying their workers.

The SDA has been organising at Subway. We have successfully terminated several zombie agreements, and continue to pursue backpay for several members who have been underpaid.

If you know someone who works at Subway, please encourage them to contact the SDA.



YOUR SAFETY IS OUR NUMBER ONE



**BY JAMES RUSSELL,
WORKCOVER
OFFICER**

SDA members have been outstanding during this crisis, often under immense pressure and dealing with some very poor customer behaviour.

Your safety must come first. SDA members working on the frontline of the COVID-19 pandemic are entitled to safe workplaces.

SDA members in supermarkets, pharmacies, petrol stations, warehouses and other key areas, as essential workers, have had to keep working through the pandemic.

SDA 10-POINT SAFETY PLANS

The SDA has developed 10-point safety plans for the various sectors in which our members work to be put in place to keep workers safe during the pandemic.

The SDA has worked hard with members to implement these 10-point safety plans throughout the pandemic, engaging major companies and industry associations.

Sometimes we have had to push through with assistance from health authorities to get the safest outcomes for members.

As a result of our efforts, many of our workplaces look quite different today with social distancing measures in place, plexiglass screens on registers and alcohol-based hand sanitisers. However, as the economy starts to reopen we will have to keep working hard to ensure SDA members on the front line are as safe as possible.

All workers are entitled to a safe workplace at all times.

SDA WINS ON SAFETY

The SDA's number one priority for members has been your safety at work during the COVID-19 pandemic.

SDA wins on safety for members have included:



Alcohol-based hand sanitiser. The SDA took an evidence based approach and involved the Commonwealth's Deputy Chief Medical Officer to issue a clear directive that only alcohol-based hand sanitiser was effective against coronavirus. This assisted the SDA to resolve disputes with several companies including Coles

Supermarkets, Mosaic and Spotlight. Members' safety must always come first. Shortage of alcohol-based hand sanitiser is no excuse. SDA members also work for companies that make alcohol-based hand sanitisers. When employers claimed they could not get alcohol-based sanitiser, we have



Social distancing: 1.5m distance and plexiglass at checkouts.

been only too happy to put them in touch with manufacturers who can supply them with it. The SDA has ensured there is no excuse for not having alcohol-based hand sanitiser available for all workers in retail and fast food. One of the most visible changes in shops has been plexiglass screens at checkouts where it was not possible to keep a safe distance of 1.5m from each other. The SDA pushed for the installation of plexiglass screens at registers to protect members. We are pleased these are now in most retailers.

Other key measures for social distancing include floor markings and signage to promote maintaining a 1.5m distance, controls on the number of customers in store and in any given aisle, with a security presence to enforce this.



Customer abuse – no excuse. During the COVID-19 pandemic,

we have seen some terrible and sometimes criminal behaviour from customers towards retail workers. There is never any excuse for a customer to abuse or become physically aggressive to retail workers. The SDA has called for, and has seen, the implementation of increased security, including security guards in store, visits from the police teamed with a zero tolerance approach of companies towards customer abuse or aggression.



**SPECIAL
PULL-OUT POSTER
OF THE SDA 10-POINT
SAFETY PLAN IN
CENTRE PAGES**

ONE PRIORITY



MORE ACTION NEEDED



Extreme customer abuse – spitting or coughing.

Spitting or coughing on someone deliberately is vile, disgusting and unacceptable at any time. In the middle of a pandemic, there must be zero tolerance for such vile behaviour. That's why we are calling for new penalties for such behaviour to be introduced.

Unfortunately, we have been contacted by many members who have been deliberately spat or coughed on by customers.

This is absolutely not on. Managers need to take action and ban anyone who does this from entering the store. Security guards need to be present to intervene.

But it is clear that this problem is more widespread and it needs some action from the Tasmanian Government and the police.

RE-OPENING PRESENTS NEW CHALLENGES

As the economy re-opens, there will be new safety challenges in shopping centres to ensure social distancing and worker safety. The SDA joined with the Shopping Centre Council of Australia (SCCA), National Retail Association (NRA), Pharmacy Guild of Australia (PGA) and Australian Retailers Association (ARA) to release a Retail Recovery Protocol for COVID-19 to support retailers and shopping centres to follow stringent public health guidelines as the gradual easing of restrictions allowed more retailers to re-open and increased numbers of customers started to visit shopping centres.

The Protocol provides a consistent, practical and public-health led guide for shopping centres and retailers that continue to trade, are re-opening (or are preparing to re-open) as COVID-19 restrictions start to ease.

In addition to this protocol, the SDA has developed a 10-point safety plan for shopping centres to prioritise social distancing, security and sanitising public shared spaces.

There is so much more to be done but SDA members' safety must always be the number one priority!



You could win a digital video camera



One lucky member will win a Canon Legria HF R806 video camera, valued at \$358!

This camera is equipped with an intelligent IS, which helps balance out camera shakes and bumps. It's great for capturing family events and those who are looking to experiment with videography.

It has a 2.07 megapixel sensor for clear video capture, and is able to zoom up to 32 times for detailed close ups. It has slow and fast motion capabilities for adding a bit of fun to your videos, and you can even change frame rates during recording for a unique, entertaining twist!

To enter, e-mail us at membership@sdatas.asn.au by **7 August 2020** with the subject line "Canon video camera".

Make sure you include your full name, SDA membership number, home address, contact phone number and employer/location in the body of your e-mail so we know who you are!

No internet access? No problem!

Just phone us on 6331 8166 and we'll enter you into the competition.

Our Autumn Winners

Mary Higgs is one of four lucky winners of a Bunnings \$200 Gift Card competition advertised in the recent Autumn edition of *TasTalk*.

Mary works at Woolworths Kings Meadows and has been an SDA member for eight years.



For many years, Mary has entered the SDA competitions but to win on this occasion just couldn't have come at a better time as her husband has been out of work for the past three months due to the coronavirus pandemic.

Congratulations Mary! You are indeed most deserving of this benefit the SDA offers.



Natasha Shai from Big W Kingston was another of our lucky winners. She is shown here (centre) with General Secretary Paul Griffin and her store Delegate Tracey Shelverton.



Our third winner was **Bronwyn Grice** from Coles Burnie (shown left with store Delegate Izzy Wells). Enjoy your Bunnings shopping!

Last but not least, **Aleshmet Ayele** from Woolworths Kingston also won a Bunnings Gift Card. Have fun spending your \$200!



John retires after a half-century

John Wood has been an SDA member for 50 years and has recently retired from Myer Hobart after working there for 51 years. What a magnificent achievement – Well done, John!

John left school in 1969 and went into Myer to ask if any jobs were available and was told to come back the next morning. When he arrived the next day, he was asked to “work today for nothing and we will see how you go”. That day, he worked in the Fresh Produce section and at the end of day was told: “You have done alright... start tomorrow”.

John worked in many departments over the next five decades and has seen many changes, in particular the transition of the business from the Myer family to the Coles Group, which then became known as Coles Myer until around 2007, when Myer was sold to a private equity group. Behind the scenes, John supported the SDA in his own quiet way, signing up new employees in the earlier years and encouraging current employees to join the Union.

In his first few weeks of retirement, John says he has no immediate plans but will relax for a bit and then start some gardening while also enjoying a wee drop of the old white now that he will have the time.

Whatever you choose to do, we hope you enjoy doing it for a long, long time!

If you work in retail it pays to learn what you can claim at tax time



To claim a deduction for work-related expenses

- you must have spent the money yourself and weren't reimbursed
- it must be directly related to earning your income
- you must have a record to prove it.*

You can only claim the work-related part of expenses. You can't claim a deduction for any part of the expense that relates to personal use.

* You can use the ATO app myDeductions tool to keep track of your expenses and receipts throughout the year.

Meal expenses



- ✓ **You can claim** a deduction for the cost of overtime meals on those occasions where:
 - you worked overtime and took an overtime meal break, and
 - your employer paid you an overtime meal allowance under an industrial law, award or agreement.
- ✗ **You can't claim** a deduction for the cost of meals eaten during a normal working day as it is a private expense, even if you receive an allowance to cover the meal expense.

Car expenses



- ✓ **You can claim** a deduction when you:
 - drive between separate jobs on the same day – eg travelling to your second job as a waiter
 - drive to and from an alternate workplace for the same employer on the same day – eg driving between separate retail stores for the same employer.
- ✗ **You generally can't claim** the cost of trips between home and work, even if you live a long way from your usual workplace or have to work outside normal business hours – eg late night shopping or weekend shifts.

