

SDA TASMANIAN BRANCH

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TIPPING COMPETITION
2021



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Our top tipster each week will win a double movie pass and the glory of their name being published in each edition of *TasTalk*.

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Registrations open in March 2021. Simply go to sdatas.asn.au and click on the 'Footy Tipping Competition' link to sign up!

*Subject to availability

your union

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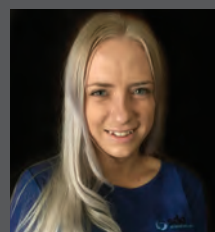
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IR CHANGES UNDER THE COVER OF COVID!



**BY PAUL GRIFFIN,
GENERAL SECRETARY**

As we go to print, the Federal Government has commenced an update on industrial relations, on the pretence of protecting casual workers, by including proposed changes to the Industrial Relations Act regarding permanency of hours.

This is nothing new. For many years, the SDA has been calling on retail employers to recognise casuals who work regular hours with a 25% loading.

This is in exchange for minimum provisions such as paid annual leave, personal leave, carers leave and compassionate leave, to name a few. ACTU Secretary Sally McManus has called for paid sick leave for casual workers in a bid to prevent COVID-19 outbreaks.

Although we are yet to see it, the Federal Government is set to introduce its industrial relations omnibus bill (comprising a large number of items) to Parliament in the final sitting week of the year, with a view to legislating it next year. Most likely, that will be as early as March 2021.

Further, that part-time workers in retail and hospitality will have access to more work hours without being paid overtime.

For many years, the loading was only 20%. In the early 2000s and following the transition of the State industrial system to Federal, it rose to 25%. However, there remains much speculation if such loading equals anywhere near compensating the loss of permanent entitlements.

Recently, a report from Griffith University revealed that about half of casual workers probably do not receive the legal 25% loading in their pay, yet they work regular hours and days just like permanent employees. Fortunately, many workers in retail, fast food and warehousing have such loading protected via SDA-negotiated Enterprise Agreements.

Whether the Minister has plans, in this proposed new legislation, to fast-track removal of such protections and insert clauses that allow additional hours to be worked at the ordinary rate, remains to be seen.

AN EXPLOSION IN INSECURE WORK

One in four workers in Australia are in casual jobs. This is a large number which gives opportunity for unscrupulous employers to reduce job security and open up threats of precarious work.

Also, this new employment model allows employers to hire workers in a permanent role, on say a contract of 16 hours per week. After this, the employer can increase the hours in forthcoming weeks without overtime rates and then reduce the hours back, on a whim, to the original contract which leaves workers on a topsy turvy and unsustainable weekly income.

The SDA is not opposed to casual work. However, we are intent on improving the security of work for our casual members and, if such workers are seeking permanent jobs, then greater opportunity ought to be available to secure either part-time or full-time positions if so desired.

A BIG THANK YOU TO OUR ESSENTIAL WORKERS

As we head into the new year, membership numbers have remained relatively stable which is due to retail, fast food and warehouse workers coming to the fore, while stores remained open during the pandemic.

Members are to be commended for remaining at the coalface and enduring the concerning uncertainties of coronavirus, the panic-buying, and lack of protections until screens at registers and service areas, and personal distancing policies were implemented.

Retail and warehouse workers are deemed as 'Essential Workers' – as indeed are health and hospitality workers – for the good work that was carried out from the onset of the pandemic.

HAPPY NEW YEAR!

On behalf of President Isabell Wells, and State Council and staff of the Tasmanian Branch, I wish all SDA members and their families a very happy and safe Summer period, and that the New Year brings good fortune and secure work practices hopefully, during a COVID-free 2021.

WHAT'S HAPPENING AT YOUR WO



**BY PAUL GRIFFIN,
GENERAL SECRETARY**

As usual, the SDA has been hard at work. In addition to our usual tasks, such as helping members and undertaking Enterprise Bargaining, we are currently involved in some additional big-picture issues.

THE FAIR WORK COMMISSION DECISION

In June 2020, the Fair Work Commission (FWC) handed down its first split Decision in 23 years. It handed down a 1.75% increase to the Federal Minimum Wage and Award rates, but it set different operative dates for the increase:

- ◆ 'Group One' Awards: such as frontline healthcare and social assistance workers, teachers and childcare workers and other essential services, received their increase from 1 July 2020.

- ◆ 'Group Two' Awards: in construction and manufacturing received the increase from 1 November 2020.

- ◆ 'Group Three' Awards: in retail, fast food, hair and beauty, accommodation/food services, arts/recreation, aviation and tourism will have to wait until 1 February 2021.

While the majority of SDA members work under Enterprise Agreements, some of those Agreements are linked to the relevant Award.

This makes the annual FWC wage review decision critically important.

This year's decision was below the inflation rate at the time (2.2%) and was no way to thank the many frontline 'essential' workers who had done the heavy lifting during the height of the pandemic.

The decision was made worse for retail workers by the fact that the last cut to Sunday penalty rates took place on 1 July 2020 (FWC Decision, February 2017).

The cut was from 165% to 150%.

The Commonwealth Parliamentary Library found that Australian retail workers will be up to \$4,800 worse off over the next 12 months because of the double-whammy of cuts to penalty rates and a delayed increase to the Award wage.

With strong arguments from the SDA, a significant number of larger retail companies reversed their 'Group Three' decision and applied the 1 July Award increase, with many making backpayments.

RETAIL INDUSTRY RESCUE PACKAGE

Following the outbreak of COVID-19 earlier this year and the impact it has had on retail trade and turnover, SDA National Secretary Gerard Dwyer called on the Australian Retailers Association (ARA), the peak industry body of the sector, to come together in an united front and call on the Federal Government to convene an Australian Retail Industry Rescue Package Taskforce to work with both the SDA and the ARA to preserve retail jobs.

The SDA proposed the following initiatives:

- ◆ Retail Industry Rescue Package;
- ◆ 10-Point Safety Plans;
- ◆ Paid Pandemic Leave;
- ◆ Stand down support for members; and
- ◆ Industry Roundtables.

The Rescue Package was a joint campaign, as mentioned above, which provided for a wage subsidy that protected pay and jobs, and a rent relief scheme for retailers to protect business and jobs.

I'TS NOW EASIER TO CONTACT US!

We are very happy to announce that the SDA Tasmanian Branch now has one State-wide phone number, making it easier for members to know which number to call for assistance and enquiries.

So instead of deciding whether to phone the Union's Head Office in Launceston, or our Hobart Office, you can just call

1300 152 851



Although JobKeeper was advantageous in many ways, it was not the fair and universal wage subsidy that the SDA was seeking, as it did not take into account previous earnings, and excluded casuals with less than 12 months previous service.

This meant that 1.02 million Australian casual workers failed to qualify.

The 10-Point Safety Plans were designed to provide a range of measures that retail workplaces should adopt to control the spread of COVID-19 while keeping customers and workers safe.

KMART/TARGET

Kmart and Target are now reporting as a combined entity in the Wesfarmers Annual Report, and although Target sales figures have slumped, the Target brand will continue but with a smaller fleet of 130 stores.

Quite a large number of Target stores are being converted to Kmart.

BIG W RESTRUCTURE

In 2019, Big W announced a major review of the business, and an expectation to close up to 33 stores.

Although a small number of stores have been closed, the restructuring project has moved quite slowly and, to date, no plans are evident that any of the three stores in Hobart are subject to closure.

FAST FOOD BARGAINING

Despite McDonald's withdrawing from the Agreement process at a very late stage and reverting to the Fast Food Award, the SDA's bargaining agenda has made significant progress with new Enterprise Agreements secured with Hungry Jack's and KFC.

COLES SUPERMARKETS

The Coles Supermarket Agreement nominally expired in April and negotiations have not formally commenced due to COVID-19 and bargaining laws.

The SDA did secure a recognition payment from Coles, and they have been engaged regularly to pass on the National Wage Increase for 2020.

On 18 September, Coles advised that the SDA claim for 1.75% had been met and would be paid from 5 October.

WOOLWORTHS PUBLIC HOLIDAYS AND WAGE INCREASE

In July 2020, the SDA filed a dispute in the Fair Work Commission.

The dispute is around entitlements for employees when a shift spans a public holiday. The matter continues.

Woolworths' members were denied the 1 July 1.75% wage increase, as the company believed the increase was reliant only upon movement in the General Retail Award which, under that Award, was not applicable until February 2021.

The SDA lodged an Application with the Federal Court and Woolworths lodged an Application with the Fair Work Commission.

Finally, Woolworths agreed to the 1 July increase and both parties withdrew their Applications.

SALARIED STAFF UNDERPAYMENTS

Current estimates are that Australian workers are losing out on \$1.35 billion per year due to unpaid wages.

The retail industry came into this framework last year with a number of high-profile offenders including:

- ◆ Super Retail Group: Unpaid overtime for managers.
- ◆ Bunnings: Unpaid super for part-timers.
- ◆ Woolworths Salaried staff: excessive hours.
- ◆ Coles Supermarkets: \$20m in underpayments. Remediation has been paid in most cases, and the SDA is verifying these payments.
- ◆ Subway: Investigations are underway, with the help of the Fair Work Ombudsman.

A number of companies have included the SDA in their industry-wide payroll audit of salaried employees, including Woolworths, Coles, Bunnings and the Super Retail Group.

Wages theft is a significant handicap on the unpaid entitlements of employees, and includes unpaid annual superannuation entitlements which impact on 2.85 million Australians or 33% of the workforce.

The solution to capturing unpaid entitlements to workers, in particular superannuation entitlements, would be the restoration of inspection of wages books in business, and enforcement powers given to Unions, as it used to be some four decades ago.

HEY, MCDONALD'S! GIVE US A BREAK!

"I have never received a paid break in my whole time working at Macca's."

Workers are being denied their basic legal rights in McDonald's all across Australia.

