

# sda tastalk

OFFICIAL JOURNAL OF THE SHOP, DISTRIBUTIVE AND ALLIED EMPLOYEES' ASSOCIATION, TASMANIAN BRANCH ▼ AUTUMN 2021



With the compliments of  
**YOUR UNION**



**SDA**  
TASMANIA

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**AFL TOYOTA**  
PREMIERSHIP 2021

**YOU'LL FIND  
YOUR SDA  
2021 AFL  
FOOTY FIXTURE  
INSIDE**

Trish Barrow  
(an SDA member for 33  
years), Cynthia Randall  
(35 years) and Mandy Stevenson  
(41 years) from Coles Glenorchy have racked  
up 109 years' of SDA membership between them!  
What a wonderful achievement. Congratulations, ladies!

SDA TASMANIAN BRANCH

# FOOTY TIPPING COMPETITION 2021



## THE 2021 FOOTY SEASON HAS ALREADY BEGUN...

...but it's not too late to join our footy tipping competition!

You could win great prizes just by being part of the fun of the SDA's footy tipping comp.

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

The overall winner at the end of the Season will receive two tickets to a 2021 Preliminary Final\* including airfares and accommodation.

To join, simply go to [sdatas.asn.au](http://sdatas.asn.au) and click on the 'Footy Tipping Competition' link to sign up!

\*Subject to availability

# your union

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**CAROL WADLEY**  
Education Training Officer  
and Women's Officer



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



**JODEE INCHES**  
Southern  
Organiser



**MELISSA READ**  
Southern  
Organiser



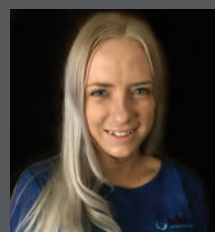
**CAROL WEBB**  
Southern Fast Food  
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**JOEL TYNAN**  
State Recruitment  
Officer/Organiser



**JANINE WILSON**  
Office  
Manager



**LAURA ZAKELJ**  
Administration  
Assistant

# EARLY ACTION IN 2021



**BY PAUL GRIFFIN,  
GENERAL SECRETARY**

Welcome to the first edition of *TasTalk* for 2021. We are continuing to work hard to ensure all SDA members receive pay increases and recognition for working under the extremely difficult circumstances of the pandemic.

It looks as though these difficulties will continue, as at the time of writing, the Federal Government is sticking to its plan to discontinue JobKeeper from 28 March. This means that an estimated 14,000 Tasmanians workers and businesses in genuine need of assistance will be left to fend for themselves.

The JobKeeper employment policy has kept many Tasmanians in work, but as it ends, there is no employment policy framework to continue, or take its place.

Given there has been no real wage growth for 10 years and if employment slows, the Federal Government will need to stimulate spending in the private sector.

Subsidising approximately 800,000 flights to regional areas around the country is not an employment policy! It is just trying to replace those destinations that usually rely on international tourism with domestic travellers from State to State.

## WAGES

The July 2020 Annual Wage Review which delivered a 1.75% increase was selectively delayed to Retail, Warehouse and Fast Food workers by the Fair Work Commission until 1 February 2021.

Despite this delay, the SDA launched its campaign urging major retailers and supermarkets to do the right thing and

pay their workers in accordance with their enterprise agreement increases and/or the date of the Decision, which was 1 July 2020.

This campaign was successful and our members in Coles, Woolworths and Bunnings duly received pay increases and/or “Thank You” payments in recognition of the risk they placed themselves in serving the general community.

Workers in the major companies listed above, as well as Officeworks and The Reject Shop, received either a pay rise or a “Thank You” payment and if not paid on time, members received a back payment to the July 2020 date.

Importantly, the Fair Work Commission must not delay an increase in wages in 2021 as was done last year. See pages 16-17 for more information about our campaign.

## THE OMNIBUS BILL

During the week commencing 15 March, the Morrison Government attempted to pass changes to workplace laws that would have reduced job security and cut wages for retail, warehouse and fast food workers.

After pressure from unions and other sections of the public, the Government backed down and split the Bill which was obviously not going to be passed as it was presented. The one part of the Bill that survived and was passed was the section on the rights of casual workers - this will change the definition of casuals, and will retrospectively take away the rights of misclassified workers to recover their entitlements.

For more on what the Government had wanted to pass, as well as what an ‘Omnibus Bill’ is, see pages 10-11.

## VACCINATIONS

Much debate is being thrown around as to when different groups of workers should receive the vaccine first.

The SDA and the broader community believe healthcare workers, the elderly

and the immunocompromised are quite rightly the first groups to receive the vaccine as they are the most at-risk groups and need to be protected as soon as possible – this is Phase I of the rollout.

Phase II of the vaccine rollout will include ‘critical and high-risk workers’ – this is where frontline retail workers should be, as they operate in a high-risk environment, with hundreds of interactions with the public every day. Unfortunately, despite admission from Governments and employers that they are Essential Workers, no preference for priority vaccination has been made. As it stands, essential frontline members are in the same category, and getting the vaccine at the same time, as all other ‘non-priority’ Australians.

## WINNING IN THE WORKPLACE

During 2020, as our members continued to work under a hostile environment due to the pandemic, abuse and violence from customers became more prevalent, with evidence now showing that women were more at risk.

The SDA remained at its workstations, with both Head Office in Launceston and the Hobart Office in Glenorchy, answering phone calls, emails and texts from members fearful of losing their jobs or being stood down without pay, and parents of young members who may have only recently commenced their first job.

SDA Office staff fielded many calls about more serious issues that were handled by Organisers in the workplace, if required.

As Organisers were advised at the commencement of the pandemic back in March last year: “If our members are at work so shall their Representatives continue their duties at the workplace.”

# WHAT'S HAPPENING AT YOUR WORKPLACE



**BY PAUL GRIFFIN,  
GENERAL SECRETARY**

## SDA SUCCESS STORIES OF 2020

Although last year was incredibly tough for many of our members and the community at large, the SDA continued to work hard to improve workers' conditions and entitlements.

### UNDERPAYMENTS

By early January 2020, the Union had launched an industry-wide payroll audit for salaried employees which was in response to a growing list of large-scale underpayments. When Woolworths announced a \$300 million provision for salaried team employees' underpayments, the SDA wrote to more than 100 large and medium sized retail and fast food operators calling on them to conduct payroll audits and release their findings to the Union. The campaign commenced jointly with the Australian Retailers Association for a retail Industry Package. This then initiated one of the largest and most successful Health and Safety campaigns undertaken by the Union and since April 2020, the SDA has made a significant number of wage claims for our essential frontline workers.

### SAFER WORKPLACES, PAY RISES, AND PANDEMIC LEAVE

In addition to delivering safer workplaces, in most cases members received paid pandemic leave and recognition payments. Also, wage increases were delivered prior to the unfair Fair Work Commission's

(FWC) decision to delay the increase until 1 February 2021.

Around 75% of SDA members received the 1.75% Annual Wage Review increase prior to the FWC decision to delay payment until 1 February which meant several hundred thousand retail employees received \$426 for a full-time adult if paid from 1 July 2020, such as Woolworths' members.

It is extremely important that the Fair Work Commission does not impose a repeat of last year's seven-month wage freeze decision.

A claim for frontline workers, Essential Services/Recognition Payment, was launched last year and received over 40,000 signatures of support.

Woolworths accepted the claim and advised that payment would be made across all of its brands including Big W, BWS and Dan Murphy's.

The work of the SDA saw recognition payments made in:

- ◆ Coles Group brands;
  - ◆ Officeworks;
  - ◆ Bunnings;
  - ◆ The Reject Shop;
- and many others.

### JOBKEEPER - INTERVENTION

After extensive lobbying by unions, employers and the ALP (and only after the Federal Government witnessed kilometres-long lines outside Centrelink Offices) the JobKeeper Scheme was introduced.