If you claim car expenses, you need to keep a logbook to determine the work-related percentage, or be able to demonstrate to the ATO a reasonable calculation if you use the cents per kilometre method to claim.'

Self-education expenses



- ✓ **You can claim** a deduction for self-education expenses if your course relates directly to your current job, eg a customer service course.
- ✗ **You can't claim** a deduction if your study is only related in a general way or is designed to help get you a new job, eg a health and wellbeing course.

Clothing expenses



- ✓ **You can claim** a deduction for the cost of buying, hiring, mending or cleaning certain uniforms that are unique and distinctive to your job, or protective clothing that your employer requires you to wear.
- ✗ **You can't claim** a deduction for the cost of buying or cleaning plain clothing worn at work, even if your employer tells you to wear it, and even if you only wear it for work, eg, black pants and a white shirt or everyday clothing—even if it's sold at the store you work for.

Personal grooming



- ✗ **You can't claim** a deduction for hairdressing, cosmetics, hair and skin care products, even if your employer tells you to use them and you work in a store that sells them – they are personal expenses.

Other common deductions



- ✓ As long as the expense relates to your employment, **you can claim** a deduction for the work-related portion of the cost of:
 - seminars and conferences
 - technical or professional publications
 - union and professional association fees
 - phone and internet usage if your employer needs you to use your personal devices for work.



Still unsure about what you can claim?

Download the ATO's retail work-related expenses guide at ato.gov.au/retail20

This is a general summary only



Australian Government
Australian Taxation Office

NAT 75022-05-2018 C127-00003a

AUSTRALIA (STILL) NEEDS A PAY RISE!



**BY JODEE INCHES
SOUTHERN AND FAST
FOOD ORGANISER**

Each year, the SDA is part of the Annual Wage Review, where we argue before the Fair Work Commission for pay rises.

These pay rises go into our Awards and are also linked to a lot of our Enterprise Agreements.

The SDA, along with the ACTU, put the case before the Fair Work Commission (FWC) for a 4% pay rise effective from 1 July this year, while employer groups argued for no pay rise at all.

In the end, the decision on this year's Annual Wage Review, handed down on 19 June, was a compromised 1.7% (\$13 a week).

The new minimum wage will be \$753.80 a week or \$19.84 an hour.

This increase is well below cost of living increases (CPI). Inflation was 2.2% in the March quarter.

And to add insult to injury, the implementation of this wage increase is being staggered, depending on the industry you work in – retail workers won't get this increase until next February, while workers in some other industries received it from 1 July this year!

YOU DESERVE A PAY RISE

This measly amount is completely insufficient, and its value will be even further eroded by the time retail workers receive it.

Our members have been working on the frontline of the pandemic – whether you are in a pharmacy selling medicines, working in a warehouse keeping stores supplied, or in a store keeping our community fed and with access to daily essentials.

You deserve a decent pay rise for everything you have done for our community in these difficult times.

Many businesses have also been busy with increased sales. You deserve to share in this increase with a pay rise.

THE ECONOMY NEEDS YOU TO GET A PAY RISE

Some employers argue that because of the pandemic, times are tough and there should be no pay rise (they tend to be the same employers who in good times say no too!). They are wrong.

Australia needs a proper pay rise to restore consumer confidence and kick start our economy as we come out of the pandemic.

Australia's economy is underpinned by consumption – that is, people buying things.

If we want our economy to recover quickly, we need people to feel confident to spend a bit more.

The best way to do this is to have a decent pay rise.

The reverse is true too. Without a real pay rise, people's confidence will drop and their wallets will shut.

NO DELAY – INCREASE THE PAY

The FWC asked if they should delay pay rises this year. The SDA's answer was no! No delay to the increase in pay.

They ignored us in their decision.

Frontline healthcare, social assistance, teachers and childcare workers will receive the increase from 1 July; construction, manufacturing and other industries from 1 September; accommodation, food services, arts, recreation, aviation, retail and tourism won't get any increase until 1 February.

We also need to remember that the last of the FWC's cuts to Sunday penalty rates came into force on 1 July. The SDA applied to the FWC to have this cut delayed, but our application was rejected. The SDA will continue to fight this decision - you can add your voice by signing the petition at national.sda.com.au/fairgo/.

Those businesses that have done well during the COVID-19 crisis can afford the pay rise.

Those businesses that are doing it tough have access to JobKeeper wage subsidies and should be able to pay the marginal increase.

WE ARE UNHAPPY WITH THE LACK OF AN IMMEDIATE, DECENT PAY RISE BECAUSE...

- 1 You deserve it;
- 2 Australia needs it;
- 3 Our economic recovery depends on it!



RETAIL RESCUE PACKAGE AND THE ROAD TO RECOVERY



**BY PAUL GRIFFIN,
GENERAL SECRETARY**

At the height of the pandemic, the retail industry faced two realities: food retailers were overwhelmed by excess demand and the lunacy of panic buying.

At the exact same time, the areas in retail where most discretionary spending occurs, like fashion stores and department stores, saw a complete collapse in spending and many temporarily closed their doors.

RETAIL INDUSTRY RESCUE PACKAGE

The SDA was joined by the Australian Retailers Association (ARA) to call for a multi-billion dollar rescue package to support parts of the industry that were suffering from a collapse in spending and threatened to see a collapse in some businesses as the Government initially refused to provide wage subsidies.

We called for:

- 1 Wage subsidies to protect your pay and to keep you employed in your job;
- 2 A means tested line of credit for struggling retailers to keep them viable; and
- 3 A rent relief package or a rent deferral package.

The SDA was pleased when the Government changed its mind and decided to provide a wage subsidy.

This was helped by the thousands and thousands of SDA members who signed the petition calling for a wage subsidy. The Government JobKeeper wage subsidy program (see pages 24-25 for details) has kept thousands of members employed in these difficult times.

We have also seen some level of rent relief or rent deferral, although this remains a difficult area for many retailers.

SUPPORTING THE RECOVERY – A CONSUMER-LED RECOVERY

As the economy starts to re-open, we need a strong plan to support an economic recovery from the pandemic.

Australia’s economy is underpinned by consumption. We need strong consumer spending to support our economic recovery.

Economist Ross Gittins wrote in the *Sydney Morning Herald* on 27 May 2020 that “the only way out of a recession is to spend your way out”.

When people spend, they buy the things other businesses are producing.

Those businesses can then expand what they are doing to meet the demand, and can hire more people who in turn are paid wages that they spend to buy the things other businesses are producing. Then those businesses can expand...

I think you get the picture.

The reverse is true too, if people don’t think they have the money to spend, the economy could contract more.

MONEY IN THE POCKET LEADS TO GROWTH

To support a consumer-led recovery, people need to have money in their pockets to spend.

As part of an economic recovery plan, here are three things the Government and your employer can do to put money in the pockets of people who will spend it:

- 1 Support fair pay rises now (see page 13)
- 2 Give frontline workers in retail, pharmacies, aged care, hospitals and public transport a recognition payment/tax rebate (see page 21)
- 3 Extend the JobKeeper payment program until consumer spending recovers

SUPPORT FAIR PAY RISES NOW

The Fair Work Commission has just heard the national wage case, or Annual Wage Review, which produced a disappointing result (see page 13).

The SDA argued for a fair pay rise of 4% and no delay to pay rises due on 1 July. Employers and the Government did not explicitly support the pay rises and some employers called for a wage freeze.

With the paltry pay rise awarded, as well as its delay in implementation for many workers, there is a real chance that people will tighten their belts and spend less.

That would be a disaster for economic recovery.

If people get a pay rise, they are more willing to keep spending and hopefully increase their spending.

Australia needs an increase in spending. Australia needs a proper pay rise!

GOVERNMENT SHOULD GIVE FRONTLINE WORKERS A RECOGNITION PAYMENT

The SDA has been fighting to secure recognition payments for members who worked through the pandemic (see page 21).

We think the Government should also make a recognition payment to all low-paid workers who worked through the pandemic to serve our community.

This includes workers in pharmacies, shops, hospitals, nursing homes and public transport.

The Government should make the payment for two reasons:

- 1 you deserve proper recognition for the risks and sacrifices you made during the pandemic for your community; and
- 2 the money you receive will be spent back in the economy, supporting economic growth.

We are asking the Government to give frontline workers like you a tax break or a direct payment of \$1,500.

You will probably spend that money, which will support growth in your local economy.

