

sda tastalk

OFFICIAL JOURNAL OF THE SHOP, DISTRIBUTIVE AND ALLIED EMPLOYEES' ASSOCIATION, TASMANIAN BRANCH ▼ AUTUMN 2023



 **sda**
TASMANIA

Photo shows SDA members Cara Rixon and Rajdeep Kaur preparing for a busy Easter at Coles Mowbray

YOU'LL
FIND YOUR
2023 AFL
FOOTY FIXTURE
INSERTED IN
THIS ISSUE!

With the compliments of
YOUR UNION

**SHOP, DISTRIBUTIVE AND ALLIED
EMPLOYEES' ASSOCIATION
TASMANIAN BRANCH**
Head Office - Launceston
Park Street, Launceston, Tas 7290
Phone 1300 152 861
Suburb Office
101 Street, Glenorchy, Tas 7219
Phone 1300 152 861
Email secretary@sdasda.com.au
www.sdastalk.com.au
Bank: sdastalk.com.au/branches
Bank: sdastalk.com.au/branches
Bank: sdastalk.com.au/branches

AFL TOYOTA
Partnership 2023



Head Office:

- 72 York Street (PO Box 1289), Launceston Tas 7250
- Phone 1300 152 851
- E-mail secretary@sdatas.asn.au
- Website www.sdatas.asn.au



Joel Tynan
General Secretary



Andrew Coyle
Northern Area Organiser



Sean Pudney
North-West Area Organiser and Recruitment Officer



Melissa Read
Southern Area Organiser



Carol Wadley
Industrial Support Organiser and Women's Officer



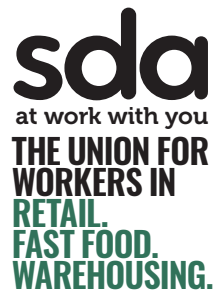
Carol Webb
Southern Area Organiser



Janine Wilson
Office Manager



Laura Zakelj
Part-Time Recruitment Officer and Administration Assistant



Hitting the grou

2023 has begun with a bang!

We are commencing enterprise bargaining with many of your companies. The *Secure Jobs, Better Pay* legislation has brought many of your companies back to the bargaining table (see pages 6-7 for further detail).

Where bargaining brings the promise of improved wages and conditions to our members in our workplaces, in Tasmania, the state of our dire public holiday legislation remains unchanged.

Tasmanians Falling Behind on Public Holidays

The Tasmanian Statutory Holidays Act 2000 legislates that if Christmas Day falls on a Saturday or Sunday, the following Monday or Tuesday is an additional public holiday.

If Boxing Day falls on a Saturday, the following Monday is observed as the public holiday. If Boxing Day falls on a Sunday, the following Tuesday is observed.

In 2023, in all States except Tasmania, employees were paid Award penalty rates when New Year's Day fell on the weekend.

Most other States and Territories were paid public holiday penalty rates on the actual day, as well as the following Monday which is an additional public holiday.

The Tasmanian Branch wrote to each company, seeking the application of public holiday penalty rates for those employees who worked on the actual day. In 2020, your company deemed it was fair to honour this request from your Union.

However, in 2022 when we requested that public holiday rates be paid for the actual day on which the public holiday falls – well in advance of 2023's New Year's Day which fell on a Sunday – they did not apply the same logic and said they would not pay public holiday penalty rates for this day.

Having written to the Minister for Workplace Relations, I then wrote a further letter to the Premier to intervene and change this unjust law as a matter of urgency for our members.

The Premier did not stand up for working people, saying the Government was not going to amend the Act and he would not intervene.

nd running in 2023

The State Government once again reiterated its contradictory argument that bringing fairness to the Act would be too much of a financial burden on business, while then going on to express that changing the Act would not ‘necessarily’ reflect a change in the rate of pay for workers.

This is materially untrue. Changing the law to reflect the New Year’s Day provision, as happens in every other State or Territory, would have led to public holiday penalty rates for you and your family, or a day off to spend with your loved ones.

The impact financially to businesses across the country has been negligible.

We will continue our campaign on this important issue.

Easter Sunday

Our advocacy for public holiday justice for Tasmanians now turns to Easter Sunday.

Tasmanian workers have again been left behind when it comes to receiving Easter Sunday as a public holiday.

Easter Sunday is a pivotal day for many in our community, and currently only Tasmanian and South Australian workers do not receive Easter Sunday as a public holiday.

This is unfair, and again we will be calling on the Government to make Easter Sunday a public holiday.

We have reached out to you and asked you to tell us what Easter Sunday becoming a public holiday would mean for you and your family which will be relayed to the State Government.

In 2023, our SDA Tasmania team remains committed to continuing our campaign for public holiday justice in our State.

We remain committed to fighting for work you can live off, work that’s safe, and work that respects your family time.

Happy Easter

I would like to take this opportunity to wish you all a very happy Easter. Whatever you’re doing, enjoy it – and stay safe, especially if you’re on the roads over the break.



Joel Tynan,
General Secretary



2023

TASMANIAN PUBLIC HOLIDAYS

New Year's Day Holiday Monday 2 January 2023	As New Year's Day falls on a Sunday in 2023, the Monday following is the public holiday.
Australia Day Thursday 26 January 2023	
Royal Hobart Regatta Monday 13 February 2023	Second Monday in February. (South of & including Oatlands and Swansea excluding Bronte Park, Catagunya, Strathgordon, Tarraleah, Wayatinah & West Coast.)
Eight Hours Day Monday 13 March 2023	Second Monday in March
Good Friday Friday 7 April 2023	
Easter Monday Monday 10 April 2023	
Easter Tuesday Tuesday 11 April 2023	Restricted public holiday, currently observed by certain Awards/Agreements and the State public service.
Anzac Day Tuesday 25 April 2023	
King's Birthday Monday 12 June 2023	Second Monday in June each year.
Burnie Show Day Friday 6 October 2023	Friday before first Saturday in October each year. (Municipal areas of Burnie, Waratah-Wynyard and West Coast.)
Royal Launceston Show Day Thursday 12 October 2023	Thursday before the second Saturday in October. (Municipal areas of Break O'Day, Dorset, George Town, Launceston, Meander Valley, Northern Midlands, West Tamar.)
Hobart Show Day Thursday 26 October 2023	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.)
Recreation Day Monday 6 November 2023	First Monday in November. (All parts of Tasmania which do not observe Royal Hobart Regatta.)
Devonport Show Day Friday 1 December 2023	Friday nearest the last day in November but not later than 1 December. (Municipal areas of Devonport, Kentish and Latrobe.)
Christmas Day Monday 25 December 2023	
Boxing Day Tuesday 26 December 2023	

YOUR EASTER



BY JOEL TYNAN,
GENERAL SECRETARY

Easter is here, and you need to know your entitlements over this period. Here are answers to some of the most common questions we receive from members.

It is most important to note that the specific entitlements with respect to public holidays are governed by the Agreement or Award applicable to your employment.

Depending on which company you work for, there may be some differences in the rights outlined below. You should refer to your Agreement or Award to ensure your workplace entitlements are observed.

TRADING HOURS

Tasmanians have public holidays on Good Friday and Easter Monday. If a shop is permitted to trade on Good Friday or Easter Monday, or prior to 12.30pm on Anzac Day, the shop must be staffed by persons who have freely elected to work on that day.

There must be no coercion, harassment, threat or intimidation by or on behalf of the occupier of the shop.

DO YOU HAVE TO WORK ON A PUBLIC HOLIDAY?

Most Agreements negotiated by the SDA provide that all work on a public holiday is voluntary for all employees, including casuals.

Full-time and part-time employees who are rostered on but who refuse to work receive the benefit of the public holiday at the ordinary time rate of pay.

For employees covered by the General Retail Industry Award, public holiday entitlements are covered by the National Employment Standards ("the NES"). The NES provides that an employee is entitled to be absent on a public holiday, however, an employer may request that an employee work on a public holiday if the request is reasonable.

An employee may refuse an employer's request to work on a public holiday if the employer's request is unreasonable.

PUBLIC HOLIDAY ENTITLEMENTS

WHAT IF A PUBLIC HOLIDAY FALLS ON YOUR NON-ROSTERED DAY?

This depends on the specific provision in your Agreement or Award. Delegates and members must check the specific provisions of their Agreement or Award to establish the precise entitlements that apply.

WHAT DO YOU GET PAID?

Typically, SDA-negotiated Agreements and Awards provide for the following entitlements:

If an employee works on a public holiday

If an employee works on a public holiday, they are paid the public holiday penalty rate.

For permanent employees, this is the base rate of pay +125% (total of 225%).

For casual employees, this is the base rate of pay +150% inclusive of the casual loading (total 250%)

A permanent employee can request time off in lieu or an equivalent day of annual leave instead of receiving penalty rates for working on a public holiday. This arrangement is by mutual agreement between the company and the employee.

If no agreement can be reached on the method of compensation, the default arrangement shall be the payment of public holiday penalty rates.

If an employee does not work on a public holiday

A permanent employee whose roster includes the public holiday as a working day, but who does not work, receives the benefit of the public holiday by having the day off and being paid the ordinary single hourly rate of pay for the hours they are normally rostered to work.

CAN YOUR EMPLOYER CHANGE YOUR ROSTER TO AVOID PAYING A PUBLIC HOLIDAY BENEFIT?

Under most Agreements negotiated by the SDA, it is illegal for an employer to change your roster in order to avoid the payment of a public holiday entitlement. If your roster is changed to your detriment over the Easter/Anzac Day period, or if you are not paid correctly, you should contact the Union immediately.

If you are rostered to work on a public holiday but you are sent home early, it is the Union's position that you must still be paid for the total number of hours that you agreed to work. This applies even to casuals. If you are sent home early and not paid for the full hours you are contracted to work, you should contact the Union without delay.

CONTACT THE UNION

If you are not paid correctly, if your roster is changed to your detriment, if you are sent home before the conclusion of your contracted shift because trade is slow, if you do not receive your non-working-day benefit or if you do not receive your complete public holiday entitlement, you should speak to your Delegate or contact the SDA immediately for advice and assistance.

If you have any questions about your public holiday entitlements or trading arrangements over this period, please speak to your Delegate, contact your Organiser or phone the SDA on 1300 152 851.

EASTER/ANZAC DAY PUBLIC HOLIDAYS AND TRADING HOURS IN TASMANIA

Event/Day	Public Holiday?	Is Work Voluntary?	Trading Arrangements
Good Friday Friday 7 April 2023	Yes	Yes	All shops closed by legislation.
Easter Saturday Saturday 8 April 2023	No	No	All shops can trade on this day.
Easter Sunday Sunday 9 April 2023	No	No	All shops can trade on this day.
Easter Monday Monday 10 April 2023	Yes	Yes*	All shops can trade on this day.
Anzac Day Tuesday 25 April 2023	Yes	Yes*	Shops closed until 12.30pm by legislation.†

*Award-covered employees have a reasonable right to refuse to work on Easter Saturday, Easter Monday, and after 12.30pm on Anzac Day.

† Service stations, pharmacies, newsagents and small stores employing 10 or less and not in a shopping mall or complex are exempt.

BARGAINING: MOVING MEMBERS



**BY JOEL TYNAN,
GENERAL SECRETARY**

In 2022, the SDA managed some big wins for members with new Enterprise Agreements voted up overwhelmingly by members in Target and EG Fuel. 2023 is already showing promising signs with a renewed focus on Enterprise Bargaining, after a number of years of companies delaying the negotiation of new Agreements.