The version of JobKeeper finally introduced was not the fair and universal wage subsidy the SDA and the ACTU had been seeking, as it did not take into account previous earnings. This saw some employees gaining additional wages, while others suffered a drop in their weekly take-home pay.

Further, casuals with less than 12 months' service were excluded, which meant more than one million casual workers failed to qualify.

Nevertheless, JobKeeper did support many hundreds of thousands of SDA members in our industries.

It should be kept in mind that in March/April 2020, many hundreds of retail employees in Tasmania may have been stood down had it not been for the wage subsidy which kept them and the businesses they work in, afloat.

As JobKeeper ended on 28 March 2021, the Prime Minister must withdraw or refrain from making comments that Australians need to spend to save the economy.

Asking the nation to spend while he at the same time cuts off and/or reduces JobKeeper and Jobseeker is a bit much! And the additional revelations that large businesses (who had seen their profits rise so much that they could pay out dividends to shareholders) can keep their JobKeeper payments adds even more insult to injury.

These moves only makes worse the approximate eight years of record low wage growth, and drives down vital domestic spending. People can't spend what they don't have.

A recently-released report by Deloitte predicts that it will take up to five years for Australia's wage growth to reach 2 per cent.

### WOMEN FORCED TO RAID SUPER TO ESCAPE VIOLENCE

The Federal Government's early access scheme to superannuation during 2020, which was supposed to assist low-paid workers if affected financially by the COVID-19 pandemic, resulted in many cases of people totally emptying their retirement accounts.



Admittedly, many members who withdrew funds from their accounts were able to utilise the money wisely and to their benefit. However, data now shows one-in-three women have no money in their super.

The Superannuation Guarantee Act was structured to ensure working men and women of Australia had access to worthwhile savings upon retirement. It was to be a protection from discriminatory policies that any current or future Government might impose but has now only enlarged the gender gap on superannuation.

In March 2021, the Federal Government advised that they were considering a new scheme to allow people experiencing domestic violence to strip up to \$10,000 from their retirement savings to escape from their dangerous environments. They have since withdrawn this idea due to a huge backlash.

The Morrison Government has resisted years of campaigning for a federally-funded 10 days of paid leave entitlement for people experiencing family and domestic violence.

ACTU President, Michele O’Neil said: “...people trying to escape family and domestic violence need genuine support from their government, not to be told to ransack their retirement savings”.

Forcing women to draw on their retirement savings because of domestic violence creates financial hardship and takes away their independence at a time when it is most needed.

The Morrison Government should do its job and stop outsourcing its responsibility and seriously address the calls for 10 days paid family and domestic violence leave.

## YOUR FUTURE, YOUR SUPER – REFORMS INTRODUCED INTO PARLIAMENT

The Your Future, Your Super package is scheduled to commence from 1 July 2021 and such changes are to include:

- ◆ Having your superannuation follow you when you change jobs
- ◆ Choice of Funds: a mechanism providing comparison of funds
- ◆ An annual performance test: members informed of failing such test
- ◆ Greater transparency and accountability: ensuring Trustees act in the best financial interests of members

Treasury has released a number of drafts to which the SDA and Rest Super have made submissions.

The SDA Submission was a comprehensive seven-page document addressing in detail its concerns of the retrospectivity of the underperformance test and it not reflecting the goals of superannuation.

The Bill was to be debated in the House of Reps in March but was referred to a committee in the Senate for further review.

### BOXING DAY - PUBLIC HOLIDAY WIN

Current Tasmanian legislation transfers Boxing Day to the next Monday or Tuesday if it falls on a weekend. All but one mainland State treats the transfer as an *additional* Public Holiday – but not Tasmania.

That is, in Tasmania, the actual Public Holiday, if it falls on a weekend, is treated as an ordinary weekend day and does not attract public holiday penalty rates.

The SDA Tasmanian Branch has lobbied a large number of companies to provide public holiday penalties to members when they work the actual day on 26 December.

In splendid news for a lot of our members, the majority of companies have agreed to pay public holiday penalty rates on Boxing Day *as well as* the official transfer day which in 2021 is Tuesday 28 December.

This is an outstanding result for our members!

### BIG W RESTRUCTURE

Two years ago, Big W announced a restructure whereby a major review of the business determined that up to 33 store closures may occur across Australia. Closures halted during COVID-19 and, while a small number of stores have closed, fortunately, none of the stores in Tasmania have been affected to date.

### KMART/TARGET

Wesfarmers now reports on Kmart and Target as a combined entity and subsequently, there will be a smaller number of stores.

At least two stores in Tasmania have been notified of closure during this year or early in 2022. The SDA will be holding discussions with members and the company in respect of redeployment of members to either neighbouring Target or Kmart stores.

## MOSAIC GROUP ROSTER CHANGES AND REDUNDANCIES

In mid-January 2021, the SDA was informed that Mosaic Group had decided to restructure its operations. This involved changed trading hours and resulted in roster changes and the offer of reduced contracted hours or a redundancy to team members.

The Mosaic Group includes Rockmans, Millers, Rivers, Noni B, Katies, Crossroads, Autograph, Beme, and W.Lane.

This is no doubt a disappointing time for our members in the Mosaic Group who, in many cases, have provided long periods of sterling service to their employer.

On hearing of the changes, the SDA mobilised to ensure that members were fully aware of their rights during the consultation process. The SDA was able to engage with the Mosaic Group to clarify issues and get the latest information for Organisers and our Information Officers in order to assist members during this difficult time.

SDA Organisers and officials were able to assist members through this process by looking through members' redundancy quotes so they would be sure to receive their full entitlements. Where possible, we requested extensions to deadlines so members could adequately process potential changes during this uncertain time.

The SDA also heard reports that full-time managers on an annualised salary who accepted part-time positions were having their rate of pay varied. The SDA contacted the company and can confirm several important clarifications:

For those managers who are working or have worked part or all of their notice, any unintended shortfall in your pay should have been backpaid to you at the next pay cycle.

There should be no financial loss for managers who continue to work at Mosaic. However, the company will undertake a review in three months to ensure that no one has suffered a reduction in take-home pay. Employees who can show they have suffered a financial loss can contact payroll to have any issues addressed and, as always, the SDA is able to represent you in any such matters.

Partial redundancies were calculated using annualised salary rates. If you have any queries regarding how your partial redundancy was calculated, contact payroll or the SDA.

The SDA is here for you, our members, in difficult and uncertain times. If you are a Mosaic team member who needs advice, please call the SDA on 1300 152 851.

## FAIR PAY FOR HAIR & BEAUTY WORKERS

Most of our members who work as casuals receive a casual loading whenever they work. This loading is meant to compensate for the fact that casual workers do not receive any leave entitlements, have no right to a fixed roster or hours, and no job security.

In most industries, this loading applies no matter what time you work.

But did you know that casual hair and beauty workers don't receive the 25% casual loading on weekends?

As the Union for hair and beauty workers, the SDA believes this is wrong. If you work as a casual on weekends, you should be paid the casual loading. If employers want to avoid paying a casual loading, they should provide more permanent work.

We have made a submission to the Fair Work Commission calling for hair and beauty workers to be paid the 25% casual loading on weekends. After many delays due to COVID-19, a Hearing has recently been scheduled for late July this year.

If you know anyone that works in these industries, please make sure they know they have a Union that is advocating on their behalf.

Thanks to everyone who has supported our campaign online.

# OUR LIST OF DO'S AND DON'TS FOR 2021



**BY JAMES RUSSELL,  
ASSISTANT TO  
GENERAL SECRETARY**

As we move deeper into 2021, we look back at 2020 and say 'Thank You' to our members who were essential workers throughout the pandemic and kept the community supplied with their needs in extraordinarily challenging circumstances.

We also want to thank Delegates, Health and Safety Representatives and members who campaigned with us for health and safety protections during the pandemic, for recognition payments for members, and for the Annual Wage Review to apply earlier than the date the Commission delayed it to, 1 February 2021.