We have worked with the McKell Institute to calculate the cost and the benefits of this proposal. The package would cost the Government around \$3.4bn but would lead to increased economic activity of anywhere up to \$8.7bn. This will support our economic recovery and growth.

EXTEND THE JOBKEEPER PROGRAM

The biggest risk to economic recovery is a big increase in unemployment.

The JobKeeper program has so far kept a lot of people employed who otherwise would have lost their jobs.

The SDA intervened to protect 89 workers in one business who were about to lose their jobs until, with JobKeeper, we persuaded their employer they had no reason to dismiss them.

JobKeeper keeps people employed, supports their business and keeps money in people’s pockets to keep spending on essential items.

If the JobKeeper program is ended too early before the economy has recovered, thousands and thousands of workers will have less to spend and our economy will be damaged.

The Government needs to extend the JobKeeper payments until our economy has recovered.

THE ROAD TO RECOVERY

The most important part of recovery from the pandemic is to avoid a second wave of COVID-19, but we also need to avoid a second wave of economic pain. For a strong recovery “the only way out of a recession is to spend your way out”. To support Australia spending our way out of recession, the Federal Government needs to:

- ✓ support fair pay rises now;
- ✓ give frontline workers a recognition payment; and
- ✓ extend the JobKeeper payments program.

This is the road to recovery. Let’s get on the road!

Be smart on social media.

Be careful what you say on Facebook and other social media. Comments on social media (including other people’s posts or Facebook pages) are regarded as public comments – they are *not* private.

Avoid negative comments about your company, your manager or other employees on social media. It’s best not to mention them at all.

Some members have come to us after “official warnings” or worse following unwise comments on social media.

Be smart. When you go home, leave work behind you.

Enjoy your social media for your social life, not your work life.





FREE ACCIDENT INSURANCE



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

The SDA works hard to continually improve our cover to provide additional benefits, as well as increasing the amount payable for injuries – still at no cost to you.

WHAT YOU SAVE

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

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

The buying power of more than 200,000 SDA members nationally enables the Union to cover you for free.

WHEN ARE YOU COVERED?

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

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

SDA members aged up to 80 are covered by the policy worldwide (subject to sanction exclusions), irrespective of where the accident occurs - absolutely free to every financial member of the SDA.

HOW TO CLAIM

If you suffer an injury, please contact the SDA for advice on the procedure to follow. Claims should be submitted within 30 days of the accident. The benefits of the SDA Accident Insurance Scheme are not affected if you have other insurance cover.

FREE FOR ALL SDA MEMBERS

UP TO \$80,000

ACCIDENTS CAN HAPPEN

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

- ▼ death,
- ▼ total incapacity to work in the job you were trained and/or educated to perform,
- ▼ the need for knee reconstruction or arthroscopic surgery,
- ▼ the breaking of bones,
- ▼ the loss of limbs, sight or hearing,
- ▼ the complete or partial tear of achilles tendon, and
- ▼ other defined injuries as listed in the policy, when they are caused by violent, external and visible means outside working hours and are not attributable to an illness.

For more information, go to sdatas.asn.au, or contact the Union office.

Conditions apply.

◆ **UP TO \$30,000 EDUCATIONAL SUPPLEMENT FOR DEPENDENT CHILDREN**

◆ **UP TO \$3,000 FUNERAL BENEFIT REFUND**

ZERO TOLERANCE!



BY ANDREW COYLE,
DIGITAL ORGANISER

The SDA was campaigning to end unacceptable customer behaviour and abuse long before the COVID-19 pandemic brought it so dramatically to the attention of the public.

The SDA's *No One Deserves A Serve* campaign has been raising public awareness, calling out bad customer behaviour and demanding that workers in retail and fast food are treated with dignity and respect.

TRIALS TO REDUCE CUSTOMER ABUSE

In late 2019, Woolworths, Target and The Reject Shop took the message of zero tolerance for customer abuse and *No One Deserves A Serve* into their stores.

This followed Woolworths and The Reject Shop participating with KFC in world-first trials of interventions to reduce customer abuse and violence

that were organised by the SDA, Griffith University and iCare.

The trials tested training, signage and badges which were very successful in helping reduce customer abuse and violence.

All three of the retailers mentioned above had signage leading into Christmas, warning customers that abuse and violence towards their employees would not be tolerated.

Employees from BIG W, Target and The Reject Shop also wore under-badges attached to their name badges with messages aimed at humanising the worker to their customers.

These badges were the result of research by behavioural economists engaged in the trials.

The badges feature our campaign slogan – *No One Deserves A Serve* and also contain a phrase such as *I'm a mother, I'm a father, I'm a daughter, and I'm a son.*

Although it is sad that these badges are needed, the feedback is that it has helped.

Workers and customers have loved and agreed with the badges' message.

Customers ask about the message, which starts conversations about the issue, raising awareness about the frequency and effect of customer abuse and violence.

Some customers have been shocked and taken aback about the level of abuse faced in shops and fast food.

The Union will continue to lead the public call for zero tolerance of customer abuse and violence.



PUBLIC AWARENESS CAMPAIGN ACROSS CHRISTMAS & JANUARY

The SDA took the call for zero tolerance of customer abuse and violence to the public again over the Summer.

We strengthened and extended further our public awareness ad campaign, including a fast food specific *No One Deserves A Serve* advertisement.

At the same time, the SDA brought together the National Retailers Association, the Australian Retailers Association and many retailers and fast food businesses to release a public industry statement against customer abuse and violence which publicly committed all signatories to:

- ◆ Support for eliminating customer abuse and violence in these industries,
- ◆ Encouragement and facilitation of reporting of customer abuse and violence, and
- ◆ Positively and publicly promoting and supporting a culture of respect and dignity for retail and fast food workers.

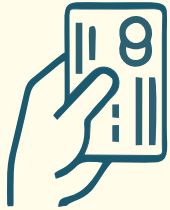
To see all those organisations that have signed up to this industry statement, go to national.sda.com.au/industry-statement.



Our plan for Retail Workers to s

The SDA is engaging with major companies on arrangements to be put in place to keep workers safe during

1



Promote cash free.

Cash free payment methods should be promoted and accepted where possible.

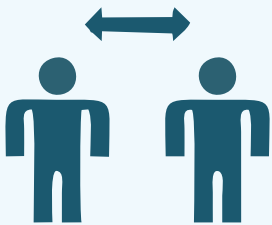
2



Install plexiglass screens.

Workers at registers need to be protected when social distancing isn't practical.

3



Ensure social distancing.

Social distancing measures must be in place and enforced, including signage, floor markings, register use and the regulation of customer numbers.

4



Make hand sanitiser available.

Make hand sanitiser (60% alcohol) readily available to all workers and customers.

5



Provide PPE.

Workers should be provided with gloves, masks and/or personal face shields when requested..

6

7

8

9

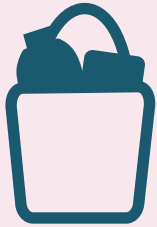
10

to stay safe at work.

safe during the pandemic and in the transition back to full operations.



6



Provide free bags or get customers to bag items.

Bags should be provided free of charge for each purchase. Customers must bag their own used bags.

7



Increase security presence.

Introduce more security to help enforce social distancing, customer volumes, purchase limits and deter customer abuse.

8



Increase cleaning.

Regularly clean and sanitise the workplace, including workstations, PPE and self-serve checkout areas.

9



Take a zero tolerance approach to customer abuse.

A zero tolerance approach to customer abuse and violence should be clearly communicated to customers, and must be enforced.

10



Promote the SDA's 'No One Deserves A Serve' campaign.

The SDA's *No One Deserves A Serve* campaign should be publicly promoted to improve customer behaviour.

UNCOVERING UNDERPAYMENTS

AND DEALING WITH THEM



**BY CAROL WADLEY,
WOMEN'S OFFICER**

Underpayment of wages has become a huge issue across many industries: including retail. The classic case of this in Australia was 7-Eleven – but it is just one example of so many where some

employers systematically underpaid workers, taking millions in unpaid wages and unpaid super. The problem is so large because the chance of being caught is so small and the penalty if you are caught is so low. Old rules that allowed unions to check all employers wage books, all employees wage records and backed up by an industrial magistrate's court that allowed for swift resolution of underpayments have been removed from the system. So the vulnerable or the unrepresented are ripe for exploitation. In a country as wealthy as ours, we can do better. The system needs reform.