TARGET

2023 has already seen the Target Agreement approved for members by the Fair Work Commission which took effect from 15 February this year.

The approval of this Agreement means positive movement in wages and conditions for members in Target as we move further into 2023.

EG FUEL

The new EG Fuel Enterprise Agreement commenced operation from **30 January 2023** and nominally expires on 31 January 2026.

The Commission's decision to approve the Agreement has meant EG Fuel workers are provided with certainty about pay and conditions going forward.

BIG W

We are working hard to secure a new Agreement that locks in improvements for Big W members' pay and conditions over the next few years.

The SDA has made progress on several claims in negotiations so far, and continues to push for a range of claims based on the feedback we received from Big W members.

The SDA understands how the rising cost of living is putting serious pressure on workers across the country – and that is why your Union has been pushing for a fair and decent pay rise for Big W members.

BEST&LESS

Additionally, good progress has been made for our members in Best&Less. The SDA has met with the company this year, with more meetings to come. We will keep members informed as bargaining progresses.

BARGAINING PROCESS BEGINS WITH A RANGE OF COMPANIES

Notices of Employee Representational Rights have been put out in Woolworths, Coles, Bunnings Warehouse and Trade, Kmart, Coles Liquor, Dan Murphy's, Harris Scarfe, Best&Less and The Reject Shop, to name a few, beginning the process for new enterprise agreements.

This is a positive step towards securing improvements to your pay and conditions over the next few years.

SDA Organisers are out and about in your sites, surveying all SDA members at your workplaces where bargaining has commenced. We will be seeking your views on the workplace issues that matter to you and engaging SDA Delegates across Tasmania.

If you have questions about how you may be affected by any of the above or where enterprise bargaining is up to in your company, please contact the SDA on 1300 152 851 to answer your questions.

WORKPLACE RELATIONS MINISTER INTERVENES IN MCDONALD'S BREAKS CASE

The SDA welcomes the decision by the Minister for Employment and Workplace Relations, Tony Burke, to intervene in the McDonald's Breaks Case before the Federal Court.

The SDA is suing McDonald's and its franchisees, seeking Court orders that McDonald's and its franchisees pay



hundreds of millions of dollars to fully compensate about 300,000 workers for denying workers paid breaks they were legally entitled to, over many years.

Separate to the SDA's case, another organisation has applied to the Court for class action orders. If this order is granted, it will lead to hundreds of thousands of workers paying millions of dollars to a litigation funding company as commission (profit), and legal costs, from the workers' compensation (if the Court orders compensation), without workers' permission.

The SDA supports class actions that deliver compensation for people who would otherwise get nothing, and that

includes paying a fair contribution to class action costs, but the case outlined above is different. In cases where the SDA seeks orders, workers get paid 100% of their compensation. If the Court upholds the SDA case, workers will get full compensation at no cost. The SDA believes that workers' money should only be used to pay commissions and legal fees to a class action litigation funding company if workers agree.

The SDA wants to deliver 100% of their compensation to the hundreds of thousands of workers involved (if the Court orders compensation), not pay millions of dollars to class-action litigation funding company profits and lawyers.

That's why the SDA applied for orders staying the class action while the SDA pursues full compensation for all affected workers.

The SDA thanks the Minister for intervening in the case to try and stop millions of dollars in workers' compensation (if the Court orders compensation) being used for litigation funding company profits and lawyers, without workers' permission. At the time of writing, the Court had scheduled the argument for Thursday 9 March 2023. We will keep you informed of developments.



SDA members Angela Quilliam, Shantelle Mackey, Sally Harrison, SDA Delegate Tamiaka Hall, Emma Johnson and Shane Bolton with their EBA survey forms at Woolworths Kings Meadows



SDA TASMANIAN BRANCH

FOOTY TIPPING

2023 AFL SEASON

The Footy Season is up and running for 2023 – and 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 2023 Preliminary Final* including airfares and accommodation.

Registrations are now open!

Simply go to sdatas.asn.au and click on the 'Footy Tipping Competition' link to sign up!

*Subject to availability



ANNUAL WAGE REVIEW

Each year, the Fair Work Commission conducts its Annual Wage Review to determine what wage increases will apply to award wages from 1 July.

This affects the wages and penalty rates of the members who are covered by awards.

Because the wages in most of our enterprise agreements are linked to the relevant award, it also affects the wages and penalty rates of many members under enterprise agreements.

The SDA works with other unions in the Australian Council of Trade Unions (ACTU) to decide on the size of the wage increase the trade union movement will argue for in the Commission on behalf of workers and on the ACTU submission.

The SDA puts in its own submission (in addition to the ACTU's) specifically on behalf of retail, distribution and fast food workers. We want to ensure the Commission fully understands the position of the lower-paid workers we represent.

It is an extremely important part of the SDA's work, as the outcome can make a positive and immediate difference to the lives of our members and their families.

Last year, the SDA and the ACTU campaigned for a significant increase to combat the rising cost of living and wage stagnation.

Unions and union members were able to secure a decent pay rise which saw workers who earn up to \$869.60 receive a \$40 per week increase, while workers on rates above that received a 4.6% increase.

Despite what was achieved last year, workers will fall further behind if another considerable pay rise is not won this year.

The cost of everyday essential items continues to rise, and members cannot afford to have their wages fall behind cost-of-living increases.

The SDA, the ACTU and the union movement have begun the process that will determine the increase that we ask the Commission to hand down this year.

The SDA will be campaigning over the next few months, as well as surveying members and conducting any necessary research.

Keep your eyes open for any opportunities to participate in the campaign.

ENTERPRISE BARGAINING IN 2023

2023 is already showing signs of being a significant year as the SDA prepares for a busy period of enterprise bargaining to negotiate new and improved agreements for members across the retail, warehousing and fast food industries.

As your Union, the SDA will be advocating on your behalf and ensuring your voice is represented and respected throughout the bargaining process.

Negotiating new agreements is core union business and is important as it allows members the opportunity to have a say on their employment conditions and raise issues or concerns they would like addressed in the workplace.

An enterprise agreement can only receive approval if it is endorsed by a majority of employees first (in an anonymous vote).

It is then up to the Fair Work Commission to issue an official approval that locks in the rights and entitlements outlined in the enterprise agreement.

The SDA has a proud history of achieving strong outcomes for members by improving workplace protections, securing better wages and creating fairer working conditions through SDA-negotiated agreements.

The bargaining process allows the SDA to secure conditions for its members that are above the minimum standards set out in the awards.

Bargaining has already commenced in a number of companies and more will start during 2023.

THE SDA'S BARGAINING OBJECTIVES: WHAT'S IMPORTANT TO YOU?

The SDA's objective during bargaining is to improve working conditions and ensure that employees are receiving what they deserve.

The SDA carries out surveys of employees prior to commencing bargaining; this provides the



opportunity for employees to share their thoughts on their workplace and what they would prioritise in a new agreement.

The surveys generally cover:

- Pay and pay rises;
- Rostering;
- Work/life balance;
- Meal and tea breaks;
- Leave entitlements;
- Priorities (ranking conditions by level of importance).

The data collected through these surveys informs the log of claims that is then presented to the company.

They are an extremely useful tool in the preparation of an agreement that best encapsulates the needs of workers.

The SDA will keep all members informed throughout negotiations.

Keep an eye out for SDA Organisers with surveys if we're negotiating a new enterprise agreement at your workplace.

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.



THE SUN IS FINALLY SETTING ON ZOMBIE AGREEMENTS

In December 2022, the Albanese Labor Government was able to secure passage of the *Secure Jobs, Better Pay* Bill through the Commonwealth Parliament. The Bill amends the Fair Work Act ('the Act'), in a number of ways.

Amongst a raft of important changes, the Act now provides for the automatic termination of 'zombie' agreements on 7 December 2023.

The SDA welcomes this development after years of lobbying to close this loophole which allowed unscrupulous employers to pay employees less than the minimum award wages and conditions.

WHAT IS A ZOMBIE AGREEMENT?

A zombie agreement is a workplace instrument that was made prior to 31 December 2009 and has passed its nominal expiry date but has not been terminated.

This means that the wages and conditions of the workers affected remain as per the agreement and do not improve as changes occur to the modern awards.

This can leave workers substantially worse off than if they were employed under the legal minimum entitlements of their industry's Award.

When you compare a zombie agreement to a modern award, you may notice some critical conditions are missing, including penalty rates, overtime, 25% casual loading or allowances.

WHAT DO THESE CHANGES MEAN?

All zombie agreements will automatically terminate on 7 December 2023 unless terminated earlier by an application to the Fair Work Commission.

After the zombie agreement ceases to operate, the minimum wages and conditions of employees will be set by the relevant modern award.

By 7 June 2023, your employer must inform you if you are covered by a zombie agreement.

A zombie agreement can be extended for periods of up to four years, provided that the Fair Work Commission is satisfied that employees are better off under the agreement, or bargaining for a replacement agreement has commenced, and it is appropriate in the circumstances.

In addition to terminating pre-2009 agreements on 7 December 2023, the Act will also terminate Australian Workplace Agreements (AWAs) which are still in existence.

SDA ADVOCACY

The SDA has been at the forefront of tackling the scourge of zombie agreements in our industries for a number of years.

As part of the introduction of the Fair Work Act, the trade union movement and the SDA lobbied the then Rudd Labor Government to introduce a "drop dead" date for zombie agreements, however this suggestion was not included in the legislation.

The SDA continued to subsequently lobby the Federal Labor Government to act on zombie agreements and Australian Workplace Agreements.

We are pleased that the new Albanese Labor Government has listened to the SDA and wider union movement by removing this legal loophole for wage theft as part of its much-needed workplace relations reforms.

In the meantime, the SDA has been working with our members to identify zombie agreements for termination.

On behalf of our members, we have already applied to the Fair Work Commission to terminate a number of these agreements, often securing significant improvements in wages and conditions once the relevant award commenced applying in the workplace.

If you are covered by a zombie agreement, please call the SDA office for advice.





LANDMARK CHANGES TO SEXUAL HARASSMENT AND GENDER EQUALITY LAWS

Landmark changes to the Fair Work Act (2009) are set to tackle gender inequality and increase the protection of workers from workplace sexual harassment.

The SDA lobbied for these protections on behalf of our members, and is hopeful that they will bring Australia closer to achieving gender equality.

GENDER EQUALITY AND JOB SECURITY IN THE OBJECTS OF THE FAIR WORK ACT

Gender equality and job security have now been included as objects of the Fair Work Act, and are now also included in the Modern Award Objectives and Minimum Wage Objectives, operative from 7 December 2022.

This means that the Fair Work Commission must give appropriate weight to these principles when performing its function and exercising its decision-making powers in setting and reviewing minimum wage rates, or when making variations to modern awards. These changes acknowledge the role the Commission can play in advancing gender equality when guided by goals such as:

- ensuring equal remuneration for work of equal or comparable value;
- eliminating gender-based undervaluation of work; and
- providing workplace conditions that facilitate women's full economic participation.

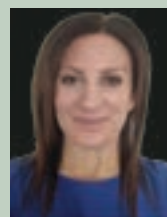
An expert panel will be established to ensure that pay equity claims and relevant award variation applications are appropriately handled by Commission members with knowledge and experience in these areas.

PROHIBITION OF SEXUAL HARASSMENT

While sexual harassment was prohibited under other legislation, from 6 March 2023, it is also explicitly prohibited under the Fair Work Act.