By working together we got many runs on the board on these issues.

We are very clear that the path to growing the Australian economy is not by attacking wages and conditions.

What we do *not* want to see in 2021 is clear:

- ✗ No cuts in pay or conditions.
- ✗ No more customer abuse.
- ✗ No more underpayment scandals.
- ✗ No freezing of the superannuation rises that are overdue for our members.
- ✗ No delay in the Annual Wage Review like the unfair and unjust delay in 2020 which meant some members received an increase only in February this year.

What we *do* want to see this year is also clear:

- ✓ We want our members treated with respect.
- ✓ We want employers to maintain high standards of health and safety in the workplace.

- ✓ We want a decent wage increase and we want it paid on time – 1 July.
- ✓ We want the superannuation rises to continue so that we move to 10% on 1 July this year and continue moving to 12%.
- ✓ We want every employee paid the wages they are entitled to. They work hard for it.

We are pleased to report that thousands of workers in retail, fast food and warehousing chose to join the SDA in 2020 to strengthen our Union.

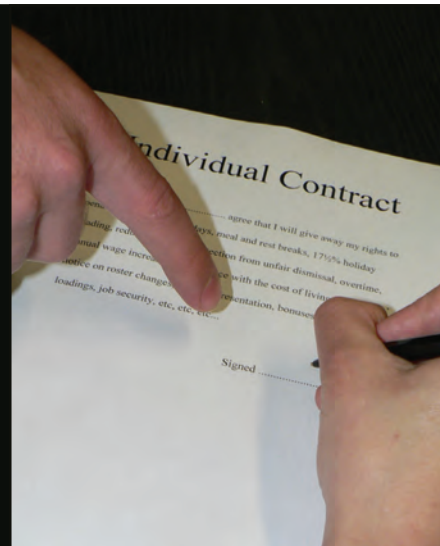
Despite the enormous challenges we faced in 2020, we grew the Union.

Welcome to all our new members from 2020!

## 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 industrial relations rules changing in response to the pandemic.

Phone us on 1300 152 851



# MARCHING 4 JUSTICE AND RESP



**BY JODEE INCHES AND MELISSA READ,  
SOUTHERN ORGANISERS**

We, along with members of the SDA Tasmanian Branch, and other unions attended the Women's March 4 Justice on Monday 15 March.

The Tasmanian rally was held on the Parliamentary Lawns in Hobart and was organised by Unions Tasmania.

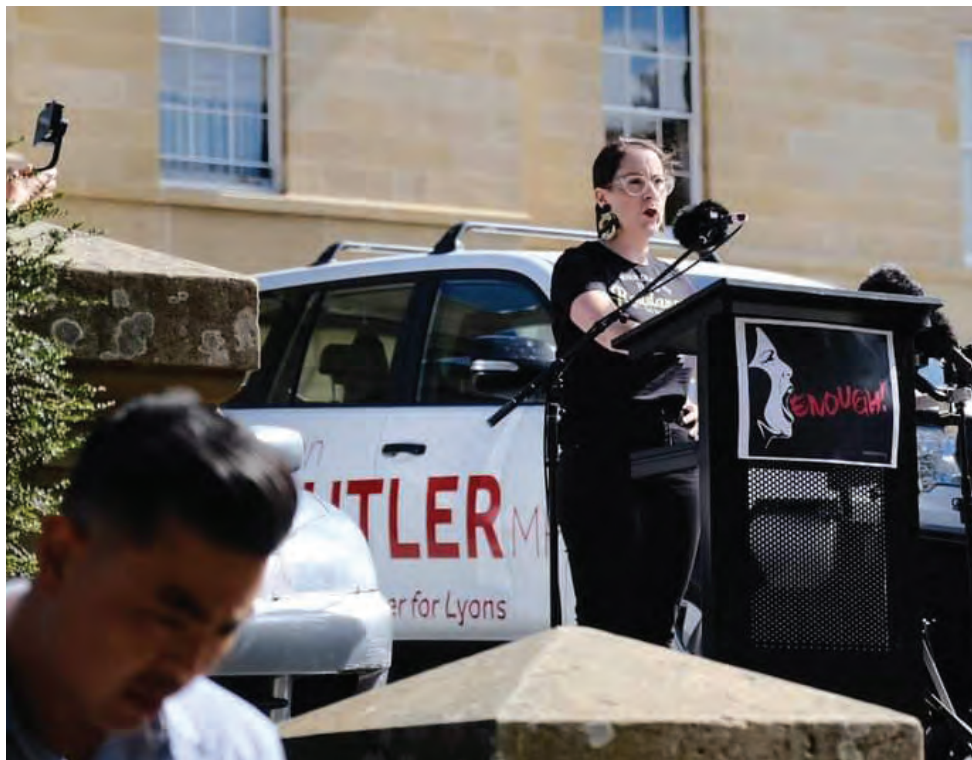
The rally was held as Federal Parliament returned in Canberra, to demand justice and action on gendered violence in workplaces.

There was a big march in Canberra as well as other solidarity events held across the country.

March 4 Justice demands include key points that the movement has been campaigning on for some time, including:

- ◆ implementation of the 55 recommendations from the Australian Human Rights Commission's *Respect@Work* report into sexual harassment in our workplaces, which has been sitting on the relevant Federal Minister's desk for more than a year, with no action taken; and
- ◆ ratification of the ILO Convention on Eliminating Violence and Harassment in the World of Work.

Since 15 March, many new revelations have come out of Federal Parliament that demonstrate the extent of the problems that women face in their workplaces, as well as in other parts of their lives.







# STOP BULLYING, HARRASSMENT AND ASSAULT

The SDA is here to help, so contact us if you need any assistance at all. Your issue will be treated with the utmost care and confidentiality.

# A FAILED ATTEMPT TO INTRODUCE



**BY PAUL GRIFFIN,  
GENERAL SECRETARY**

A few weeks ago, the Morrison Government attempted to push through parliament a raft of changes to workplace laws that would not have improved job security – in fact, quite the opposite.

The Australian Union movement, including the SDA, raised real concerns with the proposed sweeping reforms that, if passed, would have led to reductions in wages, workplace entitlements, and job security.

This is most concerning, and confirms (if we had any doubts!) that the Coalition is still trying to push through many changes that are detrimental to workers; just WorkChoices in another form.

After some Senate crossbenchers indicated that they would not pass the Omnibus Bill, the Government backed down and reduced it to one section only – the part about definition of a casual.

The SDA and our members believe that good public policy should drive greater job security – this is critical with 1 in 6 workers in retail wanting more hours and wanting more stability in their employment.

The IR Omnibus Bill did not help this.

Job security should always be at the centre of workplace laws. Consumer confidence is built on people’s sense of job security.

Increased job security gives people confidence to spend more and contribute to better economic growth across the Australian economy.

## WHAT WAS IN THE ORIGINAL IR OMNIBUS BILL?

The Bill (draft law) was introduced to the Australian Parliament in December 2020.

It attempted to make changes to the classification and rights of casuals, prolong the use of COVID worker directives under the JobKeeper scheme, alter the enterprise bargaining process, and change the laws surrounding wage theft.

## CASUALS

The one part of the Bill that eventually passed created a new definition of a casual.

The definition will limit the ability of workers to challenge their classification as a casual, regardless of the real nature of their employment.

The law is also retrospective and changes workers' current legal rights if they have been genuinely misclassified in the past. While the Bill provides for a casual conversion clause, it does not offer a genuine way for a worker whose employer refuses them conversion to part-time to challenge the decision.

## PART-TIME WORK

This abandoned part of Bill set out changes to part-time work in specific Awards, but left open the option of them being extended to all Awards by the stroke of the Minister's pen.

Part-time work provisions should not be dealt with by the Parliament, or the Minister – they should be dealt with in industry Awards at the Fair Work Commission.