If McDonald's workers work four hours or more, they must receive a 10-minute **paid** rest break, no matter what. But so many workers haven't been getting their paid breaks, and have been misled about their entitlements.

The SDA has conducted large-scale surveys of McDonald's workers through direct contact with members and a targeted social media campaign.

Thousands of workers got back to us, with an extraordinary number of people telling us that they were not receiving their paid breaks.

Many employees reported that they did not feel comfortable voicing their concerns to management. They believed this would result in workplace bullying, or even termination of their employment. It's clear that workers do not feel empowered to raise issues in their store.

This needs to change – no one should feel like they will suffer negative consequences just for requesting their legal entitlements. Obviously, we need to take action.

We are continuing to gather evidence from thousands of workers at McDonald's. After compiling this evidence, we will begin legal proceedings to force the company to pay our members their basic entitlements.

If you know anyone who works at McDonald's and is having issues taking their paid rest breaks, please put them in touch with us.

It is important that we send a message to McDonald's and all fast food employers that this exploitation and negative culture is unacceptable.



I had no idea we were able to have a 10-minute paid break until I joined the SDA. At my restaurant, we get yelled at for having a drink or asking to go to the toilet.



5% PENALTY RATE INCREASE FOR CASUALS

Arising from the work of the SDA, casual workers in the retail industry will receive a 5% increase in their hourly rate for all hours worked after 6pm Monday to Friday from 1 March 2021.

In 2018, after a long and hard-fought battle, the SDA successfully won a case in the Fair Work Commission to increase penalty rates for casual retail workers under the General Retail Industry Award from 25% to 50% for Monday to Friday evening work and from 35% to 50% on Saturday (inclusive of the 25% casual loading).

This resulted in a significant pay increase for casual retail employees. The increases will be phased in up to March 2021. The first increase applied from 1 November 2018. The fourth increase applied from 1 October 2020. The final increase will apply from 1 March 2021.

The latest increase cannot come soon enough for our members working on the frontline during the ongoing COVID-19 pandemic.

Increases in penalty rates over the transition period for casual retail employees (inclusive of the 25% casual loading):					
	1 Nov 2018 to 30 Sept 2019	1 Oct 2019 to 29 Feb 2020	1 Mar 2020 to 30 Sept 2020	1 Oct 2020 to 28 Feb 2021	From 1 Mar 2021
Mon to Fri - 6pm to 11pm	30%	35%	40%	45%	50%
Saturday -7am to 11pm	40%	45%	50%	50%	50%

Flow-on to Agreements: This increase flows through to several SDA Agreements, including Woolworths and Coles. Please contact the SDA to find out if it applies in your workplace.

Our case in the Fair Work Commission shows the value of being an SDA member, including those who are casual workers.

RECOGNISING OUR ESSENTIAL WORKERS



**BY PAUL GRIFFIN,
GENERAL SECRETARY**

Retail, fast food and warehousing workers have received lots of praise this year, for good reason.

Australia has kept running because of our members who have worked hard through the pandemic.

Without you, the community would not have been able to keep food on the table as large parts of our economy were shut down.

It was fantastic to see our members recognised as essential.

You have always been essential, and the pandemic has proven this beyond doubt.

But while it was nice to hear praise and “thank you”, we know our members deserve real financial recognition for their efforts.

Particularly at companies that have increased their revenue through this

period – such as supermarkets – our members deserve a pay rise.

We argued this in the Annual Wage Review at the Fair Work Commission.

We made detailed submissions arguing for a 4% pay rise, but the Commission handed down a 1.75% increase.

While this was disappointing, it was better than the 0% increase advocated for by some employers.

Unfortunately, the Commission also delayed the increase until February 2021.

This wage freeze for retail workers is unfair – you have been working so hard in such tough circumstances this year. You deserve an immediate increase.

The wages for most SDA members are tied to the Annual Wage Review, but an employer can still pay a discretionary increase earlier than February 2021.

With this in mind, we began approaching companies seeking an immediate pay rise for our members.

We kicked off our public campaign for a pay rise for essential workers.

Tens of thousands of SDA members and community supporters signed up to the campaign and spread the message in stores.

Since we started this campaign, we have successfully won an immediate pay rise at Woolworths, Coles, Big W, Bunnings, Target, David Jones, Dan Murphy’s and BWS.

Thank you to the thousands of SDA members who supported this campaign and showed what we can achieve when we stand together.

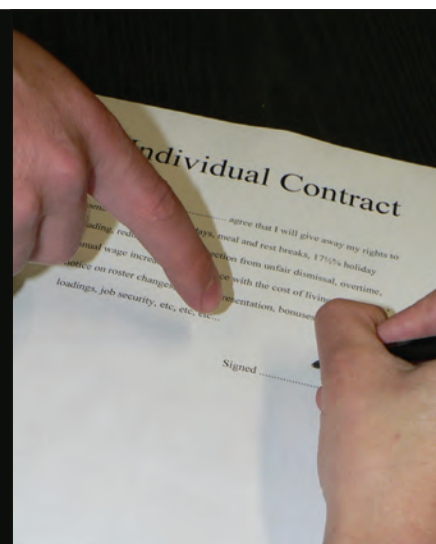
Where companies have not agreed to pay an immediate increase, the 1.75% increase from February 2021 will still apply for most workers.

As always, we will continue to advocate for better pay and conditions for all our members.

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. This is especially important at the moment with JobKeeper, as well as industrial relations rules changing in response to the pandemic.

Phone us on 1300 152 851



2021

TASMANIAN PUBLIC HOLIDAYS

EVENT		2021 DATE
New Year's Day		Friday 1 January
Australia Day		Tuesday 26 January
Royal Hobart Regatta	Second Monday in February. (South of & including Oatlands and Swansea excluding Bronte Park, Catagunya, Strathgordon, Tarraleah, Wayatinah & West Coast.)	Monday 8 February
Eight Hours Day	Second Monday in March	Monday 8 March
Good Friday		Friday 2 April
Easter Monday		Monday 5 April
Easter Tuesday	Restricted public holiday, currently observed by certain Awards/Agreements and the State public service.	Tuesday 6 April
Anzac Day		Sunday 25 April
Queen's Birthday	Second Monday in June each year.	Monday 14 June
Burnie Show Day	Friday before first Saturday in October each year. (Municipal areas of Burnie, Waratah-Wynyard and West Coast.)	Friday 1 October
Royal 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 7 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 21 October
Recreation Day	First Monday in November. (All parts of Tasmania which do not observe Royal Hobart Regatta.)	Monday 1 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 26 November
Christmas Day	As Christmas Day falls on a Saturday in 2021, then both the Saturday and the Monday following are holidays.	Saturday 25 December Monday 27 December
Boxing Day	As Boxing Day falls on a Sunday, the following Tuesday is observed.	Tuesday 28 December

'TIS THE SEASON TO BE KIND



**BY CAROL WADLEY,
EDUCATION
TRAINING OFFICER**

At the height of the pandemic, retail workers were the victims of some appalling customer abuse including vile acts of spitting. This was disturbing and the SDA acted quickly. The poor behaviour during COVID-19 has shone a brighter light on what was already an unacceptable level of customer abuse in stores.

Thankfully the extensive work of the SDA's "No One Deserves a Serve Campaign", including last year's world first trials of solutions, had already shown the way to reduce customer abuse:

- ◆ clear signage;
- ◆ zero tolerance;
- ◆ training of staff & managers;
- ◆ public awareness; and
- ◆ customers seeing retail workers for the family and community members they are.

Many of these measures have been widely adopted during 2020, but there is always more to be done.

As the silly season peaks, along with the heat of Summer, the SDA will again be running a public awareness campaign to remind shoppers to be respectful when shopping.

We have also written to retailers about measures to control crowd numbers as shoppers return in their droves, and to maintain a zero tolerance approach to customer abuse this Summer.

We call on all members to report customer abuse because there is no excuse for abuse. If the customer has left the store, you can still report the behaviour. The quality of CCTV footage in most major retailers means offending customers can be identified.

Most customers are great and eliminating customer abuse is supported by all decent people because no one deserves a serve. This festive season, we remind shoppers: if the line is long or you can't find what you're looking for, keep your cool and remember what a tough year it has been for essential retail workers.

No one deserves a serve, but everyone deserves a smile.

On social media this Summer? Be nice. Not naughty.

While you're lazing around and checking in with your friends this Summer, remember to be careful what you say on Facebook, Insta and other social media.

Comments on social media (including other people's posts or pages) are regarded as public comments – they are *not* private.

Avoid negative comments about your company, your manager or other employees on social media.

Some members have come to us after "official warnings" or worse following unwise comments on social media. It's best not to mention your employer at all.

Be smart. When you're at home, leave your work at work.

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



**NO ONE
DESERVES
A SERVE**

**ESPECIALLY DURING
THE HOLIDAYS**







Gail Page and Donna Hogue at Woolworths Newtown



Breanna Brennan, Esther Gbasie and Oliver Moser-Peadley at Bunnings North Launceston



Lynda Beadle at Coles Newtown



Jackie Rowley and Gabby Schluter at Coles Racecourse



Rodney Ford and T'Lani Goyen, Woolies Campbell Street



Indigo Clarke, Justyne Edwards, and Lynnette Volmer at Bunnings North Launceston

AROUND THE SHOPS



Gary Roberts at Coles Bridgewater



Sam Read and Jackie Croft at Coles Newtown



Helen Boag, Nyree Langley and Ange Hyde at Bunnings North Launceston



Jodie Baker, Lauri Pipper and Lyn Patterson at Coles Racecourse



MOVIE TICKETS



**GREAT
VALUE!**

Financial members of the SDA can go to the movies at discounted prices by purchasing tickets through the Union!

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 1300 152 851 with your credit card details to order.



