

# sda tastalk

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



**SDA Summary Document** 

**SDA BUNNINGS AGREEMENT 2023**  
NO BANK OF HOURS  
& WEEKLY ANNUAL LEAVE  
LOCKED IN PAY INCREASES  
PAID FOR ALL TIME WORKED

**PROPOSED BUNNINGS AGREEMENT 2023**

Following extensive negotiations between Bunnings and the SDA the proposed Bunnings Retail Enterprise Agreement 2023 is ready for you to consider.

**THE NEW AGREEMENT INCLUDES:**

**Better hours of work including:**

- Removal of the Bank of Hours
- All extra hours of work will be paid (no bank system)
- Reduction of 29 day 4-week roster for full-time team members
- Triad of 4-day work week for full-time team members
- Superior rostering conditions

**Pay Increases**

- Locked in wage increase of 20.8% over the life of the Agreement
- Increased penalty rates on early weekday mornings and evenings and all-day Saturday
- Improvements to Classifications
- More transparency over performance pay

**More time off**

- Removal of the rule requiring a minimum 3 Public Holidays to be worked
- Increasing your annual leave accrual to 4 weeks per year
- Ability to purchase extra Annual Leave benefits for Bunnings workers (10% of pay at 18 weeks)
- Order increased penalty rates during the week

The new Agreement contains significant changes to conditions of employment at Bunnings. This Agreement replaces the Bunnings Warehouse/Small Format Store Agreement 2023.

If approved by team members the new Agreement will be lodged with the Fair Work Commission (FWC) for assessment. The commencement date is dependent on when it is approved by the FWC. See Clause 15.2 for details.

The Agreement will nominally expire on 30 August 2026.

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

**VOTE YES**

Voting will occur online via CorpVote from June 1st to June 5th 2023.

SUMMARY DOCUMENT Questions? Contact the SDA

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PAGE 1 | SUMMARY DOCUMENT Questions? Contact the SDA

Roslyn Moy and Francesca Barnes at Bunnings Kings Meadows during the Bunnings rollout



**Joel Tynan**  
General Secretary

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**Andrew Coyle**  
Northern Area  
Organiser



**Sean Pudney**  
North-West Area Organiser  
and Recruitment Officer



**Tina Lowe**  
Administration  
Assistant



**Melissa Read**  
Southern Area  
Organiser



**Tumusa Toganivalu**  
Administration  
Assistant



**Carol Webb**  
Southern Area  
Organiser



**Janine Wilson**  
Office  
Manager



**Laura Zakelj**  
Inductions and  
Recruitment Officer



**DON'T SIGN!**

It's really important that you don't sign anything put in front of you by your employer without contacting the Union first. Call the SDA's confidential information hotline on **1300 152 851**

# IT'S BEEN A

As we reach the mid-way point of the year, the SDA Tasmania Branch remains committed to fighting for work you can live off, work that respects family time, and work that is safe in 2023.

This year, our advocacy for a strong wage increase has been heard with the recent Fair Work Commission's (FWC) announcement of a 5.75% increase to the minimum wage.

In 2023, the SDA has already achieved strong bargaining outcomes. The recent Bunnings EBA secured an additional fifth week of annual leave for Bunnings members, amongst a range of other strong entitlements.

The SDA Tasmania Branch remains committed to fighting for public holiday justice as we again called on the State Government to do the right thing and legislate Easter Sunday as a public holiday.

With customer abuse and violence on the rise, the SDA Tasmania Branch remains committed to calling on the State Government to act and legislate to protect retail, supermarket, and fast food workers in their workplace.

## ANNUAL WAGE REVIEW INCREASE

Securing strong wage outcomes is the Union's continuing priority. Make no mistake, the strength of our collective voice had an impact with the strong wage outcome the FWC handed down in its recent Annual Wage Review (AWR) decision.

As we head into July, thousands and thousands of workers in the retail sector will both directly and indirectly reap the benefit of the 5.75% wage increase. Rest assured, the SDA will be advocating on your behalf, to your company, calling on them to pass on the 5.75% to your wages in full.

