



PROPOSED EG FUELS AGREEMENT 2022

Following extensive negotiations between the SDA and EG Fuels, the proposed EG Australia Fuel & Convenience Enterprise Agreement 2022 is ready for you to consider.

The proposed Agreement contains a number of significant changes to align the Agreement with Vehicle, Repair Services and Retail Award ("the Award").

This document contains a summary of the differences between the proposed Agreement and the current Woolworths Petrol Agreement 2012.

If approved by workers, the proposed Agreement will commence on 30 January 2023 if approved by the Fair Work Commission.

The Agreement has a nominal expiry date of 31 January 2026.

The proposed Agreement contains significant changes to conditions of employment at EG Fuels.

Please read this information carefully and if you have any questions about the proposal, please speak to your SDA Organiser or call the SDA.

Copies of the proposed Agreement and an Award comparison document are available in the lunchroom.

THE PROPOSED AGREEMENT CONTAINS:

- » New Afternoon and Night Whole Shift Loadings
- » New Saturday Afternoon Penalty Rates
- » Higher Casual Loading



VOTING

Voting on the proposed agreement will occur online.

From: 31 October 2022
To: 14 November 2022

WAGES

There will be significant changes to how your pay is calculated under the proposed Agreement. All employees will be classified as Grade 2 "Team Member" which is equivalent to the Level 4 "Console Operator" classification under the Award.

Your starting base rate will be **\$24.17 per hour (20 years or over)**. From 1 July 2023, your base rate will align with the equivalent Award rates.

For permanent employees, a new shift loading structure from the Award will be adopted.

Monday to Friday - Permanent Employees

Permanent employees will be paid a loading for their entire shift (depending on whether it is an afternoon or night shift).

Permanent employees will receive:

Shift	Commencing Time	Rate
Day	After 4am and by 12pm	100% of base rate of pay
Afternoon	After 12pm and by 6pm	118% of base rate of pay
Night	After 6pm and by 4am	130% of base rate of pay

FOR EXAMPLE: .

A shift that commences at 9pm on Tuesday and finishes at 6am on Wednesday	
Current System	Proposed System
Tuesday 9pm – Midnight: No penalty Midnight Tuesday – 5am Wednesday: 30% penalty 5am Wednesday – 6am Wednesday: No penalty	Tuesday 9pm – Wednesday 6am: 30% Penalty

Weekends and Public Holidays - Permanent Employees

On weekends and public holidays, penalty rates apply. You will be paid the rate of pay as per the hours you work below.

Day	Time	Rate
Saturday	12am - 12pm	100% of base rate of pay
Saturday	12pm - 12am	150% of base rate of pay
Sunday	All-day	150% of base rate of pay
Public Holidays	All-day	200% of base rate of pay

Casual Employees

Under the proposed Agreement, the casual loading is changing to a flat 31.75% loading Monday to Friday and a 71.87% loading on weekends and public holidays. For most hours of the week, this is a higher rate, however on some hours it is lower.

Time	Current Casual Loading	New Casual Loading
Mon-Fri 5am - 12am	21.5%	31.75%
Mon-Fri 12am- 5am	50%	31.75%
12am Fri - 12am Sat	57.5%	71.87%
12am Sat - 6am Sun	120%	71.87%
6am Sun - 9pm Sun	70%	71.87%
9pm Sun - 12am Sun	95%	71.87%

WAGES

From the commencement of the Agreement, your pay rates will be as follows.

PERMANENT EMPLOYEES

Classification	Base Rate	Mon-Fri Afternoon	Mon-Fri Night	Sat until 12pm	Sat 12pm-12am	Sunday	Public Holiday
G2 Team Member: Console Operator							
Adult	\$24.17	\$28.52	\$31.42	\$24.17	\$36.25	\$36.25	\$48.34
19 years	\$19.34	\$22.82	\$25.14	\$19.34	\$29.00	\$29.00	\$38.67
18 years and under	\$16.92	\$19.96	\$21.99	\$16.92	\$25.38	\$25.38	\$33.84
Assistant Store Manager	\$25.38	\$29.95	\$32.99	\$25.38	\$38.07	\$38.07	\$50.76
Store Manager	\$27.79	\$32.80	\$36.13	\$27.79	\$41.69	\$41.69	\$55.59