Add to this the problem of salaried managers being underpaid large sums of money because their individual contracts are not properly compensating them compared to the underlying Award, and we see companies reporting underpayments of millions of dollars. Bunnings reported a significant underpayment following an SDA Organiser raising an issue of calculation of superannuation. Woolworths salaried managers started to compare their salary when they were working at night to the hourly rates of pay of those they were managing – rates that were secured by the SDA for those on hourly rates of pay. A review by Woolworths led to them self-reporting a huge underpayment that

is still being worked through, and nine years of underpayments being calculated.

As soon as the Woolworths underpayment was announced, the SDA wrote to more than 100 retail and fast food companies in November last year, requesting that they audit their payrolls. Since then, we have had announcements by Coles, Target and Super Retail of underpayments to employees. This widespread problem not only hurts hard-working Australians, but the reputations of the companies themselves.

How did it get to this?

Australia did not have a systematic wage theft problem when unions had the right to spot check company payrolls. Successive Coalition Governments stripped unions of those rights and now we have a serious problem, getting worse by the day.

Unions were an effective 'cop on the beat', looking after the interests of employees.

Unions did this for their members for nothing more than their membership fees. It did not cost the Government or the taxpayer a cent. The Fair Work Ombudsman does not have the money or the resources to ensure all workers are paid what is legally theirs.

What is the answer?

While there may be a place for criminal penalties in serious cases, as proposed by the Morrison Government, the focus should be on workers receiving their money speedily. Criminal proceedings are expensive, protracted and do nothing to get workers back what they are legally owed in the short term if a business goes into administration in the meantime.

To deal with this issue, we need to:

- ❶ restore to unions the right to spot check company payrolls of all workers;
- ❷ restore arbitration rights to the Fair Work Commission combined with an industrial court that allows for swift resolution of underpayments;
- ❸ allow unions to collectively bring underpayments for members with the same employer in the one set of proceedings;
- ❹ restore a small claims jurisdiction where simple matters can be dealt with quickly with limited legal formalities; and
- ❺ significantly increase penalties so that the penalty for underpayment is at least three times the value of the underpayment. In the most serious of cases, criminal penalties should also be considered.

The issue of enforcement of pay and underpayments is currently under review by a working group of unions, employers and the Government. Any solution to the problem needs to include at least the five points raised above. In the meantime, we are working with members to audit companies to ensure that these recently uncovered underpayments of salaried employees are fixed properly and as soon as possible.

DO YOU THINK YOU MAY BE BEING UNDERPAID?
CONTACT THE SDA IMMEDIATELY
SO WE CAN HELP YOU!

ESSENTIAL SERVICES PAYMENT FOR FRONTLINE WORKERS



**BY PAUL GRIFFIN,
GENERAL SECRETARY**

The SDA has been working hard to push for an essential service payment for frontline workers who continued to work during the COVID-19 Pandemic.

When most of the community was staying at home, supermarket workers and other essential service workers were required to continue going to work.

At the height of the lockdown, many members were working around the clock under extremely difficult circumstances — it's only fair your pay should reflect your efforts to keep Australia running during that time.

You kept your community fed and supplied with the essentials they needed, while putting yourself in harm's way. That is why you deserve an essential services payment.

The SDA's petition calling for an essential service payment was filled out by over 41,000 Australian workers.

SDA WINS FOR ESSENTIAL WORKERS – MORE TO BE DONE

In good news, Costco, Woolworths and Coles have all responded to the SDA's campaign with some form of payment, even though we think it could have been higher.

- ✓ Costco paid employees an additional amount of \$3 per hour for 11 weeks;
- ✓ Woolworths has committed to a recognition payment for their employees of \$250 plus card credit for full-timers and part-timers, \$100 for casuals, and \$750 worth of Woolworths shares for full-timers (pro-rata for part-timers).
- ✓ Coles announced a four-tier Thank You payment in May, with different amounts for Department Managers (\$750), full-timers (\$500), part-timers (\$250) and casuals (\$100-\$200).

While these payments are all welcome, the SDA would still like to see more done for essential workers.

SDA CALLS FOR GOVERNMENT TO RECOGNISE ESSENTIAL WORKERS' EFFORTS, TOO

In addition to the recognition of essential workers by some employers, we want the Government to recognise the incredible effort of so many low-paid workers who kept working to keep our community going during the COVID-19 pandemic.

The SDA is calling for a low-income-earner tax rebate for those workers in supermarkets, pharmacies, petrol stations, aged care facilities, hospital

cleaners and other vital jobs on low incomes who did not receive JobKeeper or JobSeeker payments.

Now is the time for the Commonwealth Government to recognise these unsung heroes with some proper recognition.

We are asking for a \$1,500 low-income-earner tax rebate.

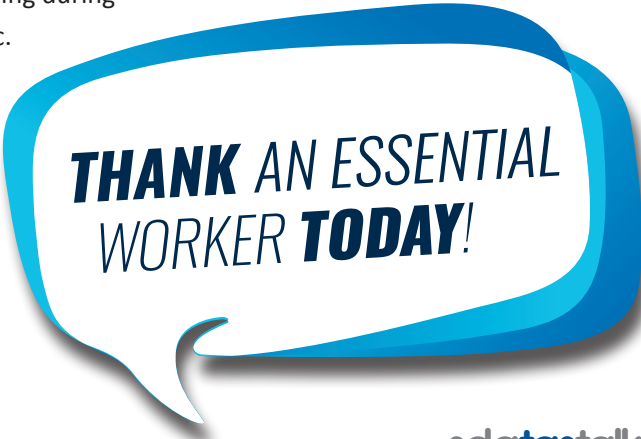
This amount is the equivalent of the two Economic Support Payments of \$750 paid by the Government, to those on a range of benefits in an effort to stimulate the economy.

Many essential workers on low incomes felt left out at the time those payments were made, as they kept turning up to work at the height of the pandemic.

The Government can fix this with the payment of a \$1,500 low-income-earner tax rebate.

The SDA will continue to engage employers for recognition payments for essential workers and call for the Government to recognise the efforts of frontline workers with a low-income-earner tax rebate.

Essential service workers deserve it!





MOVIE TICKETS



**GREAT
VALUE!**

Once the cinemas re-open after having to close down due to the COVID-19 pandemic, financial members of the SDA will once again be able to go to the movies at discounted prices by purchasing tickets through the Union. So why not stock up now in anticipation!

TICKETS are available for Village Cinemas throughout Tasmania, plus Metro Cinemas (Burnie).

TO ORDER... Go to sdatas.asn.au, hover over the 'Members Area' drop-down menu and select 'Purchase Movie Tickets'. If you're not already registered on the website, you'll need to complete the 'New User Registration' section.

DELIVERY... Your tickets will be mailed to you by registered post.

NO INTERNET ACCESS? NO WORRIES! Just call us on 6331 8166 (Launceston) or 6234 1118 (Hobart) with your credit card details to order.



BOOK AT SDATAS.ASN.AU

DONATING BLOOD THIS WINTER

Blood Donation Centres struggle to receive the donations they need during winter.

Blood donations help people through serious events in their life, such as cancer, a car accident or a difficult pregnancy.

Others have medical conditions which mean they regularly need blood products.

Donating blood remains as important as ever during the COVID-19 pandemic.

This is why the SDA negotiates for Blood Donor's Leave in enterprise agreements.

BLOOD DONOR'S LEAVE

Many enterprise agreements that have been negotiated by the SDA include a relatively common provision known as Blood Donor's Leave.

The SDA has negotiated this provision with major companies like Coles and Woolworths supermarkets, Bunnings, Target and Kmart, Big W, BWS and Dan Murphy's just to name a few.

The provision allows full-time and part-time employees to be absent from work without loss of pay during ordinary working hours in order to donate blood.

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

It is expected that the employee will donate blood on a day suitable to the employer with sufficient notice of the scheduled appointment.

Proof of attendance at a recognised place for donating place, such as the

Red Cross Blood Bank, and duration of the attendance may be requested by the employer.

WHERE TO DONATE BLOOD

Blood donation is quite easy. The whole visit to a Blood Donation Centre usually takes about one hour.

There are over 100 permanent donor and mobile centres across Australia. To make an appointment to donate blood in your area, call the Red Cross Blood Bank on 13 14 95 or book online at donateblood.com.au.

Remember – you can't donate blood if you feel unwell. The Red Cross Blood Bank has introduced non-contact temperature checks and extra questions for donors before entry.