BOOK AT SDATAS.ASN.AU

UNIONS MAKE OUR WORKPLACES SAFER



**BY JAMES RUSSELL,
WORKCOVER
OFFICER**

2020 has been a unique and incredibly difficult year for thousands of SDA members who, as essential workers, have worked on the front line of the COVID-19 pandemic since the outbreak began in March.

The SDA has always worked to make workplaces safer, and this year has highlighted just how critical it is for your health and safety to be the number one priority.

Every year, October is National Safe Work Month and the month that the SDA's annual Safety Demands Action Week (SDAW) is held.

SDAW exists to promote and improve safety in the workplace, and this year it commenced the week beginning Monday 19 October.

In 2020, the focus and themes were dedicated to the role and importance of Health and Safety Representatives (HSRs) in workplaces and the SDA's 10-Point Safety Plans.

IMPACT OF COVID-19 ON WORKPLACE SAFETY

The impact of the coronavirus pandemic on the health and safety in workplaces was well documented and expectedly significant.

Australia's essential workers, many of whom are SDA members, continually had to adapt and adjust according to the changing recommendations and workplace practices introduced to curb the spread of the virus.

The SDA's 10-Point Safety Plans were critical in guiding HSRs, SDA Delegates and members during a testing period.

There were also indirect impacts to workplace health and safety driven by the pandemic.

Customer violence and abuse increased exponentially at the beginning and throughout the peak of the pandemic in Australia.

According to the National Retail Association's report into the health and wellbeing of retail workers, there was a sharp increase in customer violence and aggression, with some retailers reporting up to 400 per cent increase in aggression and abuse.

HSRs across the country went above and beyond to ensure their stores and shops were adhering to the mandated safety measures, keeping their workmates and the customers safe.

HEALTH & SAFETY IN 2020

The SDA and our members were instrumental in achieving health and safety results across the retail, fast food, warehousing and pharmacy sectors when we tirelessly pushed employers and the industry to keep frontline workers and the community protected.

Without SDA union members, many safety measures designed to protect workers during the pandemic would never have been implemented and adhered to.



When the pandemic started, our SDA 10-Point Safety Plans immediately called for employers to keep you safe through a range of measures including:

- ◆ Paid leave if you had to self-isolate;
- ◆ Plexiglass screens at cash registers;
- ◆ Social distancing measures;
- ◆ Increased security and police to enforce new measures in stores;
- ◆ Alcohol-based hand sanitiser, gloves and masks; and
- ◆ Promotion of cash-free transactions and less handling of customer bags.

Importantly, in the midst of panic buying and ongoing unacceptable behaviour from customers, we demanded that shoppers treat retail and fast food workers with respect. Several employers worked constructively with the SDA on our industry campaign *No One Deserves a Serve* campaign and put up clear signs about zero tolerance towards abusive customers.

SDA members not only look out for each other but also the community and have worked extremely hard to adapt to new COVID-19 measures that help keep the public safe.

IT'S ALL ABOUT DECENT AND SEC



**JOEL TYNAN,
STATE RECRUITMENT
OFFICER/ORGANISER**

In 1992, Bill Clinton was elected US President on the back of one infamous political quote, “It’s the economy, stupid”.

It was the bedrock of his Presidential campaign during a recession and weaponised to unseat George H W Bush, the last US President to serve just one term before Donald Trump.

Amidst our first recession almost thirty years later, “It’s the jobs, stupid” must be our motto. But not just any jobs.

They must be decent, dignified and fairly-paid jobs.

The Reserve Bank of Australia recently found that almost 700,000 jobs were saved this year by JobKeeper, a Federal Government policy which grew from the Retail Industry Rescue Package, jointly proposed by the SDA and ARA when consumer spending collapsed in early March.

It demonstrates the SDA is fully committed to, and effective in, defending jobs in our industry during this challenging time.

As we rebuild the industry in a post-pandemic economy, serious questions will emerge as to the viability of many bricks and mortar retailers, especially those which have failed to adapt to the COVID-19 super-charged switch to online retailing.

Those retailers which survive and thrive will do so because they adapt; and for workers these changes could be either good or poor.

In the coming months, we must win the policy battle on three inter-related issues, as employers and neo-conservatives exploit the current economic uncertainty to attack working conditions and further diminish job security.

DO WE NEED SO MANY CASUAL JOBS?

Australia abandoned permanent work for entry-level jobs a long time ago.

Today, according to the Australian Council of Social Services (ACOSS), Australia has the second-highest share of casual jobs in the OECD (25%) and third-highest share of part-time jobs. This is exacerbated for low-paid, award-reliant work.

Employers argue that business and the economy need the flexibility of casual and part-time work to be efficient, to compete, to be nimble and to provide service when required by the consumer.

They also argue that casual and part-time work are a preference or matter of “choice” for workers.

The reality is that casual work is most commonly the choice of the employer, and not the worker.

And once a worker is engaged as a casual, they often assume regular and predictable working hours, proving that the casual status is a fiction and not a genuine operational requirement of the business.

Unfortunately, the pandemic will provide employers with plenty of camouflage to preserve these unfair arrangements, which ideally suit businesses but continue to exploit vulnerable classes of workers.

However, the pandemic also offers workers the opportunity to change the conversation and demand more job security.

Casual conversion clauses in Awards and Enterprise Agreements have provided workers with a pathway to permanency.

But these arrangements are only used sporadically – they depend on individual confidence and many workers remain unaware of their rights.

In the coming years, we must redouble our efforts to make more regular and widespread use of these rights, enforce NES entitlements for those workers who are casual in name only to encourage employers to stop exploiting their casual workforce, and also strengthen the regulatory framework to discourage employers from overusing casual employment. There’s plenty to do!

DO WE NEED TO SACRIFICE WAGES AND CONDITIONS?

The answer is a resounding “no”.

After decades of award reviews, so-called “modernisation” and ceaseless attacks on minimum conditions, we must be ready for the next wave of employers whimpering about wages and conditions.

The pandemic will be their Trojan Horse.

The inconvenient truth for employers is that during the good times, they raked in booming profits but shared only modest wage increases.

So, during the tough times, workers are entitled to argue that fair and reasonable increases continue.

URE JOBS

But as margins tighten and profits are squeezed, we can expect employers to demand miniscule increases or even wage freezes. This pretence will be breathtaking.

We must always remember and enthusiastically argue that wage increases for low-paid and vulnerable workers are good for the economy, because all their earnings are pumped back into local businesses and jobs.

Low-paid workers simply don't earn enough to stuff their spare earnings into a Cayman Islands account!

The earnings that are sucked up into corporate profits and distributed to wealthy shareholders are not as efficiently distributed back into the economy.

It's simple. Wage increases for workers are good for the nation and good for the retailers, fast food operators and warehouses, which see the money return in the form of consumer spending.

CAN WE AFFORD THIS?

We must debunk the myth that without the pandemic we would not be in recession.

The fact is that our economy was fragile and the Government had failed to rein in debt before this year.

Despite their bogus claims of being the better economic managers, net debt had doubled during the current Government's term of office.

There were also many economic indicators before the pandemic that undercut the Treasurer's premature budget "back in black" claims in 2019, including GDP growth being weaker

than anticipated and consumer confidence deteriorating during the previous year.

This means we are headed for uncertain times, but the pandemic is not entirely to blame and much of the uncertainty was caused by poor economic leadership from the Morrison Government before the pandemic hit.

In the coming months, we will all be told that we are "all in this together" and that we will need make sacrifices. The reality is we must take a look at who is making the sacrifices.

The Australian share market has already almost returned to pre-pandemic levels, the wealth of billionaires has surged,

and the wealth gap has widened with low-paid workers and women bearing the brunt of pandemic-related slowdowns.

As we emerge from our pandemic-aggravated recession, we must remember that our economic foundations remain fundamentally unfair, and together we must fight for fair and decent jobs.

They are not only affordable, but they will produce better outcomes for our economic recovery and our society at large.





You could win a portable fridge/freezer!

One lucky member will win a 45L Brass Monkey portable fridge/freezer, valued at \$677!

This great portable fridge/freezer is lightweight and has sturdy wheels and telescopic handles, giving it a luggage bag feel and to help transport it between your car, boat, or campsite.

It features separate freezer and fridge zones with LCD controls, an inner LED to help you find what you're looking for in the dark, and Bluetooth connectivity to operate it from your Smartphone. The high performance 45W compressor provides cooling down to -20°C and is super quiet (less than 38dB!).

The prize includes an insulated suit cover and a 12.8V lithium battery.

To enter...

Simply e-mail us at membership@sdatas.asn.au by **5 February 2021** with the subject line "Brass Monkey".

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 1300 152 851 and we'll enter you into the competition.



Anna-Maree's our deserving Spring winner

Congratulations to Anna-Maree Curtis, who has been a long serving member of the Union in her specialist role of team member at Myer Hobart.

Anna-Maree is indeed a worthy winner and has seen many changes and incidents that have affected the Myer Hobart store over the years.

Upon Myer divesting itself from its Coles Myer business name in 2006, Anna-Maree witnessed the sale to a US private equity group, Newbridge.

This sale was followed closely by the negotiation of a new Enterprise Agreement between the company and the Union in 2007, where protection of late night and weekend penalties were a highlight of that particular Agreement.

Unfortunately, 2007 was the year a massive fire tore through the store to such an extent that much of the building was weakened and it was not until 2015 that a redevelopment was completed - just before an underground river flooded the lower floor and basement in 2016.

Anna-Maree remembers that while the store was closed, or trading in a restricted space, the company continued to pay team members for what were then their normal shifts. With Myer more recently going through some challenging times, Anna-Maree

continues to serve the customer base which has remained loyal to Myer, despite the number of adversities it has been confronted with.

Anna-Maree is looking forward to enjoying her new Weber BBQ over the summer months with her family and friends.