Fighting for better pay and conditions is never finished – we have just secured strong EBA outcomes in Bunnings and Harris Scarfe. We are currently bargaining for better pay and conditions in Big W, Best&Less, The Reject Shop and H&M, just to name a few. Once the relevant proposals are finalised, we will be reaching out to you to have your say.

# JAM-PACKED 2023 SO FAR!



Photo shows Labor Member for Franklin Dean Winter, Shadow Workplace Relations Minister Sarah Lovell, SDA members Blake Facey (Woolworths Sandy Bay), Katrina Barr (Big W Rosny), Leanne Porter (Woolworths Moonah), and Aniela Harris (Myer Hobart) supporting our Easter Sunday Campaign.

## FIGHT FOR EASTER SUNDAY

Coming into Easter Sunday 2023, our Branch launched the *Make Easter Sunday a Public Holiday* campaign for Tasmanian workers. Easter Sunday is a pivotal day for many in our community and it is currently only Tasmanian and South Australian Workers that do not receive Easter Sunday as a public holiday.

This is unfair, and we again called on the Government to make Easter Sunday a public holiday. The Government again refused to bring Tasmanian workers into line with most of the nation. We have fuelled the conversation in our State around this injustice and I am pleased to confirm that the State Parliamentary Labor Party has given their assurance that they would legislate to make Easter Sunday a public holiday if they came into power.

Through you and our collective voice and in these political tumultuous times in our State, I am committed to keeping our policy makers to account when it comes to public holiday fairness for Tasmanian workers.

## SAFETY AT WORK

*No One Deserves a Serve* in your workplace, not now, not ever. A survey conducted by the SDA revealed that 80 per cent of retail and hospitality workers had experienced customer abuse.

The reality is, you are a frontline worker and are vulnerable to the good and the bad a customer may approach you with. In NSW, a recent study was conducted highlighting that retail theft had risen 23.7 per cent.

Not only have we seen a great increase in shoplifting in our stores but occasionally instances of egregious violence that are linked to retail theft. Notable instances of violence in both the North and the South of Tasmania have made headline news in our State.

Last year, the South Australian Government introduced a maximum penalty of five years' imprisonment for people convicted of basic assault against a retail worker at work, and seven years when the assault causes harm.

On behalf of the SDA Tasmania Branch, we have called on our State Government to consider similar protections for retail, supermarket and fast food workers in our State.

We remain committed to furthering the fight for safety in your workplace.

Joel Tynan,  
General Secretary



# BARGAINING MOVES FORWARD



BY JOEL TYNAN,  
GENERAL  
SECRETARY

## ANNUAL WAGE REVIEW

As we head to the mid-year mark, national inflationary figures headlining at 7% were recorded for the last quarter.

For Tasmanians, that figure sits slightly higher than the national average.

Nationally, the impact is largely being felt through the increases in the cost of housing, education and food.

The largest area of pain for Tasmanians is the increased cost of food, tracking higher than the national average.

Coming into the Annual Wage Review (AWR), the SDA, in step with the ACTU, argued for a strong wage increase to match the cost of living.

A panel of the Fair Work Commission (FWC) decided to increase the National Minimum Wage by 5.75%.

The panel found that the decline in real wages amongst the modern award-reliant workforce has had

significant adverse effect causing a decline in living standards, financial pressure on households and, for some household types, a likely incapacity to meet basic budgetary needs.

Importantly, the panel dispelled the myth that higher wage increases were contributory to the high inflation environment.

The panel stated that there was no evidence in Australia of a wage-price spiral, despite a very tight labour market. Increases in award minimum wage rates have had only a modest impact on the overall price of goods before they are sold at retail.

## WOOLWORTHS TO PASS ON THE AWR INCREASE IN FULL

The SDA welcomes Woolworths passing on the 5.75% wage case decision in full. Woolworths has done the right thing by their hard-working employees.

The SDA is preparing to start negotiations for a new Woolworths Supermarkets Agreement which sets out your future pay rises and conditions.