For more information on donating blood during the pandemic, including frequently asked questions, go to lifeblood.com.au/coronavirus-update.



Managers – keep out of medical appointments!

All SDA members should be aware that managers and insurance companies have **no right** to attend your medical appointments, even if it is for a work-related injury. This is supported by the Fair Work Ombudsman.

Medical appointments are **private**. Tell any manager or insurance company representative that they are **not entitled to attend**.

Contact the SDA if you need any help.

ALL ABOUT JOBKEEPER



BY MELISSA READ,
SOUTHERN
ORGANISER

The coronavirus global pandemic had – and continues to have – a serious impact on the retail, fast food and warehousing industries. The health, safety and job security of workers in our industries have been our primary concerns.

The SDA, along with Australian Unions and businesses made strong calls for the Federal Government to provide a wage subsidy for workers to secure incomes and save jobs.

The SDA pushed hard for a wage subsidy that would keep employees connected to their employers and enhance job security during a period when businesses were being forced to shut down. On 22 March, the SDA and Australian Retailers Association made a joint call on Government to provide a Retail Industry Rescue Package which had a wage subsidy as its central plank.

A petition calling on the Government to introduce a wage subsidy package was then posted on the SDA's website and received thousands and thousands of responses within days.

The Federal Government responded and passed legislation for what is now known as the JobKeeper Payment.

The JobKeeper payment helps businesses significantly impacted by the coronavirus cover the costs of their employees' wages, so more Australians can retain their jobs and continue to earn an income.

What is the difference between the JobSeeker and the JobKeeper payment?

The JobSeeker payment is for those who have lost their jobs and are no longer employed (it used to be called Newstart). The Australian Government has temporarily increased the amount of this payment.

The JobKeeper payment is a wage subsidy provided to employers impacted by coronavirus to pay employees' wages to keep them employed during this period. The payment is paid by the Australian Taxation Office (ATO) to employers to pass on to their employees.

Is my employer eligible for JobKeeper?

For an employer to be eligible, they must be able to show a significant impact from coronavirus by meeting criteria including one of these tests:

- ◆ If their annual turnover is less than \$1 billion, they need to prove a decline in turnover of 30% or more; or
- ◆ If their annual turnover is more than \$1 billion, they need to prove a decline in turnover of 50% or more;
- ◆ If they are an eligible registered charity, they need to prove a 15% or greater decline in turnover.

Not all employers are eligible for the JobKeeper payment.

Companies including Myer, David Jones, Noni B, Rockmans, Millers, KidStuff, Just Jeans, Peter Alexander, Portmans, Jacqui E, Jay Jays and Smiggles are just some of the employers eligible for their employees to get JobKeeper.

If my employer is eligible, how do I know if I am eligible?

Generally, to receive the \$1,500 per fortnight you must satisfy the following requirements:

- ◆ Your employer is eligible;
- ◆ Be employed by your employer as at 1 March 2020, and
 - You are a full-time or part-time employee; or
 - If you are a casual, you need to have been employed on a regular and systematic basis for longer than 12 months as at 1 March 2020; and

- ◆ Be 18 years or older at 1 March 2020 with the exception of 16 or 17 year olds who are financially independent; and
- ◆ Be an Australian citizen, the holder of a permanent visa, or a Special Category (Subclass 444) Visa Holder at 1 March 2020.

Who is not eligible?

The following employees are not eligible:

- ◆ A regular casual with less than 12 months' service;
- ◆ A worker on a temporary visa other than the 444 visa;
- ◆ A casual with more than 12 months' service but not employed on a regular and systematic basis.

There are also circumstances in which an employee can be temporarily ineligible (for a period of time) if:

- ◆ Government provided* parental leave pay (PPL) is payable to the individual and the individual's PPL period overlaps with, or includes, the fortnight; or
- ◆ at any time during the fortnight, the individual is paid Government provided dad and partner pay; or
- ◆ if you are on workers compensation and all of the following applies to you:
 - You are totally incapacitated for work throughout the fortnight;
 - an amount is payable to you under, or in accordance with, an Australian workers' compensation law in respect of your total incapacity to work.

*Receiving employer-paid parental leave as the primary or secondary carer does not make you ineligible for the period.

What do I get paid?

If you are eligible for the JobKeeper payment, you will receive the full \$1,500 per fortnight less tax. It is a flat rate regardless of whether you are full-time, part-time or casual.

- ◆ If you have been stood down, you must be paid at least \$1,500 per fortnight (before tax).
- ◆ If you are still working, your employer must pay you the higher of \$1,500 per fortnight before tax or your normal pay for the hours you are actually working.

Do I get commission payments in addition to the JobKeeper payment?

Commissions and bonuses are included in the JobKeeper payment. You will only get more than the \$1,500 if the combination of the pay for the hours you actually worked and the value of the commissions and bonuses owed to you is higher than the \$1,500 per fortnight.

How long will the JobKeeper scheme last?

The scheme is expected to end on 27 September 2020 (13 fortnights from 30 March 2020). The Federal Government is continually assessing the situation.

What if my employer doesn't pass on the payments to me?

If you are eligible to receive JobKeeper payments, your employer is legally required to pay them to you. Contact the SDA for advice if you are not receiving them.

I am on unpaid or paid leave. Will I receive the JobKeeper payment?

Yes, unless you are in receipt of the Government's Paid Parental Leave Pay or Dad and Partner Pay. If you are an eligible employee and your employer is an eligible employer, you will receive the payment whether you are working, on leave or have been stood down.

Will superannuation be paid on JobKeeper payments?

Superannuation is only paid on the hours actually worked. If you are receiving JobKeeper payments but are not working any hours, you will not receive superannuation contributions.

Can I work at another job if I am receiving JobKeeper payments?

Yes, you can work at another job or continue to receive additional income from another employer while you receive JobKeeper payments. However, you cannot receive JobKeeper payments from two employers. When nominating to participate in the JobKeeper scheme, you must nominate your primary employer.

If you are a long-term casual employee for one employer, and are also employed in a permanent position, you can only nominate your permanent employer. You cannot nominate your casual employer, even if your permanent employer does not qualify or elects not to participate in the JobKeeper scheme.

Can I be instructed to do different work under JobKeeper?

Yes, for a temporary period, an employer participating in the JobKeeper scheme can direct you to perform different duties, but the request must be reasonable. You must be given three days' notice in writing of any change (you can agree to less notice if you wish) and your employer must consult with you or your union first.

What if I don't agree with what I have been asked to do?

If you think you have been treated unreasonably by your employer, or have a good reason why you cannot comply with a directive (for example, because of your caring responsibilities), you should contact the SDA for advice.

Normal protections under workplace health and safety laws, anti-discrimination laws, workers compensation laws and unfair dismissal laws, continue to apply. Also, because the SDA is the registered Union for workers in retail, fast food and warehousing, we can apply to the Fair Work Commission (FWC) who can hear and decide a dispute about any unreasonable JobKeeper direction you have been given.

Can I be forced to take leave under JobKeeper?

If you work for an employer participating in the JobKeeper scheme, you may be asked by your employer to agree to take some annual leave, but not all your annual leave. You must be left with a balance of at least two weeks of annual leave.

If your employer makes such a request, you must consider the request and can only refuse if you have reasonable grounds to do so.

Contact the SDA if you have questions about your reasonable right to refuse.

When taking annual leave, you should be paid your normal rate of pay (including any loadings) or \$1,500 per fortnight, whichever is the greater. You cannot be required by your employer to take your long service leave.

Can my hours be cut under JobKeeper?

Yes, for a temporary period, an employer participating in the JobKeeper scheme can direct you to work reduced hours (or no hours) because of changes to business due to the COVID-19 pandemic. Any such directive must be reasonable.

You must be given three days' notice in writing of any change (you can agree to less notice if you wish) and your employer must consult with you or your union first.

I am a casual employee. Can my employer force me to increase my hours in return for receiving the payment?

No. If the only reason for the request to work additional hours is to 'match' the amount of the JobKeeper payment, the request is not likely to be reasonable. If you have been forced to increase your hours in this way, contact the SDA for assistance.

What happens if I resign from my employment, I am terminated, or my employer does not qualify for the JobKeeper scheme?

If you resign from your employment or are terminated, JobKeeper payments will cease. You may, however, be eligible for JobSeeker. You can check your eligibility at servicesaustralia.gov.au (type 'coronavirus help' in the search field).