*On the week commencing 8 March, the SDA Tasmanian Branch rallied with kindred unions in front of the offices of Liberal representatives Jonathan Duniam, Bridget Archer and Gavin Pearce. These protests were organised in Hobart, Launceston and Burnie to bring to the public's attention the Morrison Government's unfair Omnibus Bill.*

*Paul Griffin and Laura Zakelj are pictured in front of Member for Bass, Bridget Archer's office in Launceston.*

# WORKCHOICES-LITE

## EXTENSION OF JOBKEEPER DIRECTIVES

This part of the Bill was also withdrawn. It provided for the extension of job changes under the emergency JobKeeper Directives as a result of the pandemic, but without the JobKeeper payments.

There would no longer have been the requirement for a company to prove that they had a reduction in turnover because of the pandemic to access the job changes – only that it formed a part of a reasonable strategy to assist in the revival of the employer's business.

This was a very broad test for employers to satisfy that removed safeguards of abuse and removed the JobKeeper payments too.

The proposed law did not give a worker the right to challenge the reasonableness of a job-change decision in the Fair Work Commission.

## ENTERPRISE BARGAINING

There were significant changes proposed to the process of bargaining for enterprise agreements. Again, this part of the Bill did not pass.

The mandatory requirement for an employee to get a copy of the proposed Agreement and any associated material would have been removed. This could have stopped workers from making an informed decision about an Agreement when voting.

Also, if an Agreement was made without the Union being involved and members then told the Union about it, we would have been barred from making submissions at the FWC on whether the Agreement should have been approved or not.

## BETTER OFF OVERALL TEST (BOOT)

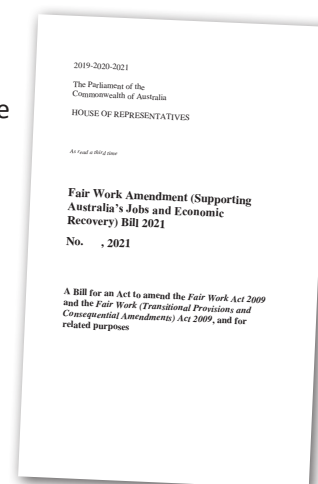
One problem of great concern to the SDA was removed from the Bill after successful lobbying efforts of the crossbench by Australian Unions to ensure that Agreements couldn't be substandard.

It was important to remove this part of the proposed legislation, as it could have allowed substandard Agreements to be approved by the Fair Work Commission and run for a period of up to four years.

## WHAT IS AN 'OMNIBUS' BILL?

An Omnibus Bill is a proposed law that covers a number of diverse or unrelated topics. It is sometimes used to roll a whole lot of different issues into one piece of legislation. While an Omnibus Bill may include positive initiatives, it can also include 'bad' aspects.

For the legislation to be passed, Parliament needs to vote for the whole thing – meaning that the 'bad' parts get passed in order to get the 'good' parts passed.



## ZOMBIE AGREEMENTS

One part of the proposed legislation that the SDA did agree with was the forced termination of 'zombie agreements' dating back to WorkChoices. The SDA is disappointed that this section was withdrawn, along with many of the other 'bad' sections.

However, even if it had been passed, it wouldn't have taken effect until 1 July 2022, unnecessarily delaying something that should have already been done.

## WAGE THEFT

Wage theft provisions were also withdrawn from the Omnibus Bill. This was a double-edged sword, as the proposed Bill did not address the main problem of fast access to a simple small claims tribunal to quickly deal with underpayments and get the money back in members' pockets. Instead, it proposed a complex legalistic approach that would have made it harder for regulators to convict wage thieves and get money back to workers.

It also would have overridden superior laws that already exist in some States.

## A WIN AGAINST THE COALITION'S WORKCHOICES-TYPE IDEOLOGY

The Omnibus Bill is effectively dead.

Together with Australian Unions and the Australian Labor Party, we lobbied the crossbench in Parliament to make sure that essential workers who got us through the pandemic were not left worse off by these proposed laws.

Any changes to the IR system should be focused on better wages, better job security and better conditions for Australian workers. It is the only way to a fairer and more prosperous future.

We need to remain vigilant when it comes to the Coalition introducing any industrial relations legislation, as they have a very poor record when it comes to workers' pay, conditions and entitlements.

# You Could Win a \$200 Bunnings Gift Card



**Four lucky members** will win a \$200 Bunnings gift card.

**To enter**, e-mail us at **membership@sdatas.asn.au** by **21 May 2021** with the subject line “**Bunnings Gift Card Competition**”.

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.



# Sarah's a Winner!



Sarah-Jane Hopkins from Woolworths Kingston was the lucky winner of our Summer competition.

She is now the proud owner of a Brass Monkey portable fridge/freezer.

We hope it makes your travels, barbecues and picnics all the more convenient and enjoyable! Congratulations, Sarah.

# 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. 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 go home, leave work behind you.

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





*Garry Roberts, Delegate at Coles Bridgewater, has been an SDA member for more than 17 years, during which time he has actively signed-up and helped members. He is shown here on his last day at Coles. Thank you, Garry – we wish you all the best!*



*Amber Tucson at Kmart Devonport who has just joined the SDA.*



*Jesse Pascal at Coles Devonport.*

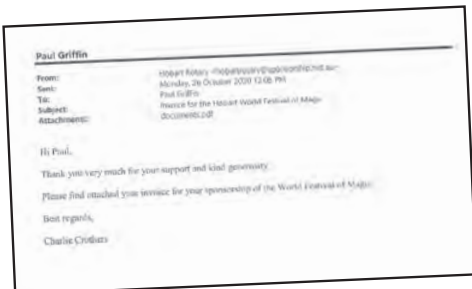


*Carey-Lee Richards at Woolworths Kingsmeadows.*



*Lisa Wright, Delegate at Kmart Burnie.*

# THANKS!



In 2020, the SDA was once again proud to support the World Festival of Magic, hosted by the Rotary Club of Hobart.



*Kimberley Dallas at Woolworths Burnie.*

# AROUND THE SHOPS



*Leanne Bhaskar at Millers Glenorchy.*



*Justin Bailey at Coles Devonport.*



*Jane Hrdla and Vicki Kingston at Kmart Devonport.*



*Lynne Rawson at Woolworths Devonport.*



*Menaka Doluwegedara at Coles Services Devonport.*

YOU CAN FIND YOUR COPY OF THE SDA'S 2021 PAYRISE CAMPAIGN POSTER IN THE CENTRE PAGES OF THIS MAGAZINE!  
TAKE A SELFIE WITH IT TO SHOW YOUR SUPPORT AND POST IT ON INSTAGRAM WITH #ESSENTIALPAYRISE

# I SUPPORT THE SDA PAYRISE CAMPAIGN 2021

## NO DELAY TO ESSENTIAL WORKERS' PAY



#essentialpayrise

**ESSENTIAL WORKERS DESERVE**  
**A PAY RISE ON**  
**1 JULY**



# A PAY RISE IS ESSENTIAL FOR ESSENTIAL WORKERS



**BY PAUL GRIFFIN,  
GENERAL SECRETARY**

Last year's delay in pay rises for essential retail and fast food workers was completely unacceptable.

While the SDA secured early wage increases for hundreds of thousands of retail workers last year, most of Australia's retail and fast food workers didn't receive their pay rise until many months later, on 1 February 2021.

## HOW DID THIS HAPPEN?

The increase was determined by the Fair Work Commission (FWC) last year, but the decision to delay it for certain Awards including retail and fast food meant an unfair seven-month wage freeze for workers in these industries.

The Award minimum wage for workers in those sectors increased by 37.3 cents an hour, taking the hourly rate to \$21.78. Over the course of a week, that's a \$14.20 increase for a full-time worker and \$738.40 over a year.

The FWC's July 2020 decision delayed this minimal and affordable increase by a full seven months because of the alleged impact it would have on employment.