CASUAL EMPLOYEES

Classification	Mon-Fri All Day	Sat/Sun/PH All Day
G2 Team Member: Console Operator		
Adult	\$31.84	\$41.54
19 years	\$25.47	\$33.23
18 years and under	\$22.29	\$29.08

JUNIOR RATES

For employees under 20 years you will receive a percentage of the adult rate. These rates have been retained from the current Agreement (which is higher than the Award):

- » 20 years and over – 100% of base rate of pay,
- » 19 years – 80% of the base rate of pay
- » 18 years and under – 70% of the base rate of pay.

WAGE INCREASES IN JULY EACH YEAR

From 1 July 2023, your pay rates will be replaced by the equivalent Award rates.

Future increases will take effect from the first full pay period on or after 1 July each year, at the rate determined by the Fair Work Commission.

ALLOWANCES

The following allowances will be always paid in line with the Award.

Meal allowance - \$15.12 per meal.

Travel allowance - \$0.91 per kilometre.

OVERTIME

Overtime rates will now be paid according to the Award.

The overtime rates for permanent employees will be paid in the following way:

Time	Current	Proposed
Mon-Sat First 2 hours	150%	150%
Mon-Sat After 2 hours	200%	200%
Sunday	200%	200%
Public Holiday	250%	200%

- » Permanent employees required to work overtime on Sunday or a Public holiday must be paid for a minimum of 3 hours' work at the appropriate rate.
- » Overtimes rates are paid in substitution of the shiftwork penalty rates.
- » For casual employees, overtime will be paid an additional payment of 73.40% of their base hourly rate for:
 - Work done in excess of 10 hours per day
 - 38 hours per week.

SECURE HARD WON SDA UNION CONDITIONS

The SDA has defended the following above-Award conditions:

- » Base hourly rate at the date of operation is higher than the Award equivalent.
- » Retention of superior junior rates structure (higher than the Award).
- » 11 days paid personal/carer's leave for permanent employees (however, now accrues during the year).
- » 3 days unpaid carer's leave for casuals (better than the NES).
- » Part-time employees will continue to have minimum ordinary hours per week unless they otherwise request and agree with the Company.
- » Part-time employees will continue to be offered and can continue to accept additional hours.
- » Public Holidays entitlements retained from the current Agreement, including non-working day benefit where if the public holiday falls on your non-working day, you will still be paid for they way you do not work.
- » In rostering casual employees, the Company will continue to consider the need to take time off to study and for exams without compromising your employment status.
- » Better severance pay (than the NES) after 2 years continuous service.
- » Reasonable overtime provisions retained, including the need to consider whether employee has safe transport home, and capacity to refuse overtime if it is unreasonable.
- » Capacity to take time off in lieu retained.
- » Team member car parking on the forecourt retained.
- » Lockers will continue to be provided where practical.
- » First aid kit to be accessible for employees.
- » Protective clothing and/or footwear will continue to be provided where necessary.
- » The preferred dress policy will continue to apply, but where a uniform is required, Company will cover the cost of purchasing and cleaning the uniform.
- » Other leave benefits retained from the current Agreement:
 - Emergency Services Leave
 - Blood Donors Leave
 - Jury Service Leave
 - Natural Disaster Leave
 - Defence Force Leave

NEW RIGHTS WON

There are also a range of new rights for EG Fuels employees as part of the proposed new Agreement:

- » Training will be conducted during employee's shifts and will be paid: cl 11.3.
- » Higher duties allowance will be paid for the entire shift if the employee works for more than 2 hours at the higher duty (not 4 hours under current Agreement).
- » Award transfer of employment and accommodation and meals clause (where employee is required to travel and stay overnight) included.
- » Offer and requests for casual conversation as per the NES.
- » Superior compassionate leave provisions compared to the NES:
 - 5 days paid compassionate leave for absence from work due to death of the employees' spouse, parent, child (including still born child), sibling or guardian: cl 18.1.
 - 3 days paid leave for absence due to death of a brother or sister-in-law, ex-spouse, grandparents (-in-laws), grandchildren, uncle, aunt niece, nephew, cousins or de-factor parents-in-law: cl 18.2.
 - 3 days paid compassionate leave if employee or spouse or de facto partner has had a miscarriage: cl 18.4.
 - 3 days paid compassionate leave for spending time with a member of immediate family or household with a personal illness or injury that poses serious threat to his/her life: cl 18.5.
 - 2 days paid leave to attend funeral or parent, spouse, child where travel outside Australia, more than 400km inter or intra state: cl 18.6.
- » Employees can take their annual leave more flexibly, at ½ pay for 8 weeks (taking equal periods of paid and unpaid leave, that is taking twice the amount of time with half pay), at 2-week increments.

- » New Union Rights and Recognition clause.
- » Award provision of prohibited employment for certain junior employees inserted, where employee under 18 will not work unsupervised between 7.00 pm to 9.00 pm and must not be employed between 9.00 pm and 6.30 am.
- » Inclusion of Family and Domestic Violence leave clause, securing entitlements as per the NES.
- » Inclusion of excessive accrued annual leave clause.

CHANGES IN CONDITIONS

The proposed new Agreement does not include:

- » Part-time employees' capacity to elect to increase core hours upon anniversary year.
- » A clause restricting the cleaning of toilets by employees.
- » Downturn of Business clause has been deleted.
- » 'Temporary weekly employees' category no longer exists.
- » Security Guidelines clause removed.
- » Termination prior to public holidays clause not included.

Meal Allowance

- » Meal allowance will be paid according to the Award, for more than 1.5 hours overtime worked, not after 1 hour or where the shift extends beyond 10 hours.
- » If the employee has been told they will be working overtime, has provided their meal(s), and then is not required to work overtime or less overtime than advised, they will still be paid the meal allowance.
- » Meal allowance will not be paid for employees working overtime on Sunday or public holiday unless they are rostered to work their ordinary hours on those days.

CHANGES IN CONDITIONS

Meal and Rest Breaks

Meal and rest breaks will be provided as per the Award.

If an employee works over 5 hours, they can either be worked (at the Company's discretion) in 2 ways:

1. With (unpaid) meal and morning or afternoon tea breaks to be taken at times determine by the Company, where:

- » Unpaid meal breaks will be between 30 – 60 minutes (currently they are between 45 – 60 minutes).
- » Employee will not be required to work over 5 hours without a meal break. If they do, or work during their meal break, employee will be paid 150% of the minimum hourly rate until meal break is allowed.
- » Along with a meal break, Company may provide either (an unpaid) morning or afternoon tea break for not more than 15 minutes. Where both are provided, at least one must be paid.

2. Paid 20 minute 'crib' break while maintaining customer service.

- » Employees who are required to work more than 1.5 hours overtime are entitled to a 20-minute crib break before starting the overtime.

The following provisions from the current Agreement will no longer apply:

- » Entitlement to 30-minute paid meal break if majority of an employees' shift is worked after midnight or starts at midnight or later.
- » Paid rest breaks of 10 minutes after working 7 hours or more.

Other Changes

- » Wages will be paid fortnightly.
- » The probationary period for permanent employees will increase to 6 months from 3 months.
- » Consecutive daily hours for casual employees now a minimum of 2 hours per the Award (not 3 hours).
- » Changes to part-time employees' roster conditions to align with Award:
 - Part-time daily minimum of 3 hours from current Agreement is not included (but minimum hours per week retained).
 - Part-time employees may not be employed on more than 5 days per week unless requested.

REMEMBER:

To check your Company's leave policies for further information on accessing leave and the more beneficial entitlements that the policies often contain. This includes: Parental leave, Compassionate leave, Family and Domestic Violence leave.



VOTING

Voting on the proposed agreement will occur online.

From: 31 October 2022
To: 14 November 2022

Make sure you have your say.