The SDA is here to support you

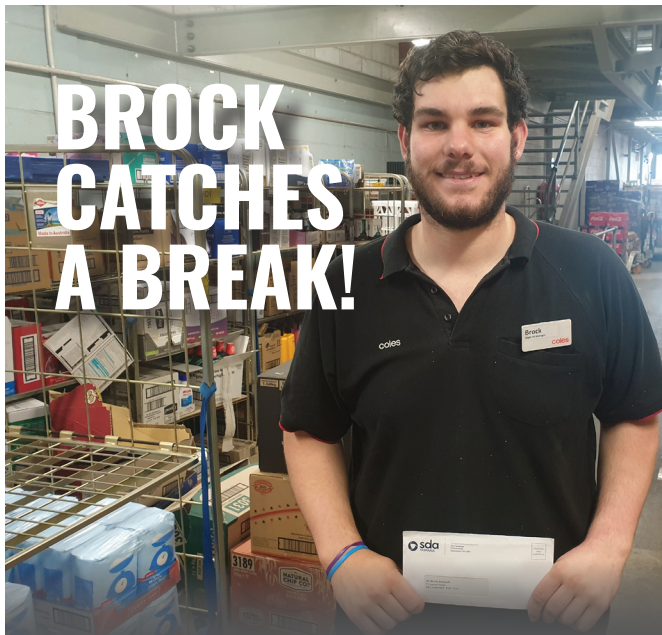
The SDA continues to keep all SDA members up to date with information. If you are unsure or have questions, get in touch with us for advice and support.

You can also stay updated with information from the SDA about coronavirus at national.sda.com.au/coronavirus.

If you have any questions or concerns regarding JobKeeper, please contact the SDA.

Please note: this is an outline of the scheme only and is subject to change. There are complexities with some cases. Please contact the SDA if you need any help with your personal situation.

AROUND THE SHOPS



**BROCK
CATCHES
A BREAK!**

Brock Bucknell works at Coles Devonport and plays cricket for Devonport. Brock, a wicketkeeper, attempted to take a catch and unfortunately broke his thumb, resulting in a few weeks off work. But being an SDA member, he was able to apply for our Accident Insurance and received a small payout. Brock is shown above with his cheque for \$350 – but we believe he would have preferred to have taken the catch!

See page 16 for more information on the SDA's Free Accident Insurance Scheme.



Rachel Willetts at Woolworths Glenorchy with SDA Southern and Fast Food Organiser, Jodee Inches



In her busy workday duties, Michelle Arnol, SDA Delegate at Woolworths Bridgewater, has been to the fore in representing the SDA during these difficult times of the pandemic by signing up many new members. Well done, Michelle!



Jan Ayres and Anielia Harris at Myer Hobart



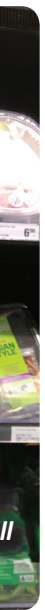
Kelsie Walters and Nicole Ivory at Coles Kings Meadows



Olivia Nicholson at Coles Northgate with SDA Southern Organiser and Fast Food Recruiter, Melissa Read



Lisa Squires and Samantha King at Woolworths Mowbray



Chris Stilgoe, Carolyn Polley, Tracy Bennet and Sam Fisher at Myer Launceston



Vanessa Dobson at Myer Hobart

CAROL CELEBRATES 35 YEARS!

Carol Brown, Coles Racecourse, has racked up 35 years' service with Coles and as an SDA member. She began work with Coles in Western Australia before transferring to Tasmania in 2003. Carol carries out her role on checkout in an amazing manner as she is profoundly deaf. The SDA Tasmanian Branch raised a letter of congratulations and we are very appreciative of her support. Carol had this to say to SDA General Secretary, Paul Griffin: "Thank you for coming to our store. I was so surprised and happy to see you. I will be having a 35th anniversary morning tea celebration, hopefully, next month if/when social distancing allows. My store manager will give me one week's notice. I am so appreciative. Thank you so much for your lovely letter. My husband Simon is so proud of me."

COVID-19 AND YOUR SUPER



Across Australia, the outbreak of COVID-19 (or coronavirus) is impacting everyone in our community.

It is a distressing time, especially for retail staff who are ensuring that Australians have food on the table, as well as other essential items. It is also challenging for those who work in businesses with temporary shut downs, slowing of trade and changing ways of shopping. For some workers, this means they may have had their hours reduced, been placed on leave, or worse, lost their job.

The impact has been felt hard in retail, fast food, warehousing, hair and beauty, and modelling. The McKell Institute found that nearly 60% of those immediately impacted were women and that low-paid workers are least likely to have paid sick leave.

With a combination of panic hoarding, restricted hours, limited stock availability, item limits and COVID-19 anxiety, shoppers have continued to unload their anger onto retail workers.

You will have seen the SDA's *No One Deserves A Serve* campaign continue through this time, and other actions consistent with our 10-point health and safety plan, such as sanitiser at entries, social distancing, and promoting contactless transactions and personal protective equipment (PPE includes screens at checkouts).

The SDA and Australian Unions also argued strongly for a wage subsidy, which resulted in the JobKeeper payment. This has enabled tens of thousands of retail and fast food workers to keep their jobs.

THE ROLE OF SUPER IN RESPONDING

During this uncertain time, super has continued to be one of this country's greatest success stories – it offers insurance, advice and an opportunity to invest in Australian businesses to help us recover.

INSURANCE

If you are with Rest and have insurance as part of your super, you'll continue to be covered as long as you have enough money in your account to pay the monthly premiums, even if you stop working. Insurance can be an important protection for you and your loved ones.

There is no exclusion for coronavirus in Rest's Income Protection cover, which means illness, disability or death due to coronavirus is covered. Just keep in mind that income protection insurance covers you if you're unable to work due to illness or injury for more than 60 days. So, you'd have to be sick and unable to work for 60 days before your claim could be accepted.

If you have income protection insurance, it's important to let Rest know if you haven't been working for a while – your benefit is based on your income over a 12-month period, so it's important that you're only paying for cover that you can claim on.

To check the type of insurance cover you have with Rest, go to MemberAccess and click on the insurance tab.

ADVICE AND EARLY ACCESS

Your super fund can help with advice regarding superannuation and retirement planning, but you can also get financial advice and counselling from other sources.

The free National Debt Helpline (phone 1800 007 007) is open from 9.30am to 4.30pm, Monday to Friday. When you call, you'll be transferred to the service in your State.

If you're in financial difficulty because of the COVID-19 pandemic and need to access your retirement savings, be aware that you can only have early access to your super in very limited circumstances (see article on page 31).

For details of these arrangements, contact your super fund. Rest is the super fund for workers in SDA industries.

To make the choice that best serves your needs, it's important you know all the options, including increased payments that are available from government.

Only consider accessing your super as a last resort, if you really need it. Removing super from your account now could leave you worse off in the long run.

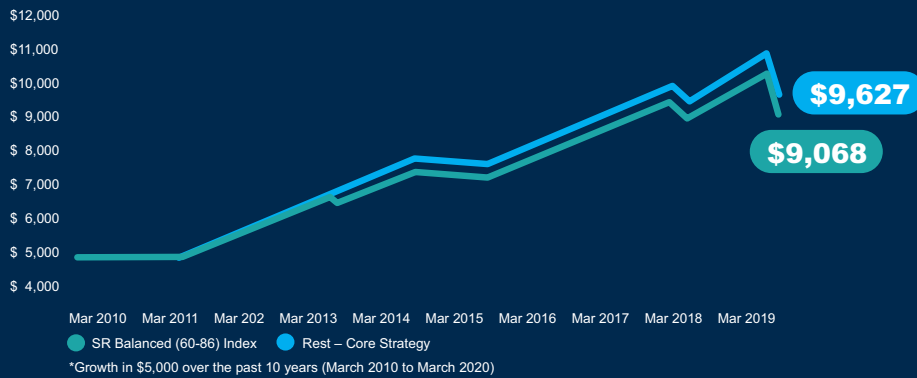
Taking out money now means 'locking in' recent losses, while also losing the long-term benefits of having that money working for you.

And any insurance cover you have may end if there isn't enough in your account to cover insurance premiums.

According to CHOICE*, for a 30-year old, \$20k in super today could become about \$50k in retirement.

For more information, visit rest.com.au.

REST CORE STRATEGY VS SUPERRATINGS MEDIAN BALANCED FUND



ECONOMIC RECOVERY

Finally, super helps financial stability and long-term economic growth through: increased national saving; reduced reliance on foreign investment; providing additional funds for the federal budget and reducing reliance on it as we age; helping meet infrastructure needs and relying on sustainable returns; and helping smooth economic shocks.