This assumption was based on what the FWC has since acknowledged was imperfect data, which turned out to have had no factual basis.

The SDA believes the seven-month wait was inexcusable, especially when most SDA members put their health and safety on the line by continuing to work face-to-face with the public throughout the pandemic.

On 1 February, SDA National Secretary Gerard Dwyer expressed his disappointment and dissatisfaction in the delay: "Only today a dark chapter will finally end for retail and fast food workers who have suffered a seven-month pay freeze imposed by the Fair Work Commission despite serving Australians on the frontline during the worst of the pandemic.

"As a consequence, thousands of retail and other low-paid workers who live from pay packet to pay packet have, as the Fair Work Commission admits in its July decision, suffered 'a decline in living standards' for the past seven months as many of them served on the frontline, making sure the rest of the community could put food on the table as well as the other essentials of life."

These workers lost around \$426 as a result of the postponed pay rise – money that can make a vital difference for minimum wage workers.

## SDA CAMPAIGN BROUGHT FORWARD PAY RISES FOR MANY

Fortunately for many members, the SDA campaigned successfully with major retailers like Woolworths and Coles to bring forward the pay rise, despite the Commission's decision.

These companies suffered no negative economic impact, and in many cases, actually experienced record sales.

For those Australian workers who were made to wait for a pay rise, the delay was disappointing and the Fair Work Commission should never allow it to happen again.

These workers have missed out on hundreds of dollars over the past seven months – money that could have been used on necessities such as purchasing increased access to the internet for

their children at a time when they were forced into remote schooling by COVID-19 restrictions.

To many in the community this may seem like a small amount, but for lower-paid workers living from week to week, it can make a vital difference in making ends meet. In real terms, their living standards were cut.

There were even some companies which did not pass on the modest wage increase, but rather paid money into executive bonuses and shareholder dividends. This was a slap in the face to their hard-working employees, who have been risking their health and safety to help make sure their employers continued to operate.

## SDA TO PUSH FOR FAIR WAGE INCREASE IN ANNUAL WAGE REVIEW

The SDA, the ACTU and the union movement will issue submissions and push the Fair Work Commission to greenlight a greater pay increase for all Australians in July 2021.

Australia's essential retail, fast food and warehouse workers can't afford to have another 'wage freeze' and the SDA will push back against any calls to postpone pay increases in this year's Annual Wage Review.

There is no benefit to delaying these important and necessary wage increases as evidenced following the 2020 wage freeze.

Australians need their wages to keep up with the rising cost of living so that we can spend money, stimulate the economy and begin to remedy the economic damage sustained during the pandemic.

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**#essentia**

# PORT SDA CAMPAIGN 2021

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# LAY TO WORKERS' PAY

**ESSENTIAL  
WORKERS DESERVE**

**alpayrise**

**A PAY RISE ON**

**1 JULY**

# SUPERANNUATION IS RECOVERY!



**BY GERARD DWYER,  
NATIONAL  
SECRETARY**

With 2020 behind us, it's tempting to think that 2021 will see a return to 'normal'. But with work and social lives changed, the 2020s will be different.

Through that kind of uncertainty and following a turbulent year for investment, it's a comfort to know that our superannuation is recovering and our retirement income secure.

Rest Industry Super's core strategy is recovering from the impact of the 2020 recession.

Long-term performance has remained solid, returning +7.88% p.a. over the 10 years to December 2020.

Our retirement incomes, fortunately, are not reliant on a single year's performance. They are long-term, meaning that if you're young, you gain the benefit of many years of compounding interest – interest on interest – and if you're nearing retirement any losses are cushioned by the impact of the interest gained in past years.

For the economy more broadly, the Australian stock market (ASX 300) has recovered and ended 2020 up by more than 40% from the absolute lows in March. Australia's handling of the health issues surrounding COVID-19 was and remains effective, however disruptive and varying it may have been. SDA members in fast food, retail and warehousing have been an essential part of the community managing the pandemic.

The SDA also advocated for a wage subsidy, and the resulting JobKeeper,

along with Australia's health controls, are seen by economists world-wide as bright spots in the Australian market.

## A WORLD-CLASS SUPER SYSTEM

Our market is also supported by a strong superannuation system.

Our system is world-class because we start saving for our retirement early and it's automated through our pay cycles. We save more than people in other countries do because the superannuation guarantee is set at a reasonable level and it is growing. We buy assets with our retirement savings that are long-term (like property, infrastructure, energy and agriculture); and we invest our retirement savings in the kinds of assets that contribute to jobs. This is known in global pension fund circles as the sustainability, adequacy, and integrity of our retirement system. They rank us as 'significantly strong' (74.2% - this is 14.5% above the global average).

We can only achieve such a good system because our super is tucked away, and we gain from the power of compounding interest.

However, through the pandemic, we also saw Australia's superannuation system become a financial lifeline.

Rest Industry Super recently advised me that since the *Early Release of Super* scheme started in April, the fund has released more than \$3 billion of super – a lifeline to help around 300,000 of its members navigate through these difficult times.

While this may have been necessary for some, we shouldn't have had to take funds from our retirement to pay for our costs now.

That should be the role of a wage subsidy in the context of the pandemic or Centrelink payments during other times.

Fundamentally, superannuation is a key safeguard to help ensure that we can enjoy the lifestyle we live today in our post-work years.

## A SYSTEM UNDER SUSTAINED POLITICAL ATTACK

Despite having such a great system, the Australian Government continues to impose reforms that would lessen super's effectiveness.

Two such possible policies proposals are, firstly, to 'opt-out' of superannuation guarantee contributions for those earning under \$48K per annum and, secondly, to increase the minimum superannuation guarantee contributions threshold from earnings of \$450 to \$650 per month.

## THE EFFECTS OF OPTING OUT

For those earning less than \$48,000 a year, the impact of opting out of superannuation contributions increases with the amount of time between now and retirement.

Data shows that \$1 of missed contribution at age 20 is expected to accumulate to a reduction of almost \$3 of projected retirement balance in today's dollars. So, the younger you are, the worse this is for your retirement income.

This will have an increasingly devastating impact, as missing out on superannuation contributions in the first five years of employment could lead to a reduction of projected retirement balance of 14%.

So the longer you opt out for, the worse this is for your retirement income.

## THE SUPER GUARANTEE THRESHOLD

For Australians with multiple employers, increasing the minimum superannuation guarantee contributions threshold from \$450 to \$650 per month would mean they may only receive superannuation contributions from one of their employers with earnings just higher than \$450 per month.

The loss of contributions could again lead to a 14% reduction in their projected retirement balance.

In the last 18 years, the superannuation guarantee has risen by only 0.5%, yet the cost of living has inflated by 2-3% every year. Coupled with the likelihood of a low-wage growth environment, most Australians will be unable to save outside of super.

## PROPER REFORMS

Instead of these kinds of proposals, the Government needs to look to reforms that would improve super's effectiveness, like paying superannuation on every dollar we earn.

## GETTING TO 12%

Politicians know that 9.5% in superannuation payments is not enough and that is why *their* superannuation scheme pays 15.4%. The Australian community superannuation guarantee is currently 9.5% but is meant to rise to 12% over coming years, starting with a 0.5% increase on 1 July this year.

Proceeding with the planned superannuation guarantee increase benefits not only individuals but the entire Australian community.

For a 25-year-old with an annual income of \$35,000 and a current super balance of \$10,000, raising the superannuation guarantee will mean an additional \$65,000 in retirement savings.

That might, for example, be the difference between getting to go interstate to see family each year versus staying home.

The super increase also means more to invest back into Australian businesses, infrastructure and therefore jobs.

While super is there to provide a sense of security in retirement, super funds also work to build the nation and the Australian economy, investing back into Australian businesses, shopping centres, roads, schools, ports and hospitals – all helping to create jobs and a sustainable future for our entire community.