A new dispute resolution function will be established to enable the Fair Work Commission to deal with disputes relating to sexual harassment.

These amendments grant the Commission additional powers to make orders it deems appropriate to stop sexual harassment from occurring further, and issue binding orders where matters cannot be resolved.



**BY MELISSA READ,
SOUTHERN AREA
ORGANISER**

Importantly, employers can also be held liable for sexual harassment that occurs in their workplace for not taking all reasonable steps to prevent it from occurring.

This is called a positive duty obligation. Employers need to protect their workers against sexual harassment by customers as well as by fellow workers.

These changes will give workers an additional channel to pursue matters of workplace sexual harassment.

Previously, workers could take sexual harassment disputes to the Australian Human Rights Commission, Equal Opportunity Tasmania, or through the court system. Claims now can also be brought before the Fair Work Commission.

Hopefully this will allow a fast path to getting action to stop sexual harassment.



THE SDA CAN SENSITIVELY ASSIST WITH MATTERS RELATING TO SEXUAL HARASSMENT AND CAN GIVE GUIDANCE ABOUT THE OPTIONS AVAILABLE TO WORKERS WHO HAVE EXPERIENCED IT.

CONTACT YOUR SDA ORGANISER OR THE SDA OFFICE FOR ASSISTANCE.

10 DAYS PAID FAMILY AND DOMESTIC LEAVE REPLACES UNPAID ENTITLEMENT



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

In 2023, all Australian workers (including casuals) will have access to 10 days paid family and domestic violence leave (FDVL).

This new entitlement replaces the five-day unpaid FDVL entitlement in the National Employment Standards.

This incredibly important leave entitlement will provide those experiencing family and domestic violence with a safety net to be able to take time off work to deal with the impacts, without the added stress of losing income.

The SDA is proud to have campaigned for this entitlement for all workers.

WHEN WILL I HAVE ACCESS TO PAID FDVL

For businesses with more than 15 employees, the full 10-day entitlement has been available since 1 February 2023

For businesses with fewer than 15 employees, it will apply from 1 August 2023.

WHO WILL BE ABLE TO USE IT?

All employees who are experiencing family and domestic violence will be eligible to access the paid entitlements. This includes part-time and casual workers too.

The leave can be used to deal with the impacts of experiencing family and domestic violence leave, including:

- ◆ To attend meetings, appointments or court hearings;
- ◆ To make arrangements for alternative accommodation;
- ◆ To remove self and children from a violent place or situation.

DOES IT ACCRUE LIKE ANNUAL LEAVE?

This entitlement does not accrue based on how many hours you work like in the case of annual leave. Instead, the full 10-day entitlement is available upfront, each year to all employees.

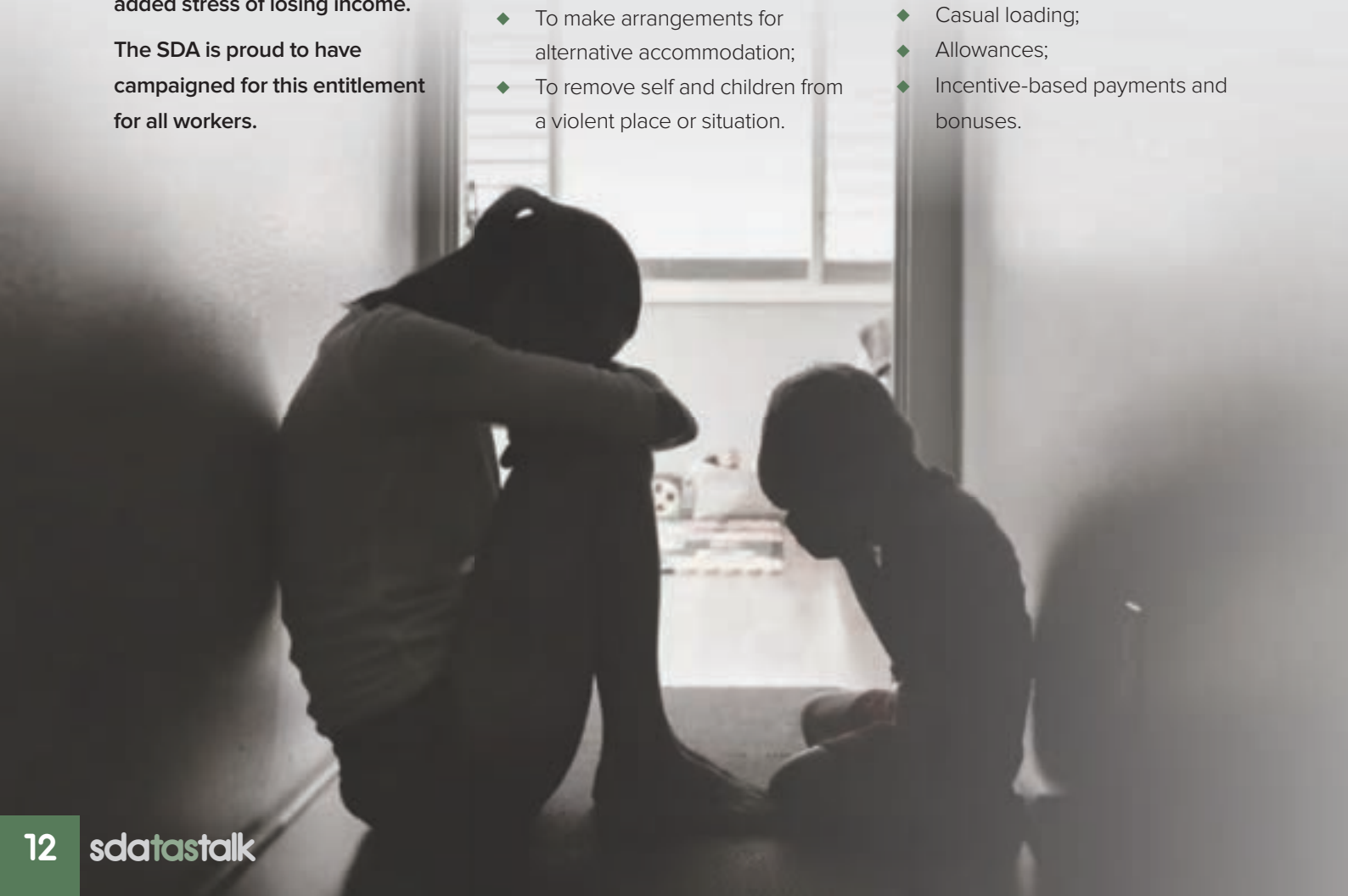
Initially, the increase will apply from either 1 February or 1 August, depending on the size of the business but in future, the 10 paid days will reset each year on the anniversary day of when you started work. It does not accumulate from year to year.

HOW IS IT PAID?

FDVL is paid at the rates the employee would have received if they had worked the shift

This means it is paid at the ordinary base rate plus:

- ◆ Penalty rates;
- ◆ Overtime rates;
- ◆ Casual loading;
- ◆ Allowances;
- ◆ Incentive-based payments and bonuses.



VIOLENCE NT IN NES

HOW DOES IT APPLY FOR FULL-TIME AND PART-TIME EMPLOYEES?

Full-time and part-time team members can take paid family and domestic violence leave for the hours they would have worked if they weren't on leave.

Part-timers also get the full 10 days (not pro rata).

The 10 days can be taken at once, or as individual/consecutive days.

HOW DOES IT APPLY FOR CASUAL EMPLOYEES?

Casual workers also get the full 10 days, regardless of how many hours they work each week (not pro rata).

Casual employees will be paid for the hours they were rostered and/or accepted to work when they took leave

The 10 days can be taken at once, or as individual/consecutive days.

FDVL can still be taken where a casual does not have any upcoming shifts.

In this instance, the leave will be unpaid but there will be no adverse consequences for having low or no availability for upcoming shifts

WHAT IF I AM ALREADY ON LEAVE?

Team members can take paid family and domestic violence leave during paid personal/carers or annual leave.

In this case, the personal/carers or annual leave is re-credited and paid instead as family and domestic violence leave.

DO I HAVE TO PROVIDE EVIDENCE TO MY EMPLOYER?

Your employer may ask for reasonable evidence that you are taking leave to deal with the impact of family and domestic violence.

The type of evidence might be:

- ◆ a statutory declaration;
- ◆ documents issued by the police service;
- ◆ documents issued by a court; or
- ◆ family violence support service documents.

Employers will not provide this information to anyone else without either an employee's consent, if they are required by law, or if necessary to protect the life, health, or safety of the employee or another person.

In order to maintain confidentiality, a roster or payslip will not reflect that an employee has taken such leave.

MORE HELP

If you or someone you know is experiencing family and domestic violence, please contact 1800 RESPECT (1800 737 732), the national domestic, family and sexual violence counselling, information and support service for confidential help or information.



On social media this Easter? Make sure you're a good little bunny!

While you're checking in with your friends this Easter, remember to be careful what you say on Facebook, Instagram 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.

ENTER
BY
E-MAIL!

WE'VE
GOT
4
TO GIVE
AWAY!

You could win a \$250 Woolworths Gift Card!



Unfortunately, the cost of living continues to rise... so let us help you out a little bit with a \$250 Woolworths gift card.

To enter...

Simply e-mail us at membership@sdatas.asn.au
by 5 May 2023 with the subject line "**Woolworths Gift Card**".

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.

Congratulations to our Summer winners

Congratulations to the five winners of our \$200 Coles/Woolworths gift cards competition, run in the Summer 2022 edition of *Tastalk*:

- Lisa Beechey from Big W Glenorchy (shown top left);
- Karen McVilly from Coles Rosny (pictured top right);
- Christopher Shellard from Coles Logistics DC (shown at left in bottom photo with General Secretary Joel Tynan and Delegate David McLean at Coles Distribution Centre Launceston);
- Kerryn Stubbs from Coles Racecourse; and
- Jaikob Ford from McDonald's Moonah.

We hope you enjoyed spending your prizes!



Be Ready to Have Your Say

Although 2022's election extravaganza is over, it's still important that you enrol to vote if you've just turned 18 – or are about to turn 18.

When a vote is called, such as for the Voice Referendum later this year, or an unexpected by-election, tight cut-off dates often apply.

Don't leave it until the last minute. If you are 16 or 17, you can enrol now so that when you turn 18 you'll be able to vote.

So what are you waiting for? For more information, or to enrol online, scan the QR code here, or go to

aec.gov.au/enrol



KEEP SAYING "NO" TO CU



**BY ANDREW COYLE,
NORTHERN AREA
ORGANISER**

SDA members have the right to work in an environment free from abuse and violence from customers.

Late last year, the SDA conducted a short survey to 'check in' with members and learn about their more recent experiences with customer abuse and violence.

This is an area the Union has dedicated an immense amount of work and time to, and it is important that members and workers in retail and fast food are given ample opportunity to share their stories.

It was also important to hear from members on this issue during - and in the lead up to - Christmas.

Christmas is one of the busiest times of year for trade and for incidents of customer abuse and violence in the retail and fast food industries.

SHOCKING STATISTICS

The survey received responses from 1,047 SDA members.

- 86% said abuse and violence from customers increases over the festive season.
- 80% said they had experienced abuse and/or violence from customers in 2022.

The SDA has a long running campaign, *No One Deserves A Serve*, which looks to find wide ranging solutions to eliminate the abuse and violence.

Support for the campaign from SDA members has helped address this huge issue and seen a range of measures implemented in store to help prevent incidents of customer violence and abuse and better protect workers.