As of June 2019, household superannuation assets were around \$2,657 billion. The superannuation industry already does, and will continue to, invest in Australian business - be that retail, services, manufacturing, or rural. Rest, for example, has investments in agriculture, buildings and housing service providers.

IMPACT ON SUPER BALANCES

In addition to your guaranteed retirement savings from your workplace, your super balance is made up of compounding interest. In the economic shock following the pandemic being declared, super balances have gone down.

Most Rest members have their super in the Core Strategy investment option. Core Strategy has returned an average return of 8.19% per year since it started in 1988 (as at 31 March 2020). This includes some of the recent market volatility, as well as major downturns like the global financial crisis in 2008.

While past performance doesn't indicate future performance, it's comforting to know how Rest takes an active approach to managing members' super through this crisis and other times of market volatility. The main thing is to remember that your super is all about what happens over the long term, not the short-term ups and downs that happen along the way.

See the table above that compares Rest against its peers over the last 10 years.

*Product issued by Retail Employees Superannuation Pty Limited. Consider if it is appropriate for you and read the PDS available at rest.com.au/pds before deciding to join or stay.

+<https://mckellinstitute.org.au/app/uploads/McKell-COVID-19-Initial-Impact-Assessment-on-Workers-.pdf>

#<http://www.sda.org.au/no-one-deserves-a-serve-sda-launches-major-national-campaign-to-stop-abuse-of-retail-and-fast-food-workers-this-christmas/>

*<https://www.choice.com.au/money/financial-planning-and-investing/superannuation/articles/early-access-to-super>



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 SDA, it will cost you nothing.





Proud to be with a
super fund where profits
go back to members.

At Rest we don't pay profits to shareholders, which helps us offer some of the lowest fees in the market. So more money back to our members.

rest.com.au

Rest
Industry Super

Product issued by Retail Employees Superannuation Pty Limited. Consider if it's appropriate for you and read the PDS available at rest.com.au/pds before deciding to join or stay.

THREE THINGS TO THINK ABOUT BEFORE ACCESSING YOUR SUPER EARLY

On 22 March, the Federal Government announced a temporary measure due to the effects of coronavirus on the economy. If you are facing financial difficulties as a result of the COVID-19 pandemic, you became able to access some of your super early from 20 April 2020. If you choose to withdraw from your superannuation early, you must meet certain criteria.

If successful, you can access up to \$10,000 of your super in 2019-20 and a further \$10,000 in 2020-21. You must, however, meet one of these requirements:

- ◆ You are unemployed;
- ◆ You are eligible to receive a JobSeeker payment, youth allowance for jobseekers, parenting payment, special benefit or farm household allowance;
- ◆ If on or after 1 January 2020, you were made redundant;
- ◆ If on or after 1 January 2020, your working hours were reduced by 20 per cent or more;
- ◆ If you are a sole trader, your business was suspended or there was a reduction in your turnover of 20 per cent or more.

Individuals will not need to pay tax on amounts released and the money they withdraw will not affect Centrelink payments. It is important to consider the following:

1 THE LONG-TERM IMPACT ON YOUR RETIREMENT SAVINGS

Super balances have dropped considerably in the past few months, so by withdrawing this money now, you could be realising those losses. It is also money you won't have invested for the future.

Work out what accessing your super early could end up costing you in the long run. You want to make sure that whatever decision you make now doesn't cause financial issues in the future.

According to CHOICE*, for a 30-year old, \$20k in super today could become about \$50k in retirement. See the graph above to see the difference.

2 OTHER TYPES OF FINANCIAL SUPPORT THAT YOU COULD ACCESS NOW

Stay calm, have a look at your options and compare this measure to the other help that is available to get through the next six months, such as:

- ◆ Income support payments - crisis payments and temporary fortnightly \$550 coronavirus supplement.
- ◆ Household support payments - two automatic \$750 Economic Support Payments.
- ◆ JobKeeper Payment - \$1,500 a fortnight for six months may be available to employers to keep paying eligible employees whose hours have been cut.
- ◆ Most banks have introduced measures to defer mortgage repayments.
- ◆ If you are renting - refer to tenancy boards for information on rental relief and your rights.
- ◆ Utility providers such as electricity, gas, water, phone, are also likely to provide assistance.
- ◆ Like utility providers, many credit card providers can offer short-term assistance as well.



3 HOW YOUR INSURANCE COVER MAY BE AFFECTED.

Insurance is an important part of your overall financial security. It's always important to make sure that any life insurance you have through your super (including total and permanent disability, or TPD, insurance) matches your needs.

If you're withdrawing your super early and want to maintain your insurance, you'll need to keep enough in your super account to cover your ongoing premiums.

Superannuation is meant to be a vehicle towards earning a comfortable retirement, so it shouldn't be drawn down on lightly. It could be a wise idea to contact Rest to seek professional advice before making any decisions.

The information provided above is general in nature only and does not constitute personal financial advice. The information has been prepared without taking into account your personal objectives, financial situation or needs.

*<https://www.choice.com.au/money/financial-planning-and-investing/superannuation/articles/early-access-to-super>

ENJOY GREAT OFFERS BROUGHT TO YOU BY FREQUENT VALUES™

Frequent Values™ continues to support our retail merchants through great savings on gift cards that can be redeemed online or kept for the future. Many of the restaurants featured in the Frequent Values™ program are still open for business and offering takeaway options, so you can enjoy quality meals at home!

For any Frequent Values™ offers, from restaurants to travel bookings we recommend contacting the business ahead of time and confirming with them that you'll be using your membership as the environment changes daily.

Offers correct at time of printing. For the latest listing, terms and conditions and offer details, please refer to the SDA website.

20% OFF, UP TO \$25
OFFERING TAKEAWAY



BISTRO 19

Bistro 19 is located at the Claremont Golf Club. Situated on the top floor of the building with panoramic views of the golf course and Derwent River. If you are after a light lunch while you enjoy a swing of golf or dinner with friends and family, Bistro 19 is one to try.

1 Bournville Crescent
Claremont, Tasmania
(03) 6249 1000

20% OFF, UP TO \$25
OFFERING TAKEAWAY



MAGIC CURRIES INDIAN RESTAURANT

Authentic Punjabi cuisine. Chefs can cook to individual tastes and requirements. Located in the busy Battery Point dining strip. Wide selection of dishes to tantalise the tastebuds. Open 7 nights from 5pm. Order online on their website.

41 Hampden Road
Battery Point, Tasmania
(03) 6223 4500

5% OFF!
E-GIFT CARD



WOOLWORTHS WISH E-GIFT CARDS

Savings from all your favourite brands with one great gift card. Buy a Woolworths WISH eGift Card and save on groceries, liquor and more.

To redeem this offer refer to the specific terms and conditions on sdatas.asn.au

10% OFF!
E-GIFT CARD



rebel

REBEL E-GIFT CARDS

can be used to purchase anything, anytime in-store or online.

To redeem this offer refer to the specific terms and conditions on sdatas.asn.au



To access and redeem your Frequent Values™ offers you'll need your smartphone and access to the Frequent Values™ website via sdatas.asn.au

20% OFF, UP TO \$25 OFFERING TAKEAWAY



SOUP STOP

Soup Stop is a small café/restaurant specialising in a range of soups, also offering Indian street food and other Indian cuisine. Vegan and gluten-free choices available to their customers, on demand, and dine-in or takeaway options too.

4 Barrack Street
Hobart, Tasmania
(03) 6223 8882

20% OFF, UP TO \$25 OFFERING TAKEAWAY



QUAMBY ESTATE

Situated only 25 minutes from Launceston, the majestic Quamby Homestead is full of history and offers outstanding landscapes on the estate.

1145 Westwood Road
Hagley, Tasmania
(03) 6392 2135

5% OFF! E-GIFT CARD



JB HI-FI

JB HI-FI E-GIFT CARDS

can be used to purchase anything, anytime in-store or online.

To redeem this offer refer to the specific terms and conditions on sdatas.asn.au

10% OFF! E-GIFT CARD



seed
HERITAGE

SEED HERITAGE E-GIFT CARDS

can be used to purchase anything, anytime in-store or online.