Reduced contributions over the lifetime of a member will lead to a reduced retirement balance which will result in reduced retirement income, increased reliance on the Government Age Pension and ultimately, the taxpayer.

## SUPER FOR ALL

Superannuation should be paid to everyone, including, those on parental leave, those who are earning less than \$450 per calendar month, and those under 18 years of age.

Until we get paid super on every dollar we earn, we won't be adequately saving for a retirement with our lifestyle retained.

# Make this year, your year!

Here are 3 ways we think you could get more out of your super



### 1 Super Connected

Complete our super self-assessment in 5 minutes and 7 questions, on the Rest App

### 2 Super Savvy

Avoid paying multiple fees by combining your funds into one super account

### 3 Super Smart

Learn more about your investment options, in your own time, at your own pace via our learning centre.

[go.rest.com.au/  
new-year-new-start](https://go.rest.com.au/new-year-new-start)

Product issued by Retail Employees Superannuation Pty Limited ABN 39 001 987 739 as trustee of Retail Employees Superannuation Trust ABN 62 653 671 394. Consider if it is appropriate for you and read the PDS available at [rest.com.au/pds](https://rest.com.au/pds) before deciding to join or stay.

# Georgina and the SDA help out

Georgia Durovic from KFC Rosny Park has been working hard to raise money for the KFC Youth Foundation.

There are 30 SDA members at KFC Rosny Park and during 2020, they held raffles and sought corporate donations as well as donations from the general community.

Georgina co-ordinated events at the store, and to date has raised just over \$2,500.

In total, nationally, the campaign has raised over \$1.8 million in donations and the SDA Tasmanian Branch is more than happy to assist our members with their good work when voluntarily giving their time and efforts to assist those who may be less fortunate than themselves.



## ABOUT THE KFC YOUTH FOUNDATION

The KFC Youth Foundation aims to give young Aussies the skills and support they need to thrive in the world now, and in the years beyond. The Foundation's research has helped us understand that for young Australians to develop confidence, they need support in areas of mentorship, skills development, mental wellbeing and overcoming disadvantage.

To learn more about the KFC Youth Foundation and their partner charities please head to [www.kfc.com.au](http://www.kfc.com.au).

# WORKERS O



BY PAUL GRIFFIN,  
GENERAL SECRETARY

Retail, fast food, warehousing and online-retail workers have been on the frontline of the COVID-19 pandemic, continuing to serve and provide essential services to Australians, risking their health and the health of their families to ensure our community has access to the necessities.

The SDA and the broader community believe Healthcare workers, the elderly and the immunocompromised must be the first groups to receive the vaccine as they are the most important and at-risk groups and need to be protected as soon as possible – this will be Phase I of the rollout.

Phase II of the vaccine rollout will include 'critical and high-risk workers' – this is where frontline retail workers should be.

Our essential frontline members should not be in the same category, and getting the vaccine at the same time, as all other 'non-priority' Australians.



# IN THE FRONTLINE NEED VACCINES

The SDA believes that many SDA members (such as supermarket employees) are essential frontline workers who must be included in the list of critical and high-risk workers and receive priority in Phase II of the voluntary COVID-19 vaccine rollout.

Our retail, fast food and warehousing workers have formed a critical part of Australia's response to the pandemic and should have access to the vaccine as early as appropriately possible.

The SDA, along with the National Retail Association (NRA), have written to Prime Minister Scott Morrison urging him to consider essential frontline workers in the retail, fast food and warehousing industries as a priority.

The Australian Retailers Association (ARA) and the SDA are engaging the Government to prioritise frontline essential retail and warehouse workers.

The industries our members work in and the nature of their jobs means they have a higher level of exposure to people outside their family group than many other occupations.

The SDA will continue to work with the ACTU and other unions to promote an appropriate priority list for Phase II of the vaccine rollout.

## WHY RETAIL WORKERS SHOULD BE CONSIDERED HIGH-RISK

A supermarket or fast food checkout operator may come face to face with 200 people or more during the course of an eight-hour shift.

While the SDA recognises and supports the need for vulnerable elderly people and medical professionals to be vaccinated first, we submit that those who do not have the option of working from home, and who meet hundreds of people every day, should also be given priority access.

It is not just a question of workers' health and safety, but the health and safety of the community – a healthy workforce means a healthier and safer community.

## ADDITIONAL RISKS

SDA members working in these essential frontline industries have also endured increased levels of violence and abuse because of the pandemic and a frustrated and anxious public. A recent SDA survey of 2,300 SDA members reveals that nearly 90 percent

(87.92%) report being subject to verbal abuse, with a quarter of respondents (25.07%) saying it has become a weekly occurrence.

A staggering one in five respondents (21.6%) report being coughed at or spat on during COVID-19 – an unacceptable and dangerous statistic.

Members have stated, and it is reinforced by the evidence, that customer abuse and violence has increased in frequency during the COVID-19 pandemic.

The obvious and real health risks faced by SDA members and the increased instances of abuse and violence that have been exacerbated by the pandemic justify the SDA's request to be amongst the industries considered for vaccine priority.

The SDA would like to thank our members for the work they have done over the last 12 months. We will keep fighting to ensure you are protected and safe at work.



# YOUR QUESTIONS



**BY CAROL WADLEY,  
EDUCATION  
TRAINING OFFICER**

For many members, the SDA has been a dependable source of information and advice when they have issues in the workplace. Always ready to listen, we help hundreds of members every year.

Here, we take a look at three of the most common questions that members ask, and a brief look at the advice typically given. Everyone's situation is different, though, so it never hurts to discuss your workplace issues with your SDA Delegate or to call the SDA on 1300 152 851.

**Q**

*I've been injured at work. Help!*

Being injured at work is, unfortunately, quite a common thing.

**A**

Assuming it wasn't an injury requiring an ambulance, you

have the right to see a doctor of your choice, no matter what your manager might say otherwise.

Also, if you need to, you can make a WorkCover claim. It is not uncommon for managers to try and convince members not to make a claim, but remember – it is your right to do so!

When you see your doctor, don't forget to ask them for a WorkCover certificate.

This is different to a regular medical certificate. Make sure you give a copy of the WorkCover certificate to your manager.

Sometimes a WorkCover claim is rejected.

In those cases, give us a call right away on 1300 152 851. We can discuss the next steps with you, which may include a free referral to SDA-partnered solicitors.

**Q**

*I'm being bullied at work! Can you help me stop it?*

We often get calls from members facing harassment at work in some form or another, and the workplace bully could be anyone – a fellow

**A**

worker or a manager. Sadly, we hear this most from our younger members.

Members normally feel scared, anxious and stressed when they become victims of bullying. Bullying at work can take many forms, ranging from verbal to physical and mental abuse. No matter the form, the SDA's firm stance is that bullying has no place in the workplace and we stand ready to help any member facing it.

Members facing bullying at work should first approach their Delegate and manager (where suitable).

It often also helps to keep a record of the bullying. This helps to show the pattern of behaviour and prove the bullying.

Most managers recognise the seriousness of bullying in the workplace and will take steps to stop it. If not, however, get in touch with the SDA right away on 1300 152 851.



# ANSWERED



**Q**

*My roster has just been changed to one that I cannot work. What can I do?*

A good first step in disputing a roster in cases like this is to clearly express why it is you cannot work the new roster.

**A**

In many SDA Agreements, there are rostering provisions that require employers

to be mindful of workers' family or carer responsibilities, study commitments, religious observances, sporting commitments, and even the availability of safe transport home after a shift.

It is also strongly advised that members approach their Delegate where possible. SDA Delegates are there to support members – they are invaluable as both trained SDA representatives who can take up issues with management, and also as witnesses at meetings with management.

With these two steps taken, it's then time to formally start the procedure to have the roster changed. This is commonly called the Grievance Procedure. Typically, this involves taking your Delegate with you, and raising the issue with your manager. In most cases, a simple discussion with the manager is all it takes to resolve the matter.