But there is still so much work to do to change customer behaviour and ensure your employer is doing everything they can to create a safe working environment.

We know this problem cannot be solved overnight but we can continue to make sure the community knows you're facing unacceptable abuse at work.

While the abuse and violence can happen at any time, it's even more important to call for respect during peak trading periods like the festive season.

The SDA is also calling on employers to implement a 5-point safety plan when it comes to keeping you safe, including:

- 1 ADEQUATE STAFFING:** having enough staff on to serve customers to help prevent abusive customer behaviour.
- 2 BANNING BAD CUSTOMERS:** ensuring employers can and do ban customers who are repeatedly abusive or violent.
- 3 INCREASED SECURITY:** more security presence to deter and manage abusive and violent customer behaviour and better protect you.
- 4 BETTER TRAINING:** improved training on handling abusive and violent customers and the policies to escalate, report and manage incidents.
- 5 CLEAR ZERO TOLERANCE SIGNAGE IN STORES:** visual reminders in stores calling on customers to treat staff with respect.



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.

You could be giving up some of your important workplace rights and entitlements.

Phone us on 1300 152 851.




STOMER ABUSE


REAL STORIES SHOW THE IMPACT

While the numbers provide valuable insight into the extent of customer abuse and violence in the workplace, it is the members' stories that illustrate the problem and how devastating it can be for the workers subjected to it.


Here are just a few of the stories we heard from retail and fast food workers:




I have been yelled at. Called a liar. I have been punched in the face by someone stealing. Had things thrown at me across the counter. Sworn at by people not getting what they want.




A customer said if we did not serve him first, he would untie his dog and have it bite us.



For no reason, I have had customers belittle me and yell. It has brought me to tears...they clearly think it's ok. I have felt like quitting my job but haven't. It's impacted my personal life and made me feel emotionally sick.





I work in fast food and, on a regular basis, customers will yell and antagonise in attempt to argue the rules. I even had a customer spit at me due to no longer selling a particular item he was after.



During the past year, I've been threatened with homophobic slurs and I have been threatened with physical violence due to an item being out of stock, as well as for just serving a customer. One time when I was cleaning the restaurant, a customer threatened to stab me during my shift. I have also been told to kill myself in the drive thru and in the presence of other customers.

I've been abused at different times and levels weekly. I've had trolleys rammed into me. I've been spat at, and had bottles of water, drink etc, thrown at me. I've had my personal safety compromised so much, I've had to get escorted to my car (if available). Sometimes you just have to run and hope for the best. It's getting worse...



I have had multiple customers touch/grab my a*** while I'm working. After speaking with fellow colleagues, I'm not the only female in my department that has had this happen.

EXCESSIVE WORKLOAD IS A



**BY SEAN PUDNEY,
NORTH-WEST
AREA ORGANISER**

The retail, online retail, warehousing and fast food industries are on the frontier of technological change and workplace automation.

Low margins, supply chain pressure, the pandemic and competition from behemoth online retailers are accelerating the implementation of automation strategies. Retailers increasingly allocate work and communicate with workers through apps.

Traditional warehouses are closing and new automated warehouses are opening with smaller workforces.

Allocation of tasks in online retail is driven by algorithms specifying how, when and at what pace a task must be completed. Fast food orders are increasingly being made through apps and self-serve terminals inside the restaurants.

SDA members regularly nominate understaffing and workload as a key problem.

Many employers now use a combination of engineered standard times for tasks and rostering software linked to a productivity line in allocating work.

This of itself is not a good or a bad thing – it depends on whether the time allocated per task is realistic and on whether the rostering software allocates enough hours to do all the tasks safely. Unfortunately, many members feel that the amount of time, the number of staff and the time of day when tasks are being allocated to be completed are not realistic.

On top of this, there are also staffing shortages affecting many industries, including retail.

The effects of heavy workloads are often insidious and slowly creep up on us. They can have a serious impact on a worker's health, safety and wellbeing.

The amount of work to be done is never an excuse to miss breaks or take unsafe shortcuts. You must get all your breaks and be paid for all the time you work.

An increased pace of work may not result in a physical injury straight away, but often there are warning signs like soreness, fatigue, and longer recovery times from work.

Likewise, emotional stresses like workload and customer abuse (including verbal abuse) may not result in a diagnosable psychological illness straight away.

But emotional stress often does result in people being less able to control their emotions, making more mistakes, impacts concentration, our ability to engage and remember. It also impacts our ability to enjoy many activities, and also our general health including our immune system.

WORKLOAD IS A HEALTH AND SAFETY ISSUE

Workload is a health and safety issue as recognised by the 2021 Code of Practice 'Managing Psychosocial Hazards At Work'.

Like any other safety issue, we need to talk about it and identify it, and businesses must put in proper control measures to address it.

Workers cannot get into trouble for raising their genuine concerns about their own health and safety and on behalf of others.

HOW TO HANDLE EXCESSIVE WORKLOADS

STEP 1 Identify when the problem with workload is occurring; why it is a problem; how it is affecting you; and who else it is affecting? What are the causes and what may be possible solutions? There may be other factors contributing to stress to identify too.

STEP 2 Talk about your concerns with your line manager or with your store manager. Explain why you feel your workload is unsafe and unhealthy and discuss ways to make this safer. Solutions may include prioritising tasks and rearranging tasks and work schedules, increased training as well as allocating more workers to help.

STEP 3 If the problem has not been addressed, inform your workplace WHS Rep or WHS Committee of the issue.

The business may trial some measures first and if they don't work then talk again to your manager. It is important to give timely and honest feedback.

Remember that at any time during this process we are here to support you. Please speak to your Union Delegate or contact the SDA.

WHS ISSUE

REST BREAKS AND MEAL BREAKS ARE SAFETY BREAKS AND PRODUCTIVITY BOOSTERS!

Breaks are not just a chance to refuel – they are an important part of your safety. And despite what some automated rostering tools might calculate, breaks are productivity boosters too!

Research is giving us a deeper understanding of breaks, revealing that regularly detaching from your work tasks – both during the workday and in your off-hours – can help restore energy in the short term, and prevent burnout in the long term.

Much like regular exercise and sleep, work breaks function both as prevention and intervention.

Taking regular breaks helps us to be more resilient when stressors arise, and they function as an intervention to help us deal with the daily grind.

Even short breaks can help us perform at our best.

In one example, William S. Helton, PhD, a professor of human factors and applied cognition at George Mason University in Fairfax, Virginia, and colleagues showed that short breaks can improve attention.

They gave university students a test that required them to monitor maps; a task that involved sustained attention.

One group received no break during the 45-minute task.

The other participants took a five-minute break halfway through the task and were randomly assigned to an activity which included just sitting quietly, listening to music, watching a music video, or spending the break however they wished without leaving the room.

No matter which type of break they were given, all of the students in the break groups performed better on the attention task than those who kept slogging away without an intermission.

(Applied Cognitive Psychology, Vol. 31, No. 3, 2017).

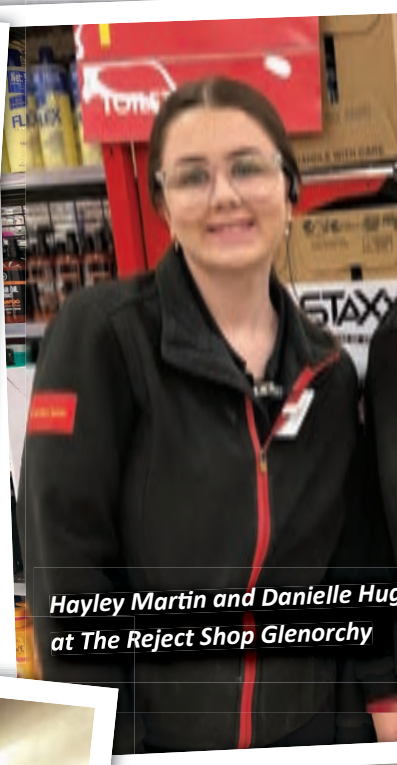




Dakoda Stephens at Woolworths Devonport



Vipulkumar Patel at EG Fuel Sorell



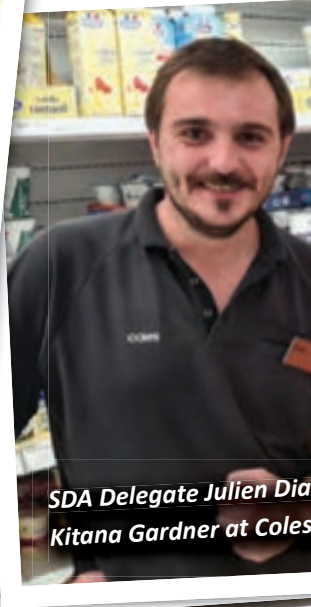
Hayley Martin and Danielle Huo at The Reject Shop Glenorchy



Shaun Doherty at EG Fuel Claremont



Jason Long at BWS Eastlands



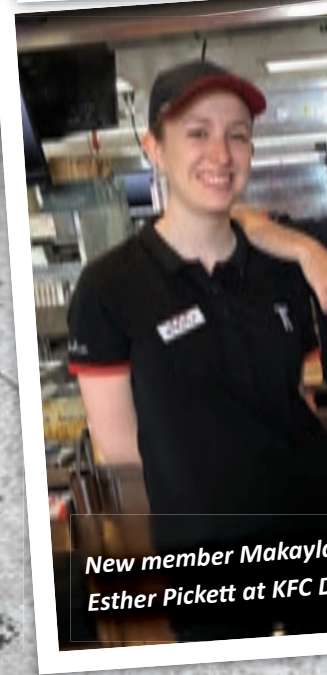
SDA Delegate Julien Dia and Kitana Gardner at Coles



Pawan Kawan at Woolworths Devonport

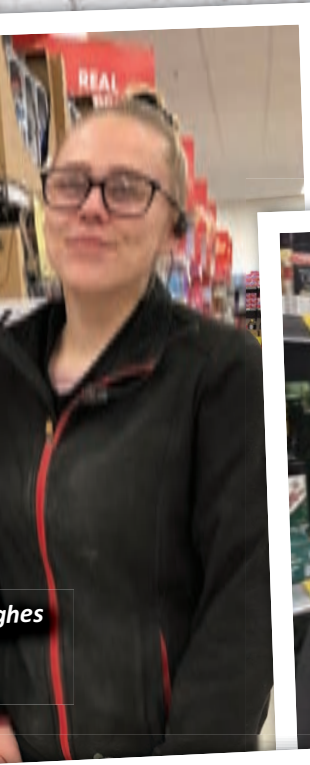


Kiara Evans at Coles Express Glenorchy



New member Makayla and Esther Pickett at KFC D

AROUND THE SHOPS



ghes



Helen Smith at Woolworths Scottsdale has been a member of the SDA since 1989. Many thanks for your valued support, Helen!