General Secretary of the SDA Paul Griffin contacted major retailers seeking leave for Delegates to attend a revamped Delegates Conference for 2020, following cancellation of the annual May and October meetings due to COVID-19 restrictions.

With the Tasmanian Branch requesting that Trade Union Training Leave be granted to Delegates this late in the year and so near to Christmas, discussions proved positive. Applicable companies agreed to two days' leave for Delegates in Launceston and the North West coast to attend on 24-25 November at the Country Club in Launceston, and for Delegates in Hobart and the South to attend on 1-2 December at Federal Hotels in Hobart.

SDA National Secretary Gerard Dwyer attended both events, and provided relevant information from the national perspective, including such subjects as the importance of membership sign-ups, the protection of members through the national *No One Deserves a Serve* campaign, and the impact of safety measures during the coronavirus pandemic.

Presentations were also made by SDA National Health & Safety Officer Katie Biddlestone, and Anthony Globan from Rest Superannuation.

Such agenda items were presented via the Zoom electronic process and proved very successful due to the IT expertise of Communications Officer Andrew Coyle.

James Russell imparted new and varied information on the role of the Delegate, as well as emphasising the importance of communication between Delegates and their relevant store Organiser.

This was backed up by new Recruitment Officer Joel Tynan providing advice and tips regarding the best times to approach new employees and potential members.

The success of both Conferences was due to the hard work and time-consuming detail made by Training and Education Officer Carol Wadley, who also presented the Women's Report, in accordance with her other role as the Branch's Women's Officer.

An apology was received from State Labor Leader Rebecca White of her inability to attend due to the sitting of Parliament.

DELEGATES' CONFERENCE



SDA National Secretary Gerard Dwyer speaks at the Launceston Conference



Tracey Brown and Karen Caughlan from Woolworths Devonport at the Launceston Conference



The Launceston Conference



SDA Training Officer and Wadley speaks at the Launceston Conference



Amanda Murfet from Woolworths Ulverstone, and Eileen Stevenson from Woolworths Deloraine at the Launceston Conference

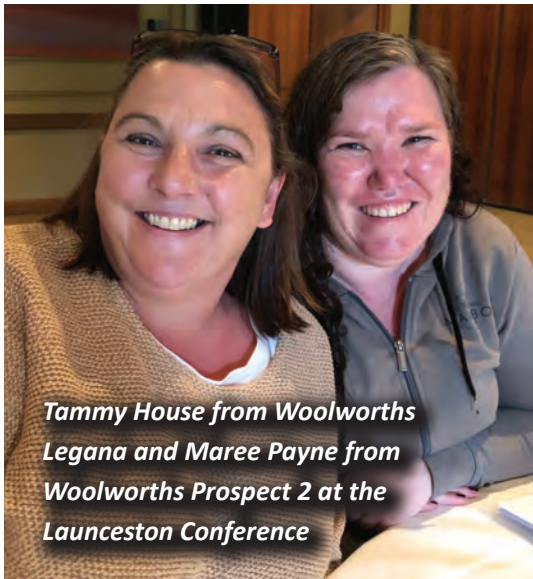


Raelene Robertson from Woolworths with Paule Peters from Woolworths and Maegan Lange from Woolworths at the Launceston Conference

EVENTS FINALLY GO AHEAD!



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ce



Tammy House from Woolworths
Legana and Maree Payne from
Woolworths Prospect 2 at the
Launceston Conference



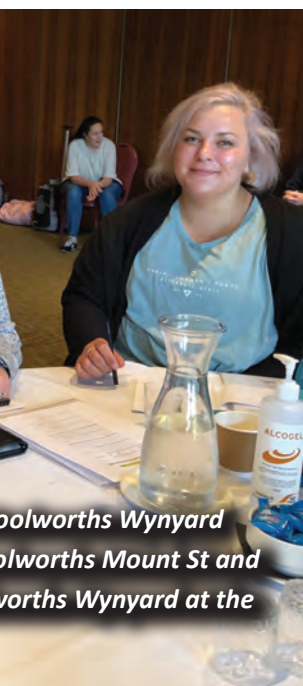
The Hobart Conference



Women's Officer Carol
Launceston Conference



The Launceston Conference



Woolworths Wynyard
Woolworths Mount St and
Woolworths Wynyard at the



The Hobart Conference

WAYS TO IMPROVE OUR SUPER S



**BY GERARD DWYER,
NATIONAL
SECRETARY**

Australia's world-class superannuation system is set to undergo some changes with a range of measures announced in the Federal Government's October Budget. These include improving the information you see about superannuation when you log in to do your tax, and having super accounts stay with members to reduce the unintended creation of duplicate accounts. With these measures, the Government estimates a typical young Australian entering the workforce in their twenties could be around \$87,000 better off at retirement.

However, the implementation of these measures could be derailed, with some details not properly considered, including:

- ◆ members' funds being defaulted to funds whose profits don't go to members,
- ◆ short-term assessments of funds' performance causing them to close to new members,
- ◆ the performance of only a few funds being shared, and doing so in a way that doesn't represent all costs and benefits of investment, advice and insurance, and
- ◆ creating incentives for short-term competitive investing which would undermine the capacity of super to create jobs by investing in Australian infrastructure.

The Government also plans to change the system before the relevant IT systems are ready at the Tax Office. It is important that positive changes to how we manage our superannuation savings are not subject to false timelines created by election cycles. These announcements followed the Government's COVID-19 response which included accessing super early as part of economic stimulus measures, and arguments that

scheduled super increases not occur as planned.

These conversations beg the question, how much super do you have in your account, and how much *should* you have in your super before taking it out is okay?

According to the Association of Superannuation Funds of Australia (ASFA), the annual income figure for a single person to achieve a modest standard of living in retirement is \$27,902 or, for a comfortable retirement, \$43,687.

But we know that Australians on more modest incomes or who have casual or seasonal work patterns will find it difficult to save enough to meet these targets.

The difference between the average and what is recommended can be reduced in many ways.

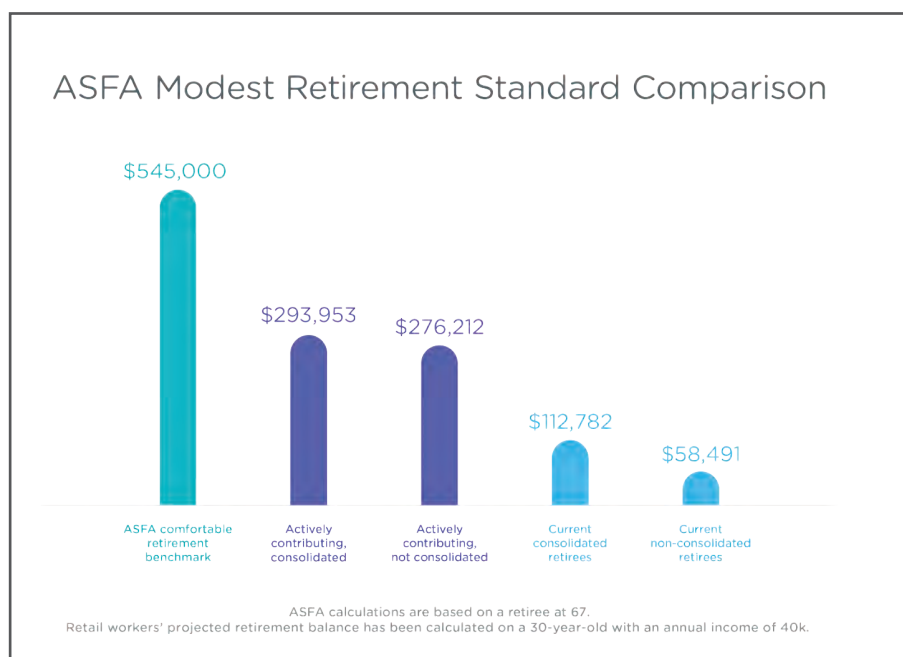
Firstly, the gap can be decreased through increases to our superannuation guarantee. In 2020, under Australia's Superannuation Guarantee laws, employers are required to pay 9.5% on top of your wages into super.

Because of a concern that this will still leave many retirees too reliant on the age pension, the Parliament has legislated a gradual increase of the percentage to 12% by 2025.

Some recent research showed the super guarantee reduces costs for the taxpayer.

For 2020 alone, the super guarantee has already saved the federal budget \$17 billion – a figure expected to rise to \$100 billion by 2058 if super increases as planned.

Super combined with a means-tested pension is the most efficient way for governments to reduce the burden on



SYSTEM

taxpayers, as well as ensuring that Australians have a decent retirement income, maintaining the standard of living we had when we were working.

Secondly, consolidating accounts can have a big impact on your retirement balance largely due to removing the accumulated impact of paying two (or more) sets of fees and potentially insurance premiums.

The combined effect of increasing super to 12% by 2025 and consolidating accounts for those under 30 or earning less than \$40,000 per year is stark. It could mean an additional \$60,000 in retirement.

There are also other ways to increase super, such as splitting super more evenly between partners, making additional payments, and getting co-contributions from government for those who qualify.

In addition to good information and sensible performance benchmarking, super should be paid to everyone, including those under 18 years old, those on parental leave, and those who are earning less than \$450 per calendar month. By creating an equal system for all workers, we can ensure the super system creates jobs, boosts national savings and improves Australians' standards of living in retirement.

At Rest Industry Super, the super fund for those working in our industry, the focus is on low fees, long-term performance, and profit returning to members. The fees have recently changed, and Rest Industry Super continues to keep fees low. Details about that can be found on the Rest Industry Super website. They should be analysed by looking at a combination of low fees and competitive investment returns, and your personal circumstances. The recovery of performance from the last quarter has continued, with a return of +2.69% for the quarter, Rest's Core Strategy once again delivered on its investment objective.

That is an average of a positive return of 7.50% p.a. over the last 10 years, as of 30 September. Rest Industry Super was third out of a list of comparable super funds as measured by SuperRatings.