If it turns out that the matter can't be resolved between you and your manager, give us a call on 1300 152 851 and we'll be more than happy to take you through further steps, or escalate the matter further.



## 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.

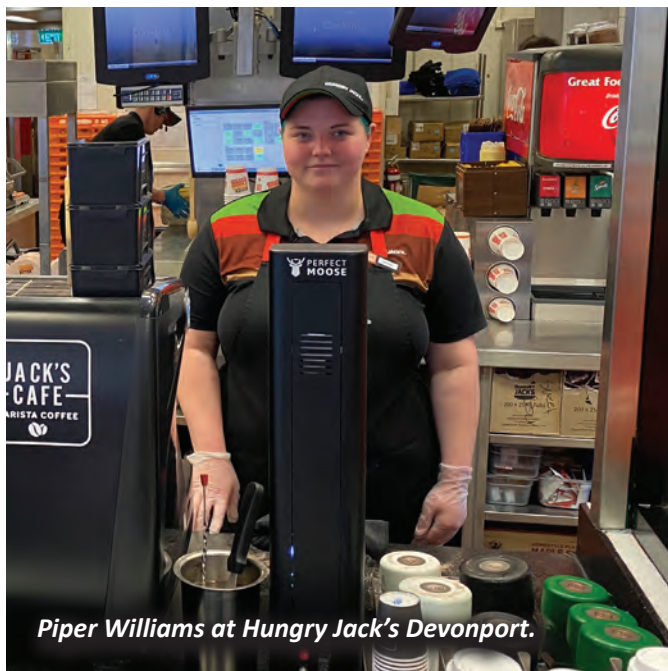
Medical appointments are **private**. Tell any manager or insurance company representative that they are **not entitled to attend**. Contact the SDA if you need any help.

# 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

# AROUND THE SHOPS



*Piper Williams at Hungry Jack's Devonport.*



*Tamiaka Hall, Delegate at Woolworths Kingsmeadows, in proud possession of the application card of a new member she had just signed up to the SDA!*



*Shane Green at BWS Claremont.*



*Timothy Green-Dalziel at Woolworths Burnie.*



*Ross Charlton, Delegate, and Phil Kerrison at Coles Distribution Centre.*



*Shane Wiltshire and Jess Baulis at Coles Bridgewater.*

# SDA members get 15% off at

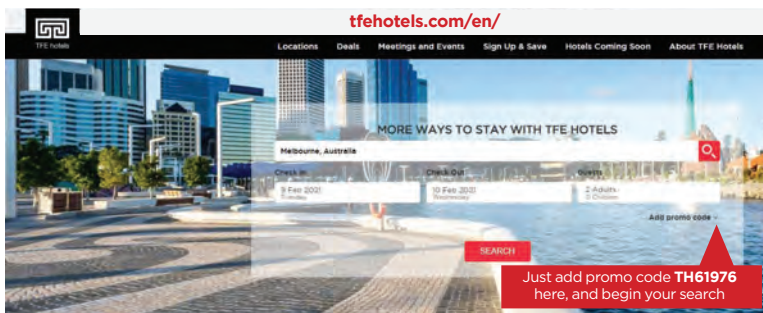


## TFE hotels

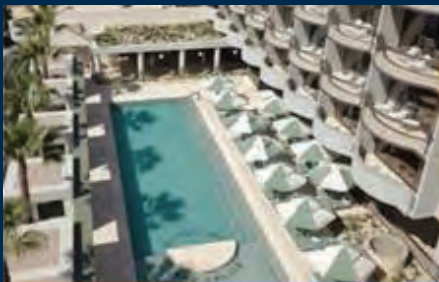
TFE Hotels, headquartered in Australia, currently comprises 70 hotels in Australia and New Zealand under six brands.

And now, SDA members can receive special prices when booking at TFE Hotels in Australia or New Zealand, including Adina, Rendezvous, Vibe, Travelodge, Quincy and TFE Collections (The Calile, The Savoy, Hotel Kurunjang and The Hotel Britomart).

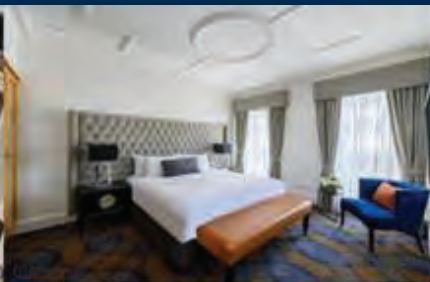
To receive your 15% discount on the best available room rates, simply go to [tfehotels.com/en](https://tfehotels.com/en), and key in promo code **TH61976**.



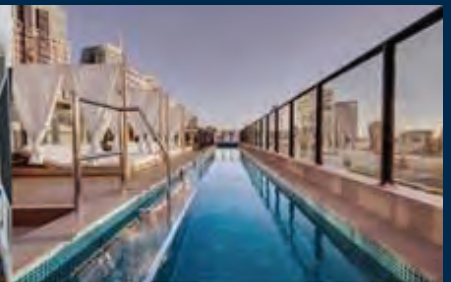
Offer applies until 31 December 2021.



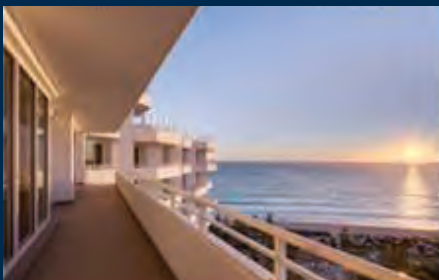
The Calile Hotel, Brisbane



The Savoy Hotel on Little Collins, Melbourne



Vibe Hotel, Darling Harbour, Sydney



Rendezvous Hotel, Perth Scarborough



Vibe Hotel, Melbourne



Adina Apartment Hotel, Brisbane



**NEW**  
BENEFIT FOR  
SDA MEMBERS

**MOVE TO EXPLORE**



Europcar is pleased to offer SDA members **10% off** our best rate of the day.\* To take advantage of this exclusive member rate, visit [europcar.com.au/partners/sda](http://europcar.com.au/partners/sda) or call **1300 555 242** and quote **47699503** when booking. You can also access page directly on your smartphone or tablet, simply open the camera and hover open the QR barcode below.

EAU0633

\*Terms and Conditions apply, visit website for full details



# 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.

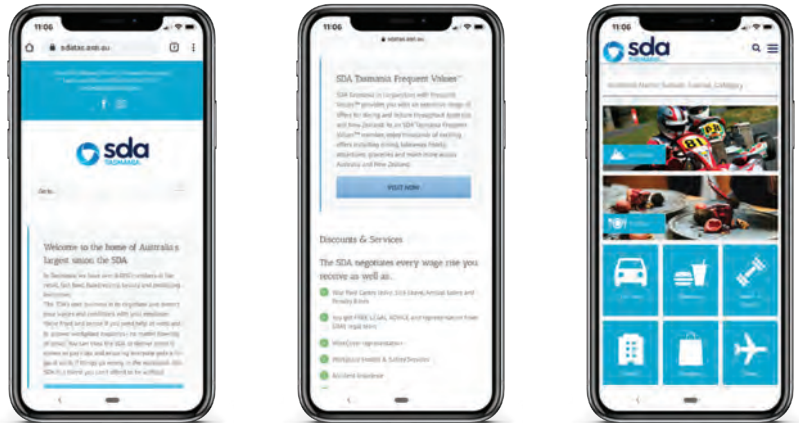


## UNLOCK SAVINGS WITH YOUR SDA TAS MEMBERSHIP

Enjoy year-round access to everyday savings and exclusive offers through your SDA Rewards Membership. Discover nearby offers through the mobile site or search for incredible savings across dining, takeaway, activities, shopping, travel and more. It's your passport for saving on everything you love to do!