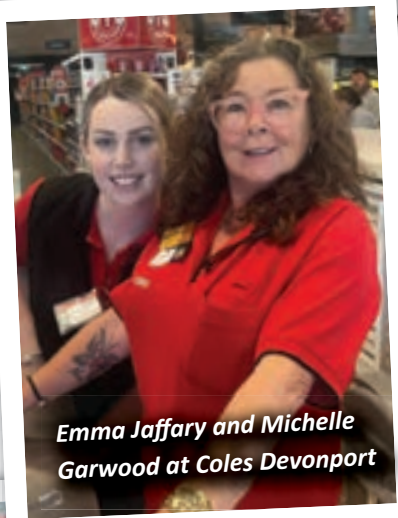
Joel Tynan congratulates Tania McCall from Coles Kings Meadows, as she marks her 35+ years with both Coles and the Union. Well done, Tania!



z and Mowbray



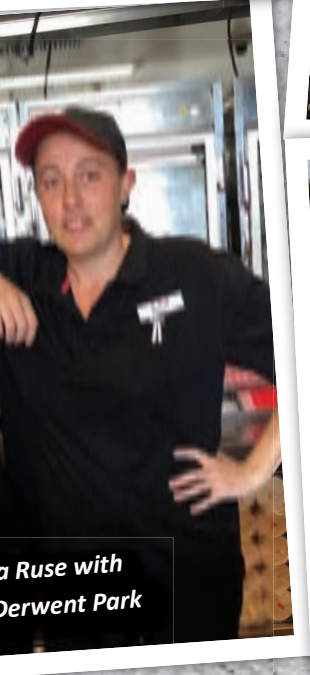
New member Jacob Barlow at BWS Sorell



Emma Jaffary and Michelle Garwood at Coles Devonport



Sabrina McKay at KFC Northgate



a Ruse with Derwent Park



Heidi Richards, Melissa Nolan and Angela Suttcliffe at BWS Scottsdale

A QUICK GUIDE TO PARENTAL



**BY CAROL WEBB,
SOUTHERN AREA
ORGANISER**

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

Apart from any paid leave that may be available from your employer under your Enterprise Agreement entitlements, there are various Government payments that you may be able to access – these are outlined here.

These payments aim to relieve some of the financial stress during this busy time, giving you a chance to bond with your baby and settle into a new routine.

A quick guide to the payments that are available from Services Australia following the birth or adoption of a new child is set out in this leaflet.

But please note – this is a guide only and you must meet certain criteria to receive some payments.

- Ring Services Australia on 13 61 50 or visit servicesaustralia.gov.au (click on the families icon) or scan this QR code for further details and eligibility requirements for each payment.



You can commence claims online, download information from the Services Australia website or phone and ask to have a claim form posted to you, or you can collect one from any Centrelink office.

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.

Payment amounts are subject to change, and many must be claimed within strict time limits.



PAID PARENTAL LEAVE

The Government Paid Parental Leave scheme provides eligible working mums (primary carers) with a maximum of 18 weeks' pay at \$812.45* per week (a total of \$14,624.10* before tax). This may be in addition to any employer payments.

It is available to primary carers of newborn or recently adopted babies who are Australian residents and have been in paid work continuously for at least 10 of the 13 months before the birth.

If COVID-19 affected your work, you may be able to use an extended work test when you claim.

DAD AND PARTNER PAY

Eligible working dads or partners can receive up to two weeks of government-funded pay at \$812.45* per week (total of \$1,624.90* before tax).

To be eligible, working dads or partners must be on unpaid leave from their work.

If COVID-19 affected your work, you may be able to use an extended work test when you claim.

Please note that the information regarding Paid Parental Leave and Dad and Partner Pay is based on legislation that currently applies.

There are proposed changes to the Act which are currently before Parliament which may impact on these payments for babies born on or after 1 July 2023.

Please go to the Services Australia website (servicesaustralia.gov.au) for more information.

NEWBORN UPFRONT PAYMENT AND NEWBORN SUPPLEMENT

The Newborn Upfront Payment and Newborn Supplement provide eligible families with an increase to their Family Tax Benefit Part A payment following the birth of a baby or adoption of a child.

Eligible families may receive a maximum increase to their Family Tax Benefit Part A of up to \$1,785.42 for a first child or up to \$576.05 for subsequent children.

PAYMENTS

You can only claim the Newborn Upfront Payment and Newborn Supplement if you are not eligible for the Government's Paid Parental Leave scheme. This is a lump sum payment of \$595 per child. It's not taxable.

Eligible families claiming the Family Tax Benefit are automatically assessed on their eligibility for the Newborn Upfront Payment and Newborn Supplement as long as they are not claiming Parental Leave Pay for the same child.

You can apply for Family Tax Benefit as early as three months before your child's birth or adoption.

FAMILY TAX BENEFIT AND PARENTING PAYMENT

Family Tax Benefit is a payment to help families with the cost of raising dependent children. It is income tested and split into two parts:

- **Family Tax Benefit Part A** helps families with the cost of raising children. It is generally paid for dependent children 19 years of age and under who are not receiving Youth Allowance or similar payments.

Your child must meet immunisation requirements if you get Family Tax Benefit Part A. The required immunisations can be found at www.health.gov.au/health-topics/immunisation.

- **Family Tax Benefit Part B** gives extra assistance to families with one main income.

You may be eligible if either: you are a member of a couple with one main income and care for a dependent child aged under 13; or you are a single parent, non-parent carer or grandparent carer and care for a dependent child aged under 18.

The child must meet study requirements if they're aged between 16 and 18.

Parenting Payment provides assistance to the primary carer of a child under the age of 6 or 8.

You may qualify for Parenting Payment as a parent, grandparent, or foster carer, whether you are single or have a partner. You must meet certain income and asset tests.

MORE INFORMATION

More information on these and other family assistance schemes can be found at www.servicesaustralia.gov.au (click on the families icon) or by asking your Delegate or contacting the SDA.

*figures correct at 1 January 2023

IMPROVEMENTS COMING TO PAID PARENTAL LEAVE

Currently, the government-funded paid parental leave scheme provides up to 18 weeks of paid parental leave for the primary carer, and two weeks of paid parental leave for the secondary carer.

At the time of writing, legislation to phase in an improved scheme from 2023 to 2026 had just passed the House of Representatives.

The main changes proposed to existing legislation are:

20 weeks of paid parental leave will be available to be divided between the parents of the child in whatever way suits them best (from 1 July 2023). However, the entitlement must be used up by the time the child turns two years old.

The amount of paid parental leave will increase until it reaches 26 weeks, as follows:

- July 2023 – 20 weeks
- July 2024 – 22 weeks
- July 2025 – 24 weeks
- July 2026 – 26 weeks

The SDA has been campaigning for improvements in paid parental leave and welcomes the change.

However, we would like to see the scheme matched with superannuation payments for the period of paid parental leave, and we will continue to campaign for the superannuation contributions to be paid as well.



SUPERANNUATION CAN BE



**BY GERARD DWYER,
NATIONAL
SECRETARY**

Before the 1990s, superannuation was largely for those working in the public sector or managerial and multi-national roles.

Retirement savings were tied to an employer rather than the worker, and people stayed in jobs a lot longer to access their workplace pension.

In 1992, the then Keating Labor Government proposed the Superannuation Guarantee Act and super was to be given to everyone.

The change was spearheaded by the union movement.

Unquestionably, the Superannuation Guarantee and the union campaign for it has resulted in Australians having more money and better standards of living in retirement.

At the time, employers and others argued against superannuation with some saying workers would be fine on the pension alone. We sometimes still here this argument.

To get super into law in the face of this opposition, the legislation excluded (carved out) a range of groups. The carve outs and design of the law on the idea of 'ordinary time earnings' was

unfair for the lowest paid workers and those who earn their money in non-traditional employment arrangements.

To this day, super is still not guaranteed for those who don't work a traditional five-day working week, and those with an employment contract.

That is not fair for many, but it is especially unfair for women and young workers.

While super is much fairer than it was before the 1990s, it does need to be even fairer.

“ We won the fight to pay super in the 1990s; we won the fight to pay super on earning under \$450 per month last year; and we can win the fight for paying super on paid parental leave, paying super on the pay day, and paying super whatever your age. ”

SUPER SHOULD BE PAID ON EVERY DOLLAR YOU EARN

Superannuation should be paid on every dollar you earn so that you can retire with the same standard of living as you have while you're working.

At the moment, super isn't guaranteed to be paid on paid parental leave, to all under 18s, or on a range of other wage payments.

TIME LAGS CAN COST YOU

Super often isn't paid at the time when your payslip says it has been. It's often paid monthly or quarterly, which is hard for workers to keep track of, plus it means the funds are

kept for longer by your employer, earning interest for them, rather than you. These time delays also ultimately make it easier for your employer to not pay, resulting in wage theft.

Super theft is wage theft. You deserve pay day super.

THE CHANGES THAT ARE NEEDED

The laws that need to be abolished are section 28 of the Superannuation Guarantee Act, called 'Salary or wages: excluded earnings of young persons', and the provision that defines part-time (s.6).

Together, those two laws allow employers to not pay super to those who are under 18 and working less than 30 hours.

We won the fight to pay super in the 1990s; we won the fight to pay super on earning under \$450 per month

last year; and together we can win the fight for paying super on paid parental leave, paying super on your pay day, and paying super whatever your age.

UNDER 18S

If you are under 18, you deserve a government that thinks about your long-term prospects.

One that creates a world-class retirement system that helps you afford your home, save in super and save privately, and that you trust will deliver a decent pension if you need it. You should not have to worry about what the pension might look like in 50 years' time.

MADE FAIRER

You deserve the benefit of compounding interest in super silently helping you to achieve decent living standards in retirement.

The SDA – the largest organisation representing young workers in the country – is arguing the case for super to be fairer for you.

You should not be discriminated against based on your age. It shouldn't matter how many hours you work.

And when this change comes in, you deserve low or zero fees so that you get the benefit of the change and don't get your accounts taken off to the tax office rather than being in a super account where you can influence the investments made. Under 18s deserve super.

PARENTAL LEAVE AND OTHER PAYMENTS

The Act also has regulations – Regulation 12 Certain salary or wages excluded - that allow employers to not pay super on parental leave and other payments.

For those on the government scheme, super should also be paid. Australians on parental leave deserve super.

These changes would not solve all the problems, but would go a long way to making super even fairer.

The rate of super is continuing to grow which helps the system to be fairer.

Some industries have super paid at 15 or 17% already – especially those industries with the longest

traditions of having super such as government and universities.

On 1 July 2023, the Super Guarantee will go up from 10.5% now to 11%. It will be paid at 12% from 1 July 2025. The gains of this will be most felt by those who have ongoing full-time roles and many years left to contribute and receive compound interest.

Super is also fairer if our retirement savings are invested in the economy so that the society that we live and work in is strong and vibrant.

Gross national savings are very healthy in Australia, and that's in part attributable to the deferred earnings of Australian workers.

Investing in housing, renewable energy, onshore manufacturing and local agriculture are great examples of ways that super can help Australia be an even better place to live, work and retire.

An example of making the system fairer is a new "Accord" that was announced as part of the Budget in October last year.

The Affordable Housing Accord is a joint commitment between the Federal Government, States, Territories, the Australian Local Government Association, and other stakeholders including super funds and the representatives from the construction industry.

The commitment is to boost the supply of affordable housing.

The Accord includes a target to construct one million new, well-located homes delivered over five years from mid-2024.

REST INDUSTRY SUPER UPDATE

In my last update, I reported on the performance, fees, and insurance of Rest Industry Super as at the end of the 2022 financial year.

At that time, I suggested that if Rest is your super fund, and you want to see the returns, fees, and insurance applicable to you, you should download the Rest app. From there you can also find links to advice and information that may assist you with understanding super.

Regarding investment performance, you will recall that after strong returns in the last financial year, averaging 18%, a few difficult months in investment markets led to a weaker outcome for many super funds in 2022.

The new financial year has seen funds vary in their performance, but it's fair to say that the returns process is back on track, albeit volatile.