PARENTAL PAYMENTS

A QUICK GUIDE FOR NEW PARENTS



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

Every year, many hundreds of SDA members go on parental leave.

You may be able to get payments from the government to help with the cost of having a baby and raising children following the birth or adoption of a new child.

We recommend that you familiarise yourself with the various payments that are available, and start making your claims prior to the birth or adoption to ensure that your claim can be processed as soon as possible

Go to servicessaustralia.gov.au for detailed information on eligibility, amounts and other details.

PARENTAL LEAVE PAY helps eligible working parents take up to 18 months off work to care for a newborn child, or a newly-adopted child.

DAD AND PARTNER PAY gives eligible dads and partners up to two weeks off work with a newborn child.

FAMILY TAX BENEFIT (FTB) is a two-part payment to help with the cost of raising children. It may include a one-off lump sum **Newborn Upfront Payment**. FTB may also include the **Newborn Supplement** which is an increase to your FTB for 13 weeks.

PARENTING PAYMENT is the main income support payment while you're a young child's main carer.

MORE INFORMATION

For more information, go to servicessaustralia.gov.au, ask your Delegate or contact the SDA 1300 152 851.

Please note: This is a guide only and you must meet certain criteria to receive payments. Income and assets tests apply to access most of these payments. Payment amounts are subject to change, and many must be claimed within strict time limits.





At Rest we're serious about super.

While the world we live in is always changing, our commitment to our members never will.

We think long term and we think about the risks - helping to protect your savings, and your future.

That's why 1 in 7 Australians have their super with Rest.

Our commitment to helping our members



Learn more at

go.rest.com.au/commitment-to-members

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.



WHAT LEAVE IS AVAILABLE IF THERE'S A NATURAL DISASTER



**BY JODEE INCHES,
SOUTHERN
ORGANISER**

In many companies, the SDA has negotiated an entitlement to natural disaster leave.

This can take the form of either paid or unpaid leave, and is available to permanent employees whose properties are at risk, or who have to care for children being sent home early from school during three kinds of natural disaster:

- ◆ Bushfires
- ◆ Floods
- ◆ Cyclones

Natural disaster leave is available in floods or bushfires even without an officially-declared state of emergency.

The natural disaster leave entitlements under some of the larger SDA Enterprise Agreements are as follows:

<i>Company</i>	<i>Number of paid days (permanent employees)</i>
Big W	3 per year (can be extended)
Bunnings	At the company's discretion
Coles	3 per year (pro rata for part-timers)
David Jones	3 per year
Kmart	3 per year
Myer	3 per year
Woolworths	3 per year
Target	2 per year (pro rata for part-timers)

The relevant clauses also make it clear that employees are entitled to leave work early if, during the course of their shift, the need to be home to care for children or a threat to property arises.

Natural disaster leave can (depending on your company's

entitlement) cover absences from work due to the disaster affecting your property or children.

EXCLUSIONS

It's important to know that natural disaster leave is available only in those specific situations. Here are some situations caused by flooding where it does not apply:

- ◆ Store closure. This is a separate issue, usually dealt with under a standing down provision in the enterprise agreement;
- ◆ Road flooding that prevents you from reaching your workplace does not create an entitlement to natural disaster leave. However, there have been occasions where the SDA has negotiated paid leave to cover such absences on a case-by-case basis. You may also be able to access some other form of leave.

If you are impacted by a natural disaster, it is best to contact the SDA for advice.

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.



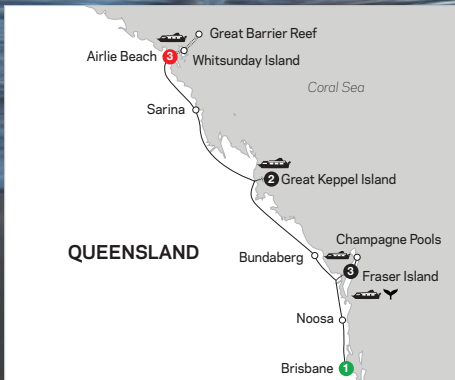
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10-day tour | Brisbane to Airlie Beach

- 3 nights on Fraser Island
- Bush tucker demonstration
- Four-wheel drive tour of Fraser Island
- Tour and tasting at Bundaberg Rum Distillery
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Contact us for dates and prices



WESTERN AUSTRALIAN DISCOVERY

7-day tour | Perth return

- Beer tasting at Cheeky Monkey Brewing Co.
- Lunch and wine tasting at Xanadu Vineyards in Margaret River
- Wine and nougat pairing at Bettenay's Margaret River Nougat Company
- Visit Gnomesville
- Overnight 'glamping' on Rottneest Island

Contact us for dates and prices



THE MAGNIFICENT NORTH ISLAND

8-day tour | Auckland to Wellington

- Waiheke Island with lunch at Stonyridge Winery
- Make your own "hot tub" at Hot Water Beach
- Local guided tour of Napier, Art Deco Capital
- Sample beers at Hawkes Bay Brewing and wines at Mission Estate Winery
- Visit to Cape Kidnappers

Contact us for dates and prices

From sleeping under the stars in a luxury eco-tent on WA's Rottneest Island, to soaking in the unique thermal mineral pools of New Zealand's Coromandel region, there's so much to experience close to home.

Start planning your next adventure today!

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WORKING IN THE HEAT



**BY MELISSA READ,
SOUTHERN
ORGANISER**

During the summer months, many SDA members may be faced with having to work in very hot environments.

The majority of problems that occur are related to a build-up of heat, that has the potential to increase the temperature of a building or other area.

HEALTH AND SAFETY EFFECTS

Heat and uncomfortable temperatures can have different effects on different people. Working in hot conditions may result in health effects, ranging from mild discomfort and headaches to life-threatening problems.

The type of work being undertaken, humidity, air temperature, sun penetration, clothing and air movement should always be taken into account when considering the health and safety risks associated with heat.

The more serious health affects of heat stress are:

- ◆ reduced ability to concentrate causing more risk of accidents;

- ◆ increased discomfort in using protective clothing and equipment;
- ◆ aggravation of pre-existing illnesses, e.g. heart disease;
- ◆ heat cramps (painful spasms in one or more muscles);
- ◆ heat exhaustion characterised by weakness and fatigue, vomiting, headaches and giddiness as well as unconsciousness and, in some cases, death.

Working in hot conditions not only affects a person's physical health but can also affect a person's mental state, and often contributes to stress levels.

WHAT CAN BE DONE?

Your employer has a duty of care to provide you with a workplace that is safe and healthy, particularly in extreme conditions.

Heat risks must be identified, assessed and controlled within the workplace when they can affect the health and safety of employees.

Your employer must ensure that your workplace has:

- ◆ adequate ventilation and air movement, and
- ◆ appropriate special work and rest breaks set in hot conditions that are tailored to the physical needs of each employee exposed to heat.



Issues relating to heat in the workplace, particularly over the summer months, must be addressed immediately and resolved effectively.

If you find yourself working in an uncomfortably hot situation, follow the grievance procedure contained in your Enterprise Agreement or Award. If you don't get a solution, contact the SDA.

CONTACT YOUR UNION

For more information about heat or working in uncomfortable temperatures, please speak to your Delegate or Organiser or contact the SDA.



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.

RENTAL NATION: A PLAN FOR SECURE HOUSING IN AUSTRALIA



**BY ANDREW COYLE,
DIGITAL OFFICER
& NORTH WEST
RECRUITMENT
OFFICER**

In 2020, the SDA commissioned a research report from the John Curtin Research Centre that addresses the housing crisis and the need for improved rental security for Australians.

Rental Nation – A plan for Secure Housing in Australia, authored by Dr Nick Dyrenfurth includes key recommendations that would help alleviate the stress associated with housing and provide Australians with greater security.

WHY THIS IS NEEDED

Shelter is not only a basic physical need, and where we rejuvenate as individuals, but it is where society nurtures our young and where we care for our elderly.

Whether housing is affordable and secure has a profound impact on our social, economic, physical, and mental health.

Australia has a problem with the lack of security it provides for those of us who rent.

As more people rent, and rent for longer, this problem must be acknowledged and addressed. Some will rent as a matter of preference, but others will rent because they cannot

afford to enter a housing market that is marching away from lower-paid Australians in less secure jobs.

In 2017, the Fair Work Commission described retail (and hospitality) workers as “more likely to be female, younger (under 25 years), work part-time hours, be employed on a casual basis and be award reliant than employees in other industries”.

Employees in these industries are also more likely to be low paid.

Housing security and the rights of those who rent is becoming a critical issue for SDA members, and it is why the SDA commissioned this research from the John Curtin Research Centre.

It is in the best interests of SDA members that the debate around

KEY RECOMMENDATIONS

Rental Nation proposes six recommendations to tackle long-running, systemic problems around rental stress and insecure tenure, simultaneously addressing COVID-19 specific challenges:

- ◆ Permanently increase the levels of rent assistance to eligible, lower-income individuals, (solo) women (especially targeted at women aged 55 and above) and families.
- ◆ Immediately and permanently increase JobSeeker payments as well as extending JobKeeper in the foreseeable future.
- ◆ The Commonwealth should establish a permanent National Affordable Housing Agency (NAHA).
- ◆ The NAHA should oversee a dedicated national policy agenda aimed at maximising the affordability and security of tenure of renters.
- ◆ Build up the capacity of community housing.
- ◆ Establish basic guidelines around a national charter of renters’ rights and responsibilities, setting clear national minimum standards around security of tenure, stability and fairness of rent prices, and bonds. The charter should seek, through uniform tenancy laws, a two-year national minimum tenure for renters to apply across State and Territory jurisdictions.
- ◆ The National Affordable Housing Agency should also end the ‘dead money’ practice of security bonds not delivering for renters.

housing security, and the need for greater security for those who rent, is advanced through a more equitable frame.