### EXPLORE YOUR DEALS!

1. Login to your SDA Membership online [sdatas.asn.au](https://sdatas.asn.au)
2. Select & click **Member Benefits** from under **About Us**
3. Click on **Visit Now**



## SAVE ON EVERYTHING YOU LOVE TO DO



### DINING

Enjoy exclusive savings at a huge range of restaurants and cafes in your local area and all around Australia and New Zealand.



### TAKEAWAY

Access 2 for 1 deals and special offers from your favourite takeaway spots.



### SHOPPING

Access your favourite brands and save on necessities at a wide range of popular retailers.



### LOCAL SERVICES

Enjoy hundreds of offers from dry cleaning to car maintenance and so much more.



### CAR HIRE

Enjoy exclusive rates and offers with one of our car hire partners.



### HOTELS

Up to 30% off at over 2,000 hotels, resorts and holiday apartments.



### ACTIVITIES

Exclusive access & savings at major theme parks, attractions and more.



### HEALTH & BEAUTY

Indulge on luxury beauty services and products.



### TRAVEL

Take advantage of our great travel deals as a valued member.

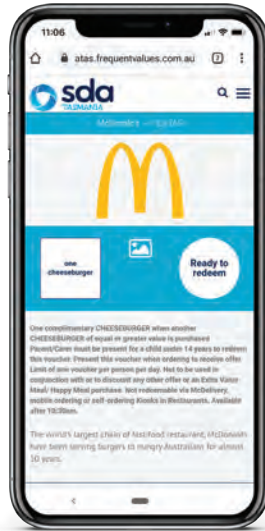
## HOW TO REDEEM OFFERS USING YOUR PHONE

Please present your smartphone to redeem your offers. Visit [sdatas.asn.au](https://sdatas.asn.au).



### FIND AN OFFER

Search for nearby deals or by business name, suburb, cuisine or category.



### SELECT YOUR OFFER

Tap "Ready to Redeem" on your smartphone.



### PRESENT YOUR OFFER

Show staff the offer on your smartphone when you are ready to pay.

## FREE UPSIZE

Redeem with your smartphone



### KFC

One Complimentary upsize when any Combo is purchased.

## UP TO 30% OFF

Enter Promo Code from website



### THE ICONIC

20% Off Full-Priced Items OR  
30% Off Full-Priced Sport.\*

## 20% OFF, UP TO \$25

Redeem with your smartphone



### SZECHUAN KITCHEN

20% off the total bill.  
Save up to \$25.

SEPHORA





# 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](http://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](http://SDATAS.ASN.AU)



# HOLIDAY *here* THIS YEAR



KNOWS TRAVEL

Keep dreaming,

Keep being inspired

At Andrew Jones Travel, we are dedicated to helping our clients travel Australia, but also look towards the future.

We are still booking domestic packages, tours and expedition cruises. We can assist our clients with any holiday needs, whilst also being up to date with any border requirements.

Our offices are back to full time, Monday to Friday, so please when thinking about your next holiday, support local business and local tourism.

Holiday here this year and speak to your expert travel consultants at our Andrew Jones Travel offices situated in Salamanca and Launceston.



#### Meet the newest member of our Andrew Jones Travel Team in Launceston, Jennifer!

Jennifer has been in the Travel Industry for an incredible 36 years! Over the years, Jennifer has worked in various capacities in Launceston, and you may remember the offices such as Jetset, Crawford International, Thomas Cook, and Harvey World. Quite a lot of Jennifer's clients have followed her for over 30 years! Now, isn't that a compliment on how Jennifer operates.

Jennifer will be based in Shearwater 3 days a week, however you will have the opportunity to book an appointment with Jennifer in the Launceston branch in Charles street once a fortnight.

"I am really looking forward to the day that we are all able to travel internationally again & am excited to help plan your future holidays!"

If you need to contact Jennifer, her details are: [jennifer@ajtravel.com.au](mailto:jennifer@ajtravel.com.au) or (03) 6215 8719

  
Contact us today

Andrew Jones Travel, 1/61 Salamanca Place, Hobart Phone 6221 3499 or Email [hobart@ajtravel.com.au](mailto:hobart@ajtravel.com.au)

Andrew Jones Travel Launceston, 44 Charles Street, Phone 6331 1214 or Email [launceston@ajtravel.com.au](mailto:launceston@ajtravel.com.au)



### 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: \_\_\_\_\_

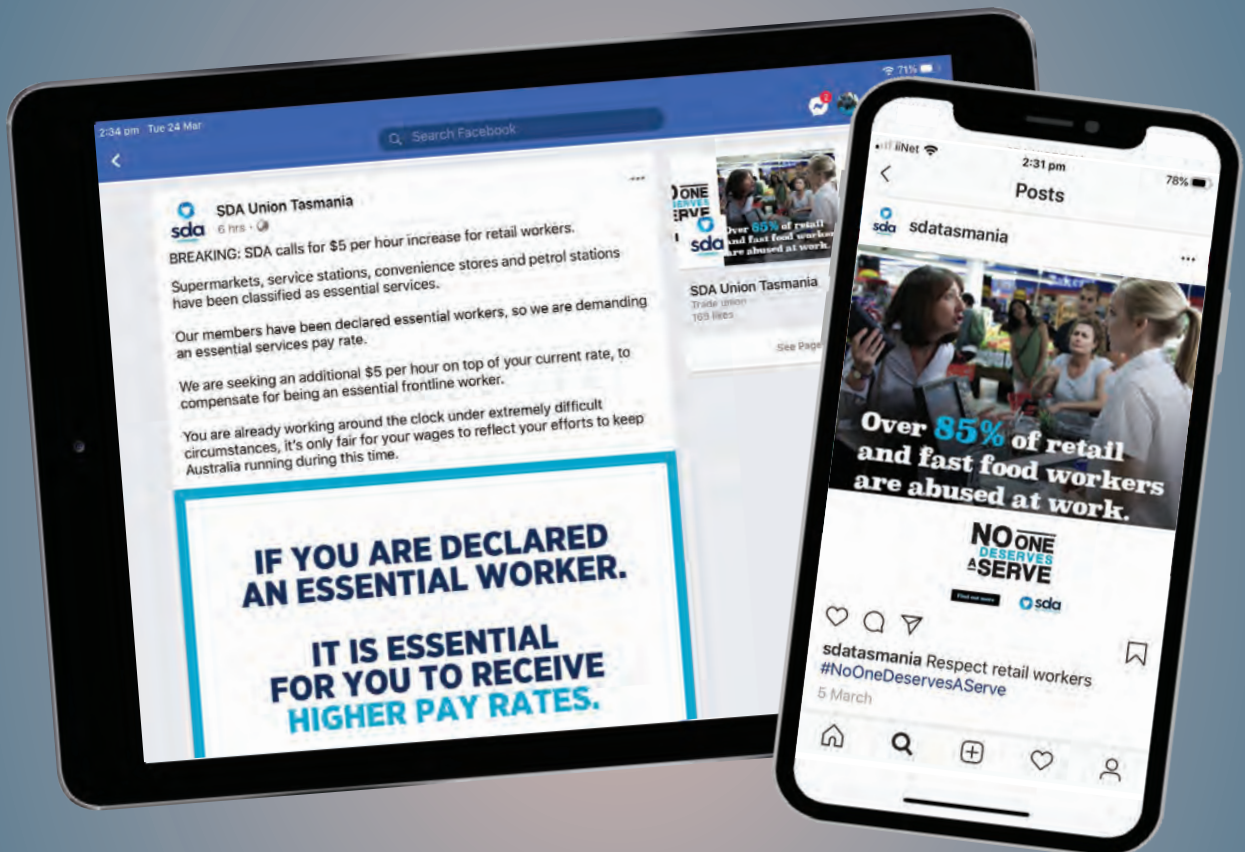
Employer: \_\_\_\_\_

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

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



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