To redeem this offer refer to the specific terms and conditions on sdatas.asn.au

GENERAL RETAIL INDUSTRY AWARD 2010

MINIMUM WAGE RATES EFFECTIVE 1 JULY 2019 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 \$23.70 SUNDAY RATES NORMAL RATE + 95% (195%) FROM 1 JULY 2017 NORMAL RATE + 80% (180%) FROM 1 JULY 2018 NORMAL RATE + 65% (165%) FROM 1 JULY 2019 NORMAL RATE + 50% (150%) FROM 1 JULY 2020	Ordinary Hours						17.5% annual leave loading on four weeks' leave		
	38 HOUR WEEKLY RATE	7am to 9pm Monday to Friday		6pm to 9pm Monday to Friday		7am to 6pm Saturday			
		Hourly Rate		Hourly Rate		Hourly Rate			
		Full-time and part- time up to 38 hours a week	Casual loading of 25%	Full-time and part- time loading of 25%	Casual loading of 40% applies until 30/09/20	Full-time and part- time loading of 25%		Casual loading of 45% applies from 01/03/20	
RETAIL EMPLOYEE	\$	\$	\$	\$	\$	\$	\$	\$	
Level 1 Shop Assistant, Checkout Operator, Trolley Collector, Video Hire Worker, LPO, Clerical Assistant	813.60	21.41	26.76	26.76	29.98	26.76	32.12	569.52	
Level 2 Forklift Operator	833.00	21.92	27.40	27.40	30.69	27.40	32.88	583.07	
Level 3 Dept Mngr 2IC, Corsetiere, Snr LPO, Cook	845.90	22.26	27.83	27.83	31.16	27.83	33.39	592.13	
Level 4 Trades Qualified (e.g. Butcher, Baker), Clerical Officer Level 2, Shiftworker/Nightfill Supervisor	862.60	22.70	28.38	28.38	31.78	28.38	34.05	603.82	
Level 5 Tradesperson in charge of other Tradespersons, Services Supervisor (more than 15 employees)	898.00	23.63	29.54	29.54	33.08	29.54	35.45	628.60	
Level 6 Section/Dept Manager (5+ employees including self), Clerical Officer Level 3, Assistant/Deputy/2IC Shop Mngr	911.00	23.98	29.97	29.97	33.57	29.97	35.97	637.70	
Level 7 Visual Merchandiser, Clerical Officer Level 4	956.70	25.17	31.47	31.47	35.24	31.47	37.75	669.70	
Level 8 Shop Manager, Clerical Officer Level 5	995.50	26.20	32.75	32.75	36.68	32.75	39.30	696.85	
JUNIOR RATES									
<i>Age</i>	<i>% of weekly rate of pay</i>								
Under 16 years of age	45	366.12	9.63	12.04	12.04	13.48	12.04	14.45	256.27
16 years of age	50	406.85	10.71	13.38	13.92	14.99	13.38	16.06	284.80
17 years of age	60	488.20	12.85	16.06	16.70	17.99	16.06	19.28	341.74
18 years of age	70	569.50	15.00	18.73	18.73	21.00	18.73	22.50	398.65
19 years of age	80	650.90	17.13	21.41	21.41	23.98	21.41	25.70	455.63
20 years of age	100 (from 1 July 2015, after six months' employment with employer)	813.60	21.41	26.76	26.76	29.97	26.76	32.11	569.52
APPRENTICES									
<i>Apprenticeship Year</i>	<i>% of Level 4</i>								
1st Year	50	431.30	11.35						
2nd Year	60	517.60	13.62						
3rd Year	80	690.10	18.16						
4th Year	90	776.30	20.43						

SDA MEMBERSHIP APPLICATION FORM



Surname: _____ Date of Birth: _____
 Given Names: _____
 Postal Address: _____
 Suburb: _____ Postcode: _____
 Phone Numbers: Home () _____ Mobile: _____
 E-mail Address: _____
 Employer: _____
 Employer Location: _____
 Occupation: _____
 Type of Employment Full-time (20 hours or more per week)
 Part-time (10-20 hours per week)
 Casual (less than 10 hours per week)
 How many hours a week do you expect to work? _____ Are you a student? Yes No
I hereby agree to become a member of the Shop, Distributive and Allied Employees' Association, Tasmanian Branch. I pledge myself to comply with the rules of the Association, and with any amendments or additions which may be duly made to such rules.
 Signature: _____ Date: / /

AUTHORITY TO DEDUCT UNION FEES FROM WAGES

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

SDA CHANGE OF ADDRESS/EMPLOYMENT FORM



PREVIOUS

Surname: _____ Member No: _____
 Given Names: _____
 Postal Address: _____
 Suburb: _____ Postcode: _____
 Employer: _____
 Employer Location: _____

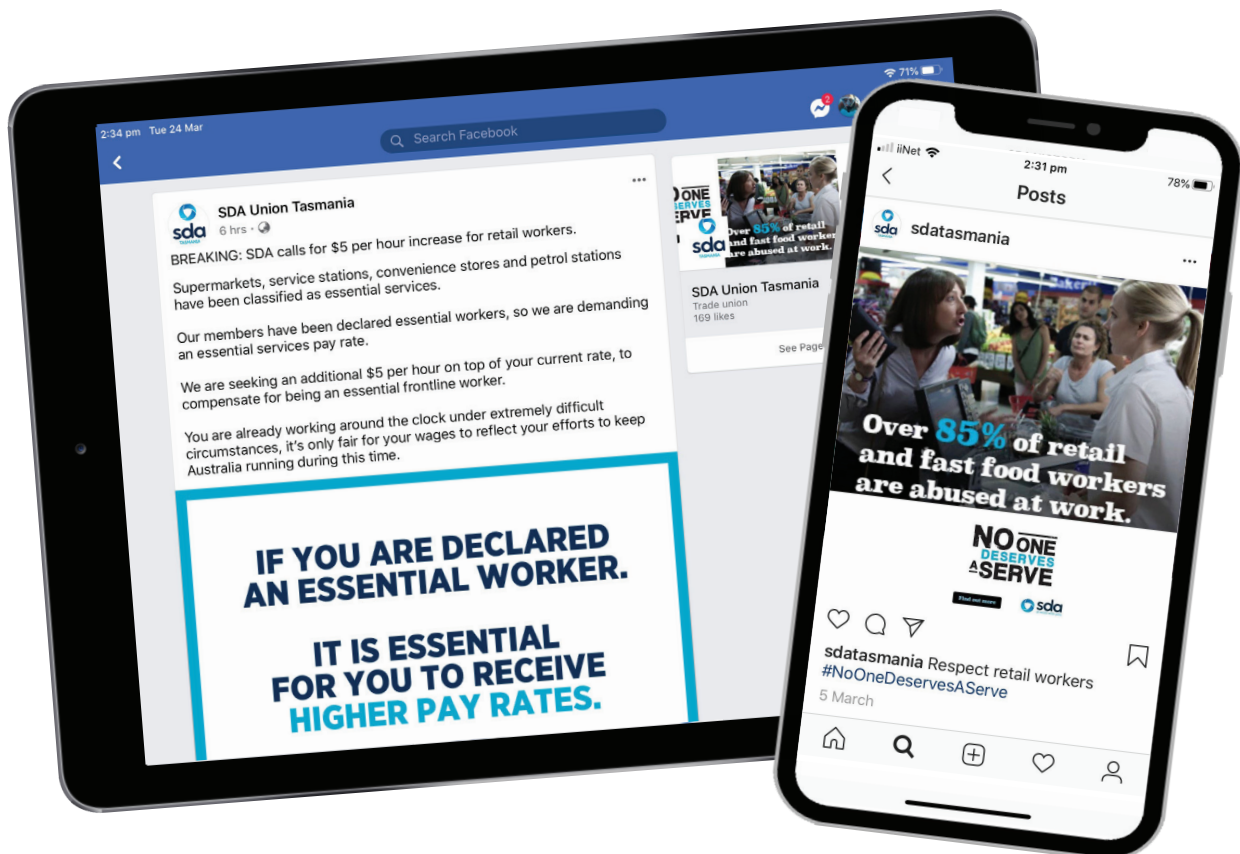
CURRENT

Surname: _____ Member No: _____
 Given Names: _____
 Postal Address: _____
 Suburb: _____ Postcode: _____
 Employer: _____
 Employer Location: _____

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



Your Union is Social



Like us on Facebook and Instagram to receive the latest in industrial news, services, union activities and campaigns.

 [sda tasmania](https://www.facebook.com/sdatasmania)

 [sdatasmania](https://www.instagram.com/sdatasmania)

[sdatas.asn.au](https://www.sdatas.asn.au)