The rights of those who rent in Australia have not kept pace with the structural shift towards renting that has occurred in recent decades.

We should not view renting as some precarious waiting room for home ownership. Whether an individual or family rents out of choice or necessity, they are entitled to a sense of security in that housing arrangement.

We must develop policy that provides a sufficient supply of good quality housing to meet the needs of every Australian whether they rent or own property.

This research paper is a significant contribution to the debate that must now take place in the development of such policy.

Housing is a nation building project and every Australian has a vested interest in ensuring it is provided on secure and affordable terms.



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 world-wide (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.

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.

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**

2021 SDA EDUCATIONAL SCHOLARSHIP WINNERS

WORTH
\$120
EACH

The following members have received a voucher to the value of \$120 to assist with educational expenses for themselves or a family member in 2021. Vouchers can be redeemed at any Officeworks store; Area 52, Hobart; Stories Bookshop, Launceston; and Not Just Books, Burnie.

Remember, they must be redeemed by 31 March 2021.

Prue Abel, Woolworths Ulverstone

Zoe Adams, Coles New Town

Lauree Adlard, Hungry Jack's Mowbray

Rebecca Aitchison, Woolworths Legana

Lloyd Aldred, Coles Logistics

Leigh Allen, Woolworths Devonport

Dean Allen, Target Burnie

Melissa Anders, Coles Sandy Bay

Gemma Anderson, Woolworths Devonport

Lindy Anderson, Coles Burnie

Grant Anderson, Coles Burnie

Michelle Arnol, Woolworths Bridgewater

Kieza Artis, Woolworths Mowbray

Jaki Atkins, Woolworths Prospect

Anne Bannister, Big W Glenorchy

Denielle Barker, Woolworths Moonah

Tamika Barron, Coles Racecourse

Nicole Barry, Woolworths Chanel Court

Megan Barry, Coles Sandy Bay

Clinton Bassett, Woolworths Campbell St

Nicole Bassett, Kmart Racecourse

Joanne Baxter, Woolworths Legana

Lisa Beams, Coles Kings Meadows

Tracy Bennett, Myer Launceston

Hannah Berechree, Bunnings Burnie

Angela Bester, Woolworths Moonah

Denise Bishop, Donut King Devonport

Megan Blake, Big W Glenorchy

Benjamin Bloom, Kmart Burnie

Rebekah Bowerman, Woolworths Wellington St

Kristie-Lee Bowring, Coles Mowbray

Nigel Bradshaw, Woolworths New Norfolk

Melissa Bramich, Woolworths Wynyard

Rebecca Braslin, Woolworths Mount St

Tracy Brazendale, Woolworths Deloraine

Rachel Briggs, Woolworths Glenorchy

Kylie Brooks, Woolworths Sandy Bay

Claire Brooks, Woolworths Devonport

Amy Brown, BWS George Town

Lily Brown, Woolworths New Town

Shane Brown, Bunnings North Launceston

Danielle Brown, Woolworths Petrol Ulverstone

Allan Brown, Coles Kings Meadows

Joanne Bunton, Suzanne Grae Lton

Brianna Bunton, Coles Kings Meadows

John Burnett, Woolworths Shoreline

Natalie Burns, Coles Racecourse

Andrea Busscher, Woolworths Mount St

Christy Butler, Woolworths George Town

Rhiannon Calvert, Coles New Town

Sharee Cannon, Best & Less Glenorchy

Karen Carey, Woolworths Devonport

Louise Carroll, Coles Mowbray

Leanne Carroll, Coles Mowbray

Sarah Chadwick, Target Launceston

Alexander Charlesworth, Coles Devonport

Ross Charlton, Coles Logistics

Samantha Chatwin, Bunnings Glenorchy

Laura Churchill, Woolworths Claremont

Samantha Clark, Woolworths Huonville

Nathan Clark, Bunnings North Launceston

Peter Clark, Woolworths Wynyard

Olivia Clarke, Bunnings Glenorchy

Alison Clayton, Kmart Racecourse

Jade Clayton, Woolworths Lindisfarne

Reegan Coates, Woolworths Mowbray

Melanie Cocker, Woolworths Riverside

Nichole Coleman, Woolworths New Town

Amanda Colgrave, Coles Mowbray

Lisa Collins, Coles Racecourse

Terri Collins, Woolworths Kings Meadows

Kelly Connie, Kmart Racecourse

Katy Cook, Target Launceston

Heidi Cook, Coles Newstead

Susan Cooley, Big W Rosny

Renee Cooper, Woolworths Ulverstone

Alyssa Cooper, Target Launceston

Nicole Cooper, Woolworths New Town

Dimity Cooper, Woolworths New Norfolk

Kristy Copleman, Woolworths Bridgewater

Vicki Copleman, Woolworths Petrol Kingston

Samantha Coupland, Officeworks Hobart

Angela Cox, Spotlight Launceston

Jo-Anne Cripps, Woolworths Bridgewater

Tracey Cross, Woolworths Riverside

Jacqueline Cross, Woolworths Prospect

Anna-Maree Curtis, Myer Hobart

Grant Dale, Woolworths Shoreline

Scott Damen, Coles Devonport

Jordan Day, KFC Derwent Park

Gennaro De'Santis, Woolworths Mowbray

Peter Desmond, Woolworths Kings Meadows

Eleisha Dolbey, Kmart Racecourse

Meg Donoghue, Woolworths Eastlands

Adam Donohue, Haymes Paints Launceston

Daniel D'Silva, Woolworths Eastlands

Chris D'Silva, Woolworths CBD

Deirdre Eastley, Woolworths Deloraine

Montanna Eastley, Woolworths Deloraine

Tamie Evans, Woolworths Ulverstone

Naomi Evans, Woolworths Mount St

Kellie Evans, Woolworths Devonport

Michelle Farrow, Woolworths Sorell

Jason Faulkner, Woolworths Mount St

Karen Faulkner, Coles Mowbray

Elke Faulwetter, Coles Kings Meadows

Jessica Featherstone, Big W Glenorchy

Gail Fewkes, Woolworths Glenorchy

Jack Foley, KFC Launceston

Jaikob Ford, McDonald's Moonah

Kristi Forman, Woolworths Riverside

Aaron Fowler, Woolworths Deloraine

Ashley Francis, Woolworths Eastlands

Jenny Franks, Coles Racecourse

Sonya Free, KFC Bridgewater

Alexandra Fuller, McDonald's Ulverstone

Lauren Fulton, Reject Shop Claremont

Simone Garforth, Coles Express Moonah

Carman Gebel, KFC Claremont

Cynthia Geniola, Woolworths CBD

Simon Gibson, Woolworths Prospect
 Karlene Gibson, Woolworths Ulverstone
 Kirby Gibson, Coles Burnie
 Marcus Giffard, Allgoods Hobart
 Lisa Gillard, Coles Sorell
 Petrina Gillies, Woolworths Mount St
 Ava Gleeson, Woolworths Prospect
 Michelle Glover, Woolworths Wynyard
 Danielle Godfrey, Woolworths Glenorchy
 Michael Gofton, Bunnings Kingston
 Michelle Gore, Coles Devonport
 Christopher Gourlay, Woolworths New Town
 T'Lani Goyen, Woolworths Campbell St
 Tayha Grant, Coles New Town
 Toni Griffiths, Kmart Racecourse
 Karen Grygiel, Coles Bridgewater
 Kerry Gunn, Woolworths Mowbray
 Casey Hack, Bunnings Glenorchy
 Joanne Hamlyn-Harris, Woolworths New Town
 Toni Harris, Woolworths Eastlands
 Nicole Harris, Target Hobart
 Sally-Anne Harrison, Woolworths Kings Meadows
 Rachel Hartley, Woolworths Prospect
 Colin Harwood, Woolworths Moonah
 Michael Hawkins, Woolworths Mount St
 Vincent Hennessy, Paint Plus Invermay
 Andrea Hewitt, Landscape Supplies Brighton
 Lucy Hibbs, Coles Kings Meadows
 Mary Higgs, Woolworths Kings Meadows
 Tamara Hill, Woolworths Eastlands
 Gavin Hill, Woolworths Bridgewater
 Vicki Hingston, Kmart Devonport
 Trenton Hoare, Bunnings Devonport
 Regeena Hogarth, Woolworths Kings Meadows
 Patrick Holland, KFC Kingston
 Kara Holloway, Woolworths Devonport
 Samantha Hooper, Woolworths Ulverstone
 Sarah Hopkins, Woolworths Kingston
 Suzanne Horton, Woolworths Eastlands
 Nicole Howard, Woolworths Claremont
 Cameron Howie, Coles Mowbray
 Rebecca Hoyland, Coles Charles St
 Amelia Hoyland, Coles Charles St
 Georgia Hoyland, Coles Charles St
 Jane Hrdalo, Kmart Devonport
 Muhammad Hussain, Woolworths New Town
 Melinda Hutton, Coles Express Hobart
 Angela Hyde, Bunnings North Launceston
 Karen Hyland, Woolworths Wynyard
 Jennifer Imlach, Woolworths George Town
 Margaret Jackson, Big W Glenorchy
 Queeda Jackson, Coles Burnie