In the six months to December 2022, REST's Core Strategy returned 3.24% which is good news in the context of the -2.37% to June 30 – while a negative return, it did outperform most major global share markets.

When thinking about the investment performance in your super, it is important to remember that the combination of compounding interest, regular contributions, and long-term performance help with a great retirement outcome.

Rest's performance since its inception in the 1990s has averaged +8.2%.

Rest Sustainable Growth option

Fair is super that helps save the planet and your pocket.



With fees up to 39% lower than the ethical super average*

Scan to find out more



*SuperRatings Sustainable Survey fee comparison, as at 31 December 2021. Fees are for a \$50,000 member account balance including fees (fixed dollar, percentage-based administration, investment) & Indirect Cost Ratios. Comparison based on sustainable balanced options from funds' publicly available from the Product Disclosure Statements (PDSs). SuperRatings does not issue, sell, guarantee or underwrite this product. See [superratings.com.au](https://www.superratings.com.au) for ratings criteria & for the variables excluded from the comparison. In deciding how to invest super, ratings is just one consideration point. Being mostly growth assets, this option may have a greater risk. Information prepared without considering your circumstances. Before taking any action, consider its appropriateness and the relevant PDS at rest.com.au.

AU24451

2022 SDA EDUCATIONAL SCHOLARSHIP WINNERS



The following members have received a voucher to the value of \$120 to assist with educational expenses for themselves or a family member in 2023.

Vouchers can be redeemed at

- ◆ Any Officeworks store;
- ◆ Area 52, 104 Elizabeth Street, Hobart;
- ◆ Not Just Books Burnie, 52 Wilson Street, Burnie;
- ◆ Not Just Books Hobart, FF4, The Cat and The Fiddle Arcade, 60-61 Elizabeth Street, Hobart;
- ◆ Stories Bookshop, Launceston (email or phone orders only), phone 6319 1109 or email info@storiesbookshop.com. You may browse on their website at storiesbookshop.com, but please note you will have to place your order by email or phone, quoting your voucher details.

Remember, they must be redeemed by **31 March 2023**.

Name	Store	Name	Store	Name	Store
Sudip Acharya	Woolworths Kings Meadows	Matthew Blackaby	Coles Howrah	Tarni Chaudhary	Coles Kings Meadows
Sarah Adams	Woolworths Kingston	Lily Blair	Myer Launceston	Joshua Chilcott	Kmart Devonport
Lauree Adlard	Bunnings North Launceston	Megan Blake	Big W Glenorchy	Laura Churchill	Woolworths Claremont
William Afshari	Kmart Racecourse	Benjamin Bloom	Kmart Burnie	Dimity Clark	Myer Hobart
Theresa Agostini	Coles Bridgewater	Kaysha Blundstone	Bunnings North Launceston	Nathan Clark	Bunnings North Launceston
Tiffany Aitchison	Woolworths Glenorchy	Georgina Blyth	Woolworths Legana	Anthony Clark	Bunnings North Launceston
Lloyd Aldred	Coles DC	Aidan Bolton	Woolworths Legana	Kelly Clark	Woolworths Bridgewater
Leigh Allen	Woolworths Devonport	Kathy Bolton	Woolworths Legana	Olivia Clarke	Bunnings Glenorchy
Dean Allen	Target Burnie	Amelie Booth	Hungry Jack's Mowbray	Alison Clayton	Kmart Racecourse
Lee Ambrose	Kmart Burnie	Mitchell Bott	Coles Bridgewater	Melanie Cocker	Woolworths Riverside
Melissa Anders	Coles Glebe Hill Howrah	Sophie Bowerman	Big W Glenorchy	Indianna Cole	Woolworths Northgate
Gemma Anderson	Woolworths Devonport	Rebekah Bowerman	Woolworths Wellington St	Nicole Coleman	Woolworths New Town
Claire Anderson	Coles Bridgewater	Kristie-Lee Bowring	Coles Mowbray	Amanda Colgrave	Coles Mowbray
Lindy Anderson	Coles Burnie	Amy Bradley	Woolworths Kingston	Lisa Collins	Coles Racecourse
Grant Anderson	Coles Burnie	Melissa Bramich	Woolworths Wynyard	Kelly Connie	Kmart Launceston
Ciara Andrews	Kmart Racecourse	Tracy Brazendale	Woolworths Deloraine	Dimity Cooper	Woolworths New Norfolk
Phoebe Armstrong	Hungry Jack's Mowbray	Rachel Briggs	Woolworths Glenorchy	Jenevieve Cooper	Kmart Burnie
Keiza Artis	Woolworths Mowbray	Sophie Brimfield	Hungry Jack's Mowbray	Renee Cooper	Woolworths Ulverstone
Talia Atkinson	Coles Northgate	Kylie Brooks	Woolworths Sandy Bay	Alyssa Cooper	Target Launceston
Joshua Bailey	Coles Newstead	Claire Brooks	Woolworths Devonport	Ella Cooper	Coles Wellington
Anne Bannister	Big W Glenorchy	Tiarna Broomhall	Hungry Jack's Burnie	Shannon Copolov	Coles Racecourse
Denielle Barker	Woolworths Moonah	Lauren Broos	Woolworths Kings Meadows	Kristy Coppleman	Woolworths Bridgewater
Bryan Barnett	Woolworths Scottsdale	Amy Brown	BWS George Town	Taleisha Corby	Hungry Jack's Mowbray
Tamika Barron	Coles Racecourse	Lily Brown	Bras N Things Rosny	Evan Cornelius	Becks Launceston
Lyn Barry	Hungry Jack's South Hobart	Jasmine Brown	KFC Kings Meadows	Sophie Coward	Coles Bridgewater
Megan Barry	Coles Sandy Bay	Shane Brown	Bunnings Launceston	Tanya Cowen	Woolworths Claremont
Catherine Bartlett	Woolworths Mowbray	Natalie Burns	Coles Racecourse	Jo-Anne Cripps	Woolworths Bridgewater
Phyllis Barwick	Coles New Town	Nicole Burns	Coles Northgate	Jacqueline Cross	Woolworths Prospect
Shane Barwick	Coles Eastlands	Megan Burrows-Bishop	Kmart Eastlands	Dani-elle Crossin	Woolworths Shoreline
Clinton Bassett	Woolworths Campbell St	Jasmine Butters	The Reject Shop Bridgewater	Darrin Cunningham	Bunnings Devonport
Amy Bates Coles	Kings Meadows	Sue Button	Woolworths Glenorchy	Tulasi Dabadi	Coles Logistics
Joanne Baxter	Woolworths Legana	Roetz Caity	EG Fuel Wynyard	Grant Dale	Woolworths Shoreline
Lynda Beadle	Coles New Town	Rhiannon Calvert	Coles New Town	Kirby D'Alton	Woolworths New Town
Lisa Beam	Coles Kings Meadows	Sharee Cannon	Best & Less Glenorchy	Scott Damen	Coles Devonport
Tracy Bearman	Woolworths New Norfolk	Michelle Cannon	Target Mowbray	Melissa Dane	Myer Launceston
Lisa Beechey	Big W Glenorchy	Jenaya Cannon	Target Mowbray	Aleesha Davidson	Coles Bridgewater
Jai Beer	KFC Burnie	Louise Caroll	Coles Mowbray	Amy Davis	BWS George Town
Rebecca Bennett	Woolworths Burnie	Candy Cassidy	Bunnings North Launceston	Cherokii Denby-Kaye	KFC Burnie
Denise Bishop	Coles Devonport	Alexander Charlesworth	Coles Devonport	Rebecca Denman	Myer Launceston
Caitlyn Bishop	Coles Devonport	Sarah Chatwin	Bunnings Glenorchy	Peter Desmond	Woolworths Kings Meadows
				Kristy Dickson	McDonald's Bridgewater