Kim Jackson, Kmart Racecourse
 Leeanne Jackson, Big W Glenorchy
 Naomi Jacobs, Coles New Town
 Nicole Jacobson, Woolworths Eastlands
 Sarah Jeeves, Kmart Devonport
 Wendy Jenkins, Woolworths Smithton
 Natalya Injezic, Woolworths Glenorchy
 Jay Johns, Bunnings North Launceston
 Rebecca Johnson, Woolworths Sorell
 Kristy Lee Johnson, Woolworths Wynyard
 Luke Johnston, Woolworths Sandy Bay
 Susan Jones, Woolworths Kings Meadows
 Brendan Jones, Woolworths Deloraine
 Serenity Jones, Woolworths Mowbray
 Samuel Jones, Big W Glenorchy
 Tamara Jordan, BWS George Town
 Mikayla Keep, Coles Devonport
 Mandy Keep, Coles Devonport
 Natasha Keep, Woolworths Kings Meadows
 Nicole Kelleher, Woolworths Campbell St
 Janelle Kelly, Becks Devonport
 Val Kiely, Ally & Me
 Damien King, Woolworths Devonport
 Alexander King-Grey, Banjos Campbell Town
 Jeannette Kingsley, Woolworths Devonport
 Jorja Kingston, Coles New Town
 Carolyn Kitchener, Woolworths Glenorchy
 Shari Kitto, Coles Newstead
 Nicole Kleeman, Target Hobart
 Rebekah Knight, Harris Scarfe Devonport
 Ashlee Knott, Woolworths Ulverstone
 David Krushka, Coles Racecourse
 Brooke Lakos, Officeworks Hobart
 Kristen Landeg, Myer Launceston
 Barabara Laredo, Woolworths Bridgewater
 Kerryn Last, Woolworths Devonport
 Natalie Lawler, Coles Devonport
 Naomi Lawson, Officeworks Launceston
 Samantha Lee, Woolworths Bridgewater
 Jacob Leslie, Hungry Jack's Mowbray
 Daniel Lewis, Coles Northgate
 Brendon Lincoln, Coles Northgate
 Toni Linley, Woolworths Eastlands
 Narelle Lippis, Coles Kings Meadows
 Leesa Long, Coles Bridgewater
 Jo-Anne Luke, Kmart Burnie
 Kelli-Anne Lunson, Woolworths Devonport
 Melissa Luttrell, Coles Kingston
 Suzanne Macrow, Woolworths Mount St
 Damon Macrow, Woolworths Ulverstone
 Loretta Maine, Woolworths Mount St
 Samuel Mangalathu, Coles Mowbray

Katrina Marsh, Coles Charles St
 Kathryn Martin, Bunnings North Launceston
 Gail Martin, Coles Bridgewater
 Jared Matson, Coles Racecourse
 Roxanne McCarthy, Bunnings Mornington
 Tracy McConnon, Centrepoint Newsagency Hobart
 Sahlee McCormack, Bunnings Glenorchy
 Susan McGee, Kmart Devonport
 Sabrina McKay, KFC Rosny
 Francis McKay, Coles Northgate
 Gail McKinnon-Jones, BWS George Town
 Kim McMaster, Woolworths George Town
 Alicia McQueen, Coles Newstead
 Angela Merrick, Woolworths Shoreline
 Helen Milner, Coles Kings Meadows
 Tracey Minehan, Woolworths Huonville
 Jessica Moate, Bunnings Mornington
 Sandra Morcom, Coles Mowbray
 Jonty Moss, Bunnings Kings Meadows
 Jacqueline Muir, Woolworths Devonport
 Deyama Muir, Woolworths Scottsdale
 Don Naden, Woolworths Ulverstone
 Vanessa Nagle, Coles Kingston
 Logan Nettlefold, Coles Northgate
 Angela Nettlefold, Coles Northgate
 Sue-Anne Newington, Woolworths Deloraine
 Kim Nielsen, Coles Charles St
 Danielle O'Keefe, Myer Launceston
 Helen Oliver, Woolworths Scottsdale
 Dwayne O'Neill, Coles Bridgewater
 Lyndall Osborne, Coles Kingston
 Libby O'Sullivan, Bunnings Kingston
 Sandy Owens, Coles Eastlands
 Peta Owers, Woolworths George Town
 Leanne Palmer, Coles Eastlands
 Suhas Pandyan, Coles Kings Meadows
 Casey Parata, Woolworths Claremont
 Wesley Parker, Woolworths Wellington St
 Renee Pearce, Woolworths Kingston
 Kellie Pearsall, Woolworths Sandy Bay
 Alannah Percy, Woolworths Riverside
 Rony Pergar, Woolworths Glenorchy
 Suzanne Perkins, Coles Kings Meadows
 Luke Perkins, Coles Kings Meadows
 Sarah Peters, Woolworths George Town
 Paula Peters, Woolworths Mount St
 Brodey Peters, Coles Burnie
 Timothy Phillips, Woolworths Mowbray
 Lynette Philpott, Coles Newstead
 David Piper, Woolworths Prospect
 Samuel Piper, Coles Charles St
 Lauri Piper, Coles Racecourse

Alisha Pitchford, Coles Charles St
 George Placogiannakis, Woolworths Kingston
 Emma Plunkett, Woolworths Riverside
 Jennifer Porte, Woolworths Mowbray
 Carlene Porter, Woolworths Ulverstone
 Anne Porter, Coles Charles St
 Sharon Price, Woolworths Bridgewater
 Sarina Price, Woolworths Bridgewater
 Sally Price, Woolworths Shoreline
 Taylah Pullen, Big W Glenorchy
 Ann Quarrell, Target Burnie
 Belinda Quarry, Woolworths Kings Meadows
 Angela Quilliam, Woolworths Scottsdale
 Silvana Raglione, Kmart New Town
 Leonnie Rainsford, Kmart New Town
 Katrina Ralston, Coles Burnie
 Sharon Reid, Woolworths Prospect
 Lesley Reid, Coles Bridgewater
 Hayley Rice, Harris Scarfe Devonport
 Colleen Richards, Big W Rosny
 Wayne Richards, Woolworths Sandy Bay
 Tracey Richardson, Kmart Eastlands
 Bronwyn Rigby, Woolworths Prospect
 Jodie Riley, Woolworths Kingston
 Nicole Roberts, Woolworths Claremont
 Linda Robinson, Coles Kings Meadows
 Wendy Robinson, Coles New Town
 Andrea Round, Coles Racecourse
 Angela Rowlands, Woolworths Huonville
 Michelle Rowlands, Kmart New Town
 Maree Rowley, Woolworths Mowbray
 Leigh Rowley, Woolworths Mowbray
 Tamika Rubenach, Woolworths New Norfolk
 Ben Russell, Bunnings Launceston
 Wendy Ryan, Woolworths Huonville
 Kellie-Anne Sabol, Woolworths Chanel Court
 Sharee Savage, Coles Kingston
 Carol Scanlon, Woolworths Kingston
 Kristy Schiebel, McDonald's Bridgewater
 Rebecca Scotney, Coles Northgate
 Rebecca Seabourne, Bunnings Kingston
 Rebecca Seen, Woolworths Kings Meadows
 Alissa Selby, Coles Mowbray
 Rachael Shackcloth, Coles Kings Meadows
 Natasha Shai, Big W Kingston
 Kayla Sherriff, Woolworths George Town
 Courtney Sherrin, Big W Kingston
 Bikash Shrestha, Dan Murphy's Launceston
 Om Prakash Shrestha, Coles New Town
 Alyce Singline, Woolworths Legana
 Anthony Singline, Bunnings North Lton
 Rebecca Smith, Woolworths Ulverstone

Jamie Smith, Coles Devonport
 Linda Smith, Coles Bridgewater
 Kimberley Smith, Woolworths New Norfolk
 Allison Smith, Woolworths George Town
 Monique Smith, Woolworths Glenorchy
 Deahn Smith, Woolworths Wynyard
 Tameka Smith, Coles Devonport
 Shaun Smith, Woolworths Wynyard
 Fiona Smith, Coles Kings Meadows
 Melannie Smith, Woolworths Mowbray
 Rebecca Smith, Woolworths Wynyard
 Sharon Spencer, Woolworths Sandy Bay
 Stephanie Spencer, Hungry Jack's South Hobart
 Declan Spicer, KFC Kings Meadows
 Angela Spicer, Coles Mowbray
 Susan Springer, Allgoods Launceston
 Lisa Squires, Woolworths Mowbray
 Daniel Staak, Bunnings Kings Meadows
 Eileen Stevenson, Woolworths Deloraine
 Bradley Stewart, Woolworths Sorell
 Isabelle Stokes, Woolworths Wynyard
 Nicole Stokman, Woolworths Bridgewater
 Vanessa Sullivan, Big W Glenorchy
 Danielle, Targett, Woolworths Scottsdale
 Sharon, Targett, Woolworths Scottsdale
 Sarah Tarrant, Bunnings North Launceston
 Leigh Tatnell, Woolworths Prospect
 Danielle Tatnell, Woolworths Prospect
 Alison Taylor, Woolworths Deloraine
 Danielle Temple, Big W Rosny
 Cindy Temple, Coles Kingston
 Keisha Thomas, Kmart Devonport
 Tammy Thompson, Woolworths Claremont
 Christine Thomson, BWS George Town
 Tricia Thorpe, Woolworths Ulverstone
 Lisa Tims, Woolworths Claremont
 Fiona Tonks, Coles Sorell
 Belinda Tospell, Coles Burnie
 Chantal Tostevin, Coles Kingston
 Mia Townsend, Bunnings Kingston
 Kylie Townsend, Woolworths Kingston
 Daniela Treves, Woolworths George Town
 Cherie Triffitt, Woolworths New Town
 Belinda Trudgeon, Woolworths George Town
 Rachel Turner, Coles Kings Meadows
 Sheree Turner, Woolworths Bridgewater
 Jonathan Tyson, Target Mowbray
 Jeanette Unger, Woolworths Claremont
 Helen Van Noord, Kmart Racecourse
 Natasha Vandertkooij, Big W Kingston
 Jing Versteegen, McDonald's Sorell
 Linda Voss, Coles Eastlands