Tracy Dobson	Best & Less Burnie	Gina Heald	Kmart Burnie	Sherryn Lello	Bunnings Burnie
Leisha Dolan	Woolworths Riverside	Vincent Hennessy	Paint Plus Invermay	Skye Leslie	Woolworths Mowbray
Adam Donohue	Haymes Paints Launceston	Andrea Hewitt	H&L Supplies	Tahlia Leslie	Hungry Jack's Mowbray
Joanne Doyle	Woolworths Huonville	Lucy Hibbs	Coles Kings Meadows	Daniel Lewis	Coles Northgate
Daniel D'Silva	Woolworths Eastlands	Mary Higgs	Woolworths Kings Meadows	Jasmine Limbrick	Woolworths Ulverstone
Rochelle Dunham	Best & Less Burnie	Tamara Hill	Woolworths Eastlands	Brendon Lincoln	Coles Northgate
Deirdre Eastley	Woolworths Deloraine	Gavin Hill	Woolworths Bridgewater	Toni Linley	Woolworths Eastlands
Montanna Eastley	Woolworths Deloraine	Deon Hill	Bunnings Glenorchy	Tracey Lithgow	Woolworths Deloraine
Samantha Edwards	The Reject Shop New Norfolk	Vicki Hingston	Kmart Devonport	Brigitta Lomasney	Woolworths Claremont
Michelle Enright	Woolworths Devonport	Regeena Hogarth	Woolworths Kings Meadows	Leesa Long	Coles Bridgewater
Naomi Evans	Woolworths Burnie	Patrick Holland	KFC Kingstons	Isabelle Lord	Woolworths Riverside
Tamie Evans	Woolworths Ulverstone	Kara Holloway	Woolworths Devonport	Nicholas Lord	Kmart Launceston
Mekenzie Evans	KFC Launceston	Sarah Hopkins	Woolworths Kingston	Nicholas Lord	Kmart Racecourse
Christine Evans	Coles Bridgewater	Narges Hosseini	HJ Launceston	Kayla Loveless	Woolworths Bridgewater
Michelle Farrow	Woolworths Sorell	Nicole Howard	Woolworths Claremont	Rebecca Lovell	Kmart Devonport
Jason Faulkner	Woolworths Smithton	Judy Howard	Bunnings Burnie	Melissa Luttrell	Coles Kingston
Karen Faulkner	Coles Mowbray	Kylie Howell	Woolworths Shoreline	Harriet Lynch	Kmart Racecourse
Elke Faulwetter	Coles Kings Meadows	Leanne Howell-McCoy	Woolworths Devonport	Tamara MacPherson	Woolworths Deloraine
Elke Faulwetter	Coles Kings Meadows	Cameron Howie	Coles Mowbray	Blair Macrae	Coles Sorell
Jorja Fazackerley	HJ Mowbray	Tarkyn Howorka	Coles Wellington St	Suzanne Macrow	Woolworths Mount St
Jessica Featherstone	Big W Glenorchy	Rebecca Hoyland	Coles Charles St	Ajen Maharjan	Coles Mowbray
Dilasha Fernando	Myer Launceston	Jane Hrdalo	Kmart Devonport	Richina Maharjan	Myer Launceston
Della Fewkes	Coles Northgate	Jo-Anne Huston	Kmart Burnie	Kiran Maharjan	Woolworths Claremont
Lara Fielding	Kmart Devonport	Melinda Hutton	Coles Express Hobart	Katrina Marsh	Coles Charles St
Lauren Foley	Coles Northgate	Jennifer Imlach	Woolworths George Town	Tasha Maynard	Woolworths George Town
Jaikob Ford	McDonald's Moonah	Cameron Jackson	Coles Burnie	Kara McCarthy	Bunnings North Launceston
Nikia Ford	Woolworths New Norfolk	Kim Jack'son	Kmart Launceston	Ella McCarthy	Hungry Jack's Launceston
Kristi Forman	Woolworths Riverside	Gabrielle Jacobs	Officeworks Hobart	Sahlee McCormack	Bunnings Glenorchy
Ashley Francis	Woolworths Eastlands	Nicole Jacobson	Woolworths Eastlands	Rueben McDermott	KFC Burnie
Sonya Free	KFC Bridgewater	Emma Jaffray	Coles Devonport	Ebonie McDermott	Bunnings Glenorchy
Tianna Freeman	Target Burnie	Sarah Jeeves	Kmart Devonport	Sabrina McKay	KFC Glenorchy
Charlotte Freeman-Thomas	Target Launceston	Wendy Jenkins	Woolworths Smithton	Andrea McKibben	Bunnings Glenorchy
Joanne Gardner	Woolworths Mowbray	Jay Johns	Bunnings North Launceston	Gail McKinnon-Jones	BWS George Town
Simone Garforth	Coles Express Howrah	Rodney Johns	Bunnings North Launceston	Brooke McLean	Dan Murphy's Launceston
Jessica Gaye	Kmart Devonport	Kelli-Ann Johnson	McDonald's South Launceston	Kim McMaster	Woolworths George Town
Cheree Geeves	Kmart Launceston	Kristy Johnson	Woolworths Wynyard	Laura McNear	Woolworths Wynyard
Karlene Gibson	Woolworths Ulverstone	Luke Johnston	Woolworths Sandy Bay	Karen McVilly	Coles Eastlands
Kirby Gibson	Coles Burnie	Susan Jones	Woolworths Kings Meadows	Tarrin Meaklim	KFC Rosny
Simon Gibson	Woolworths Prospect	Abbey Jones	Kmart Burnie	Cody Medcraft	Coles Devonport
Marcus Giffard	Allgoods Hobart	Luke Jones	Woolworths Claremont	Gabi Medhurst	Myer Hobart
Warrick Gillam	Wattyl Paints Launceston	Cheyli Jones	Kmart Burnie	Angela Merrick	Woolworths Sorell
Amie Gilley	Big W Glenorchy	Noni Jordan	Woolworths Wynyard	Tamika Midson	Woolworths Mowbray
Petrina Gillies	Woolworths Burnie	Tamara Jordan	BWS George Town	Kelly Milburn	Woolworths Claremont
Kylie Given	Woolworths Claremont	Melina Kalis	Liquorland Glebe Hill	Danielle Mills	Big W Rosny
Ava Gleeson	Woolworths Prospect	Kristal Katranjac	Woolworths Claremont	Helen Milner	Coles Mowbray
Michelle Glover	Woolworths Wynyard	Joanne Kean	Coles Glebe Hill Howrah	Tracy Minehan	Woolworths Huonville
Abbey Glover	The Reject Shop Kingston	David Kedey	Woolworths Mowbray	Sonya Minns	Kmart Racecourse
Kelly Goss	BWS Bridgewater	Belinda Keeling	Coles Charles St	Amanda Mitchelmore	Best & Less Glenorchy
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Tayha Grant	Coles New Town	Jodi Kelly	Kmart Racecourse	Kassandra Molenaar	Woolworths Kings Meadows
Molly Greene	Hungry Jack's Burnie	Janelle Kelly	Becks Devonport	Rachelle Moore	Woolworths Prospect
Toni Griffiths	Kmart Launceston	Janey-lee Kelly	Bunnings Kingston	Kristi Morrison	Target Mowbray
Karen Grygiel	Coles Bridgewater	Felix Kelly	Coles Rosny	Isabelle Moss	Kmart Racecourse
Allison Gunn	Woolworths Bridgewater	Bipin Kharel	Myer Launceston	Roslyn Moy	Bunnings Launceston
Maddison Hack	Officeworks Hobart	Valerie Kiely	Jacqui E Hobart	Jacqueline Muir	Woolworths Devonport
Sarah Hagan	Kmart Devonport	Damien King	Woolworths Devonport	Blyth Nathan	Woolworths Legana
Tamieka Hall	Woolworths Kings Meadows	Shari Kitto	Coles Newstead	Kiarah Nener	Kmart Burnie
Jacqueline Hall	Woolworths Devonport	Nicole Kleeman	Target Hobart	Logan Nettlefold	Coles Bridgewater
Samantha Hallett	KFC Brighton	Ashlee Knott	Woolworths Ulverstone	Angela Nettlefold	Coles Northgate
Ryan Hambleton	Coles Devonport	Sophie Kremmer	Coles Bridgewater	Leigh-Anne Newington	Woolworths Deloraine
Grant Hamish	Coles Kingston	Brooke Lakos	Officeworks Hobart	Chloe Nichols	Woolworths Claremont
Joanne Hamlyn-Harris	Woolworths New Town	Kristen Landeg	Myer Launceston	Kristy Nichols	Woolworths Sandy Bay
Chantal Harman	Coles Kingston	Bailey Landeg	Myer Launceston	Natalya Njezic	Woolworths Glenorchy
Nicole Harris	Target Hobart	Lee-Anne Lane	Woolworths Huonville	Lyndsay Noel	Woolworths Claremont
Toni Harris	Woolworths Eastlands	Natalie Lawler	Coles Devonport	Ensieh Noroozi	Woolworths Mowbray
Lily Harris	Woolworths Claremont	Naomi Lawson	Officeworks Launceston	Lekha Nyanasegar	Spotlight Burnie
Rachel Hartley	Woolworths Prospect	Samantha Lee	Woolworths Riverside	Agnes Nyirahabimana	Woolworths Bridgewater
Amanda Haywood	Harris Scarfe Devonport	Emanette Leedham	Coles Kingston		
		Mark Leedham	Kmart Devonport		

Liana Oakley	Coles Bridgewater	Carol Scanlon	Woolworths Kingston	Jo Wakefield	Woolworths George Town
Claire O'Rourke	Kmart Burnie	Lucy Schiebel	KFC Bridgewater	Chantelle Walker	Woolworths Kings Meadows
Sandy Owens	Coles Eastlands	Lucy Schiebel	McDonald's Bridgewater	Selina Walker	Coles Bridgewater
Sajia Papia	Myer Launceston	Rebecca Scotney	Coles Northgate	Beckie Walsh	Woolworths Scottsdale
Wesley Parker	Woolworths Wellington St	Chantelle Scotney	Woolworths Claremont	Hayden Warn	Kmart Eastlands
Natalie Parkinson	Sussan Launceston	Ashlee Scott	Coles Kings Meadows	Lisa Watkins	Big W Glenorchy
Kamal Paudel	Woolworths Wynyard	Rebecca Seen	Woolworths Kings Meadows	Lee Watkinson	Woolworths Shoreline
Renee Pearce	Woolworths Kingston	Natasha Shai	Big W Kingston	Shane Webb	Coles Eastlands
Kellie Pearsall	Woolworths Sandy Bay	Neeru Sharma	Woolworths CBD	Sue Webber	Coles Sandy Bay
Suzanne Perkins	Coles Kings Meadows	Jacqui Shaw	Big W Rosny	Jane Wells	Officeworks Hobart
Jillian Perkins	Woolworths Kings Meadows	Kayla Sheals	Spotlight Burnie	Nikki Wells	Coles Burnie
Marshall Pestrucchi	Coles Bridgewater	Darren Shearing	Coles Bridgewater	Sheridan White	Coles New Town
Sarah Peters	Woolworths George Town	Terrence Shepherd	Big W Glenorchy	Louise Whitney	Woolworths Claremont
Paula Peters	Woolworths Burnie	Kayla Sherriff	Woolworths Ulverstone	Farrah Wigg	Coles Racecourse
Timothy Phillips	Woolworths Mowbray	Christa Sherriff	Woolworths George Town	Bianca Wiggins	Coles Northgate
Tanya Philpott	Coles Northgate	Sh'Kylla Sherriff-Purton	Hungry Jack's Burnie	Nerrida Wiggins	Coles Northgate
Lynette Philpott	Coles Newstead	Bikash Shrestha	Dan Murphy's Launceston	Deborah Wilkins	Woolworths Glenorchy
David Piper	Woolworths Prospect	Hayley Singline	Woolworths Legana	Anita Williams	Target Mowbray
Lauri Piper	Coles Racecourse	Alyce Singline	Woolworths Legana	Zoe Williams	Coles Racecourse
Alisha Pitchford	Coles Charles St	Tameka Smith	Coles Devonport	Ty Williams	Coles Charles St
George Placogiannakis	Woolworths Kingston	Rebecca Smith	Woolworths Ulverstone	Sonia Williams	Bunnings Launceston
Kerryn Plunkett	Woolworths Claremont	Kimberley Smith	Woolworths New Norfolk	Todd Williams	Kmart Burnie
Jennifer Porte	Woolworths Mowbray	Tylah Smith	Coles Bridgewater	Emilie Williams	Hungry Jack's Mowbray
Carlene Porter	Woolworths Ulverstone	Deahn Smith	Woolworths Wynyard	Anne-Marie Williams	Coles Sorell
Linda Price	Woolworths Eastlands	Rebecca Smith	Woolworths Wynyard	Belinda Wilson	Coles Devonport
Sharon Price	Woolworths Northgate	Melanie Smith	Woolworths Mowbray	Sally Wilson	Bunnings Launceston
Sally Price	Woolworths Shoreline	Shaun Smith	Woolworths Wynyard	Shane Wiltshire	Coles Bridgewater
Binod Pudasaini	Coles Glebe Hill Howrah	Paul Smith	Total Tools Invermay	Lilly Winkler	BWS Burnie
Mikayla Pugsley	Woolworths Mowbray	Fiona Smith	Coles Kings Meadows	Lilyana Wise	KFC Kings Meadows
Wayne Purdon	Coles Kings Meadows	Jarrod Smith	Coles Kings Meadows	Karissa Wood-Browne	Woolworths Burnie
Mandy Purton	Big W Glenorchy	Paul Smith	Coles Express Newstead	Rebecca Woods	Coles Eastlands
Ann-Margaret Quarrell	Target Burnie	Sharon Spencer	Woolworths Sandy Bay	Riley Woods	Woolworths Moonah
Belinda Quarry	Woolworths Kings Meadows	Stephanie Spencer	Hungry Jack's Sth Hobart	Timothy Worker	Woolworths Prospect
Angela Quilliam	Woolworths Scottsdale	Susan Springer	Allgoods Launceston	Teresa Wright	Woolworths Sandy Bay
Samuel Ransom	Coles Wellington St	Kaitlin Sprinkhuizen	Kmart New Town	Caitlin Wright	Kmart New Town
Emily Read	Woolworths Claremont	Emma Sproule	Woolworths Lindisfarne	Adrian Yani	Coles Northgate
Lily Reece	Woolworths George Town	Daniel Staak	Bunnings Launceston	Laura Young	Coles Bridgewater
Sharon Reid	Woolworths Legana	Renee Stalker	Woolworths CBD	Kayla Young	Myer Launceston
Lesley Reid	Coles Bridgewater	Eileen Stevenson	Woolworths Deloraine	Tamara Young	Coles Northgate
Debra Reid	Coles Bridgewater	Anita Stevenson	Coles Glebe Hill Howrah	Hamish Young	Kmart Burnie
Rebecca Rhodes	Myer Hobart	Helen Stonehouse	Bunnings Devonport		
Hayley Rice	Harris Scarfe Devonport	Vanessa Sullivan	Big W Glenorchy		
Wayne Richards	Woolworths Sandy Bay	Meenu Suri	Big W Kingston		
Colleen Richards	Big W Rosny	Bal Tamang	Coles Bridgewater		
Tracey Richardson	Kmart Eastlands	Sarah Tarrant	Bunnings North Launceston		
Olivia Richardson	Target Mowbray	Leigh Tatnell	Woolworths Prospect		
Kathryn Richmond	Woolworths Prosect	Dannielle Tatnell	Woolworths Prospect		
Bradley Rieder	Hungry Jack's Burnie	Alison Taylor	Woolworths Deloraine		
Jodie Riley	Woolworths Kingston	Karen Temple	Woolworths Glenorchy		
Joel Ring	Kmart Eastlands	Tammy Thompson	Woolworths Claremont		
Ronald Riseley	Kmart New Town	Brooke Thompson	Woolworths Claremont		
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Freya Rogers	Coles Glebe Hill Howrah	Cole Tremeka	Woolworths Eastlands		
Blake Roles	Hungry Jack's Mowbray	Lauren Trewin	St Vincent de Paul Invermay		
Andrea Round	Coles Racecourse	Belinda Trudgeon	Woolworths George Town		
Michelle Rowlands	Kmart New Town	Beka Tulu	Target Launceston		
Angela Rowlands	Woolworths Huonville	Sheree Turner	Woolworths Bridgewater		
Georgia Rowlands	Coles New Town	Anita Twayana	Coles Glebe Hill Howrah		
Maree Rowley	Woolworths Mowbray	Jonathan Tyson	Target Mowbray		
Leigh Rowley	Woolworths Mowbray	Kaylie Van Essen	Woolworths Prospect		
Kellie Rowling	Woolworths Smithton	Helen Van Noord	Kmart Launceston		
Tamika Rubenach	Woolworths New Norfolk	Joel Vandenberg	Target Launceston		
Ben Russell	Bunnings North Launceston	Natasha Vanderkooij	Woolworths Claremont		
Kellie Sabol	Woolworths Chanel Court	Princi Verma	KFC Mowbray		
Thamonwan Sangpothirat	Target Mowbray	Tanya Vernham	Woolworths Ulverstone		
Sanisha Sanisha	Woolworths Mowbray	Wendy Viera	Coles Ulverstone		