Tracy Wagner, Woolworths CBD
 Joanne Wakefield, Woolworths Riverside
 Selina Walker, Coles Bridgewater
 Libby Walters, Coles Kingston
 Lisa Watkins, Big W Glenorchy
 Lee Anne Watkinson, Woolworths Shoreline
 Sue Webber, Coles Sandy Bay
 Shane Webber, Coles Eastlands
 Natasha Webber, Big W Kingston
 Sandra Weber, Woolworths New Norfolk
 Jane Wells, Officeworks Hobart
 Nikki Wells, Coles Burnie
 Louise Whitney, Woolworths Claremont
 Farrah Wigg, Coles Racecourse
 Nerrida Wiggins, Coles Northgate
 Deborah Wilkins, Woolworths Glenorchy
 Todd Williams, Kmart Burnie
 Vanessa Williams, Harris Scarfe Devonport
 Sonia Williams, Bunnings Launceston
 Belinda Wilson, Coles Devonport
 Shane Wiltshire, Coles Bridgewater
 Vanessa Witek, Woolworths Mowbray
 Jennifer Witzerman, St Vincent De Paul Society
 Karissa Wood-Browne, Woolworths Mount St
 Rebecca Woods, Coles Sorell
 Timothy Worker, Woolworths Prospect
 Lisa Wright, Kmart Burnie
 Sharmaine Youd, Coles Kings Meadows
 Tanya Young, Kmart Eastlands

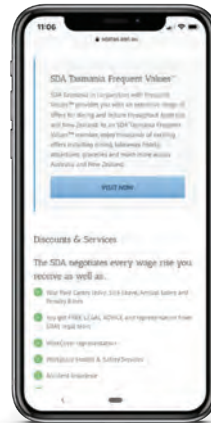


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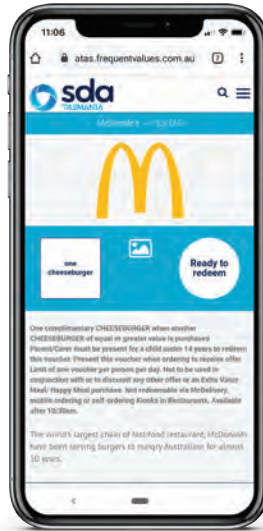
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SEPHORA



GENERAL RETAIL INDUSTRY AWARD 2010 FROM 1 JULY 2019 TO 31 JANUARY 2021

MINIMUM WAGE RATES EFFECTIVE 1 JULY 2019 <small>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</small>	Ordinary Hours - These rates apply until 31/01/2021								
	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 45%	Full-time and part- time loading of 25%	Casual loading of 50%		
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									
RETAIL EMPLOYEE	\$	\$	\$	\$	\$	\$	\$	\$	
Level 1 Shop Assistant, Checkout Operator, Trolley Collector, Video Hire Worker, LPO, Clerical Assistant	813.60	21.41	26.76	26.76	31.05	26.76	32.12	569.52	
Level 2 Forklift Operator	833.00	21.92	27.40	27.40	31.79	27.40	32.88	583.07	
Level 3 Dept Mngr 2IC, Corsetiere, Snr LPO, Cook	845.90	22.26	27.83	27.83	32.28	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	32.92	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	34.27	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	34.76	29.97	35.96	637.70	
Level 7 Visual Merchandiser, Clerical Officer Level 4	956.70	25.17	31.47	31.47	36.51	31.47	37.76	669.70	
Level 8 Shop Manager, Clerical Officer Level 5	995.50	26.20	32.75	32.75	37.99	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	13.97	12.04	14.45	256.27
16 years of age	50	406.85	10.71	13.38	13.92	15.53	13.38	16.06	284.80
17 years of age	60	488.20	12.85	16.06	16.70	18.63	16.06	19.27	341.74
18 years of age	70	569.50	15.00	18.73	18.73	21.73	18.73	22.48	398.65
19 years of age	80	650.90	17.13	21.41	21.41	24.84	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	31.05	26.76	32.12	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						

GENERAL RETAIL INDUSTRY AWARD 2010 FROM 1 FEBRUARY 2021

MINIMUM WAGE RATES EFFECTIVE 1 FEBRUARY 2021

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 \$14.24

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

RETAIL EMPLOYEE

Level 1

Shop Assistant, Checkout Operator, Trolley Collector, Video Hire Worker, LPO, Clerical Assistant

827.84 21.78 27.23 27.23 31.59 32.68 27.23 32.68 579.50

Level 2

Forklift Operator

847.58 22.31 27.88 27.88 32.34 33.46 27.88 33.46 593.31

Level 3

Dept Mngr 2IC, Corsetiere, Snr LPO, Cook

860.70 22.65 28.31 28.31 32.84 33.98 28.31 33.98 602.49

Level 4

Trades Qualified (e.g. Butcher, Baker), Clerical Officer Level 2, Shiftworker/ Nightfill Supervisor

877.70 23.10 28.87 28.87 33.49 34.65 28.87 34.65 614.39

Level 5

Tradesperson in charge of other Tradespersons, Services Supervisor (more than 15 employees)

913.72 24.05 30.06 30.06 34.87 36.07 30.06 36.07 639.60

Level 6

Section/Dept Manager (5+ employees including self), Clerical Officer Level 3, Assistant/Deputy/2IC Shop Mngr

926.94 24.39 30.49 30.49 35.37 36.59 30.49 36.59 648.86

Level 7

Visual Merchandiser, Clerical Officer Level 4

973.44 25.62 32.02 32.02 37.15 38.43 32.02 38.43 681.41

Level 8

Shop Manager, Clerical Officer Level 5

1,012.92 26.66 33.32 33.32 38.65 39.98 33.32 39.98 709.04

JUNIOR RATES

Age % of weekly rate of pay

Under 16 years of age	45	372.53	9.80	12.25	12.25	14.22	14.70	12.25	14.70	256.28
16 years of age	50	413.92	10.89	13.61	13.61	15.79	16.34	13.61	16.34	289.78
17 years of age	60	496.70	13.07	16.34	16.34	18.95	19.61	16.34	19.61	347.69
18 years of age	70	579.48	15.25	19.06	19.06	22.11	22.88	19.06	22.88	405.64
19 years of age	80	662.29	17.43	21.78	21.78	25.27	26.14	21.78	26.14	463.60
20 years of age	100 (from 1 July 2015, after six months' employment with employer)	827.84	21.78	27.23	27.23	31.59	32.68	27.23	32.68	579.50

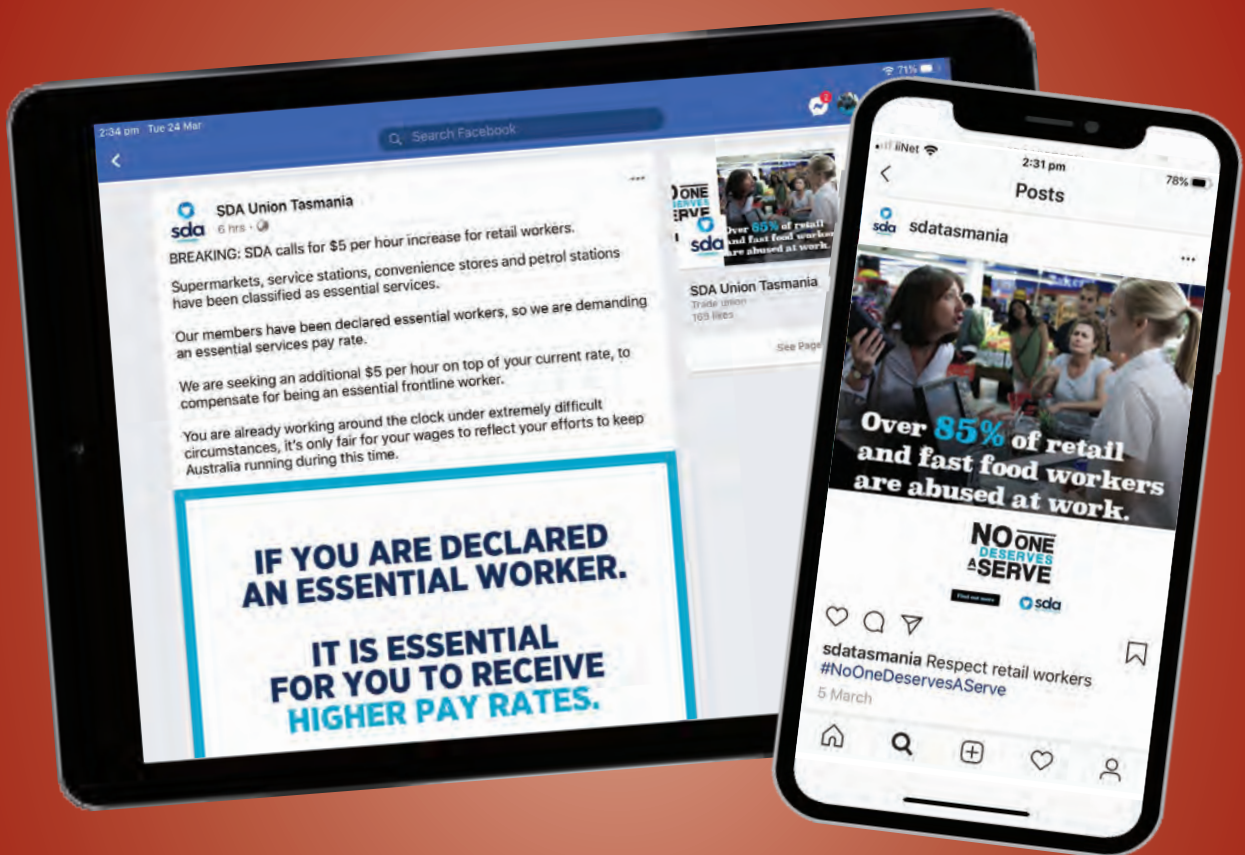
APPRENTICES

Apprenticeship Year % of Level 4

1st Year	50	438.85	11.55							
2nd Year	60	526.62	13.86							
3rd Year	80	702.16	18.48							
4th Year	90	789.93	20.79							



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