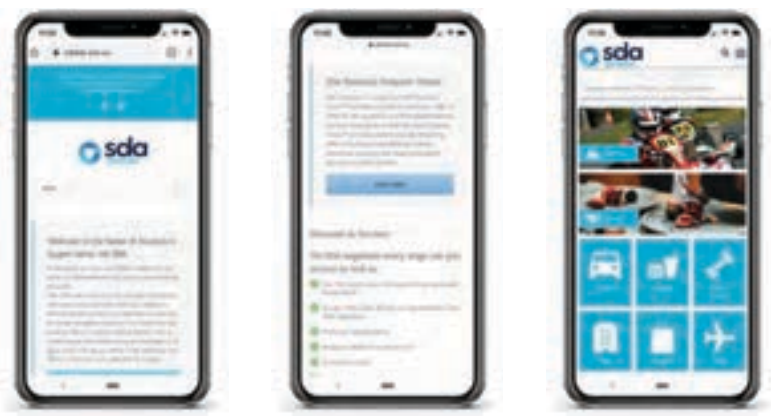


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MOVIE TICKETS



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.

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ACCIDENT INSURANCE

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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.

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.

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.

Conditions apply.



Up to \$30,000 educational supplement for dependent children



Up to \$3,000 funeral benefit refund



7% increase in fracture and dislocation benefits

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.





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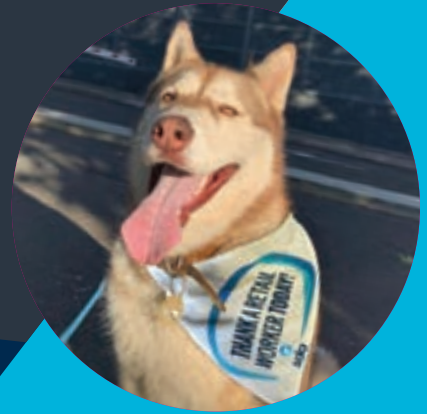
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The No Interest Loan Scheme

NILS is the clever choice for getting a new fridge or laptop, having your car repaired and more!

You only pay back what you borrow. No fees, no charges, no interest. Nothing extra. The NILS concept was developed by Good Shepherd and operates across Australia. Their community lending started in Tasmania in 2002, when the NILS (No Interest Loans) Network of Tasmania Inc. was first established.

NILS loans are accessed through a wide range of community access points provided by their 76 Delivery Partners and over 350 volunteers across Tasmania.

How is NILS different?

- ✓ NILS provides efficient loan delivery and systems to provide a real alternative to exploitative lending.
- ✓ They work towards Tasmanians gaining financial confidence through accessing and repaying their loans.
- ✓ They maintain and enhance the community access points of our network to provide true community connected lending.
- ✓ NILS is a strong and respected advocate for fair and equitable lending for low-income Tasmanians.

nilstasmania.org.au
Ph: 1300 301 650



- ✓ **no interest**
- ✓ **no fees or charges**
- ✓ **no credit checks**
- ✓ **no worries**

For more information, visit the NILS website, phone NILS, or scan this QR code!





SDA MEMBERS GET **15% OFF** AT TFE HOTELS

TFE Hotels, headquartered in Australia, currently comprises 70 hotels in Australia and New Zealand under seven brands. And now, SDA members can receive special prices when booking at TFE Hotels in Australia or New Zealand, including A by Adina, Adina Hotels, Vibe Hotels, Quincy, Travelodge Hotels, Rendezvous, and Collection by TFE Hotels (The Calile, The Savoy, and Hotel Kurrajong).

To receive your 15% discount on the best available room rates, simply key **TH62005** into the promo code field on the TFE Hotels website - just scan the QR code or go to tfehotels.com/en.



tfehotels.com/en/

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*Terms and conditions apply.



SPECIAL RATES FOR SDA MEMBERS AT THE RENDEZVOUS HOTEL

The Rendezvous Hotel Melbourne is one of the few historic grand hotels remaining in Australia and has just gone through a major refurbishment.

SPECIAL RATES FOR SDA MEMBERS

- Commerce Room (room only): \$175 per night
- Commerce Room (room and buffet breakfast for one): \$195 per night
- Perkins Room (room only): \$200 per night
- Perkins Room (room and buffet breakfast for one): \$220 per night

Complimentary internet access, use of the gymnasium, and the 24-hour professional business centre are included.

TO BOOK

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When you book, make sure you mention that you are an SDA member.

Offer valid from 1 January 2023 to 30 December 2023. Conditions apply. Offer excludes block out and special events dates.



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SDA MEMBERS CAN GET GREAT RATES AT CLARION SUITES GATEWAY

Clarion Suites Gateway is located at 1 William Street, in Melbourne's CBD, opposite the Southbank and Southgate Precincts, with easy access to the city centre for shopping, sporting facilities, theatre, arts and attractions.



As a member of the SDA, you're able to take advantage of these special rates:

- ◆ Studio Room from \$205 per night
- ◆ One Bedroom Suite from \$225 per night

And for \$20 you can upgrade your room to one of our Riverviews, with views over the Yarra River and the world's largest casino fire show extravaganza!

Plus, you get...

- ☑ Complimentary sweet on arrival
- ☑ Complimentary drink voucher
- ☑ Complimentary wi-fi (up to five devices)
- ☑ Discounted car parking – \$20 per day

FOR RESERVATIONS

To receive the special SDA rates, please quote "I am an SDA member".

- ◆ Phone: (03) 9296 8888 or toll free 1800 351 288
- ◆ Email: res@clarionsuitesgateway.com.au
- ◆ Website: www.clarionsuitesgateway.com.au

We have a
COVID-19 Safety
Plan and are
committed to
keeping you safe.



Valid until 30 December 2023. Rates are not available for New Year's Eve or during Event Periods and are subject to availability.

GENERAL RETAIL INDUSTRY AWARD 2010 FROM 1 JULY 2022

MINIMUM WAGE RATES EFFECTIVE 1 JULY 2022 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 \$40.00 FOR WORKERS EARNING UP TO \$869.60 PER WEEK SUNDAY RATES NORMAL RATE + 95% (195%) FROM 1 JULY 2017 NORMAL RATE + 80% (180%) FROM 1 JULY 2018 NORMAL RATE + 65% (165%) FROM 1 JULY 2019 NORMAL RATE + 50% (150%) FROM 1 JULY 2020	Ordinary Hours						17.5% annual leave loading on four weeks' leave		
	7am to 9pm Monday to Friday		After 6pm 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 50%	Full-time and part-time loading of 25%	Casual loading of 50%			
38 HOUR WEEKLY RATE	\$	\$	\$	\$	\$	\$	\$	\$	
RETAIL EMPLOYEE									
Level 1 Shop Assistant, Checkout Operator, Trolley Collector, Video Hire Worker, LPO, Clerical Assistant	888.50	23.38	29.23	29.23	35.07	29.23	35.07	621.90	
Level 2 Forklift Operator	908.80	23.92	29.90	29.90	35.85	29.90	35.85	636.16	
Level 3 Dept Mngr 2IC, Corsetiere, Snr LPO, Cook	922.90	24.29	30.36	30.36	36.44	30.36	36.44	646.03	
Level 4 Trades Qualified (e.g. Butcher, Baker), Clerical Officer Level 2, Shiftworker/Nightfill Supervisor	940.90	24.76	30.95	30.95	37.14	30.95	37.14	658.63	
Level 5 Tradesperson in charge of other Tradespersons, Services Supervisor (more than 15 employees)	979.60	25.78	32.23	32.23	38.67	32.23	38.67	685.72	
Level 6 Section/Dept Manager (5+ employees including self), Clerical Officer Level 3, Assistant/Deputy/2IC Shop Mngr	993.80	26.15	32.69	32.69	39.23	32.69	39.23	695.66	
Level 7 Visual Merchandiser, Clerical Officer Level 4	1,043.60	27.46	34.33	34.33	41.19	34.33	41.19	730.52	
Level 8 Shop Manager, Clerical Officer Level 5	1,086.00	28.58	35.73	35.73	42.87	35.73	42.87	760.20	
JUNIOR RATES									
<i>Age</i>									
	<i>% of weekly rate of pay</i>								
Under 16 years of age	45	399.83	10.52	13.15	13.15	15.78	13.15	15.78	279.88
16 years of age	50	444.25	11.69	14.61	14.61	17.54	14.61	17.54	310.98
17 years of age	60	533.10	14.03	17.54	17.54	21.05	17.54	21.05	373.17
18 years of age	70	621.95	16.37	20.46	20.46	24.56	20.46	24.56	435.37
19 years of age	80	710.80	18.71	23.39	23.39	28.07	23.39	28.07	497.56
20 years of age	100 (from 1 July 2015, after six months' employment with employer)	888.50	23.38	29.23	29.23	35.07	29.23	35.07	621.90
APPRENTICES									
<i>Apprenticeship Year</i>	<i>% of Level 4</i>								
1st Year	50	470.45	12.38						
2nd Year	60	564.54	14.86						
3rd Year	80	752.72	19.81						
4th Year	90	846.81	22.28						

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:
 JOEL TYNAN, GENERAL SECRETARY, SDA, PO BOX 1289, LAUNCESTON TAS 7250**



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