## COLES

In June, SDA Delegates from Coles attended meetings to authorise the SDA to negotiate a new Coles Enterprise Agreement.

Member surveys and store issues raised by Delegates will form the basis of the log of claims that will be our base for negotiations.

Delegates also unanimously endorsed the need for a fair pay rise, including on 1 July this year, regardless of where negotiations are up to.

We look forward to negotiations commencing.

## BARGAINING DELIVERS BIG WINS FOR BUNNINGS TRADE WORKERS

The SDA has worked hard to deliver a Bunnings EBA, that delivers for Bunnings members.

Bunnings members got the chance to have their say on an Enterprise Agreement that removes the bank



Woolworths Delegates endorse the SDA entering into enterprise bargaining with the company.

# Be smart on social media.

Be careful what you say on social media.

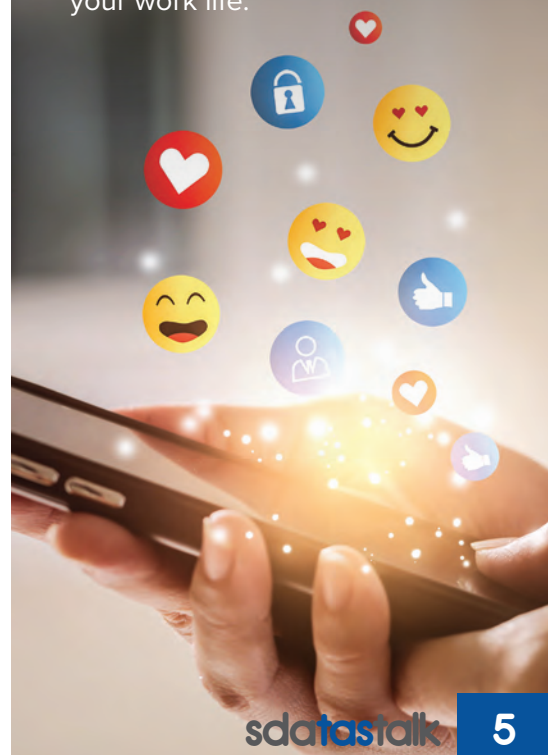
Comments on social media (including other people's posts or pages) are regarded as public comments – they are not private.

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 go home, leave work behind you.

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



INDUSTRIAL UPDATE

## SDA Delegates resolution #2:

*"This meeting of Coles SDA Delegates authorises the SDA to negotiate a new Coles EA guided by the log of claims discussed today.*

*Any proposed agreement must then be endorsed by a vote of members in Coles before it comes into effect."*

**Coles Delegates endorse a resolution to negotiate a new EBA**

of hours system, locks in an industry first of 5 weeks of annual leave, pay increases of 10.8%, and a trial of a four-day work week or 9-day fortnight.

Bunnings team members voted overwhelmingly in favour of the proposed deal with 83% of those who voted, voting 'Yes'!

This is a very positive outcome that locks in ground-breaking entitlements for SDA members at Bunnings.

### BIG W

We are working hard to secure a new Agreement that locks in improvements to 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.

### HARRIS SCARFE

In good news for SDA members at Harris Scarfe, the SDA has secured a positive EBA that delivers for members at Harris Scarfe.

Wage increases are locked in for the life of the Agreement, penalty rates to be paid on all personal leave, increase to allowances and increases to part-time minimum hours are a few of the many benefits Harris Scarfe members will receive.

### BARGAINING CONTINUES

Bargaining continues to progress in Best&Less, The Reject Shop, Wattyl and H&M to name a few, we will keep you posted as these negotiations unfold.

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. We'll be only too happy to help you with your query.

# A WELCOME PAY RISE FOR

## BETTER WAGES

— WE'RE —

## WORTH IT

The SDA's campaign to lift the wages of retail, fast food and warehouse workers in Australia has reached its conclusion for another year as we applaud the Fair Work Commission's (FWC) decision to raise the minimum wage by 5.75%.

The SDA believes that all workers deserve a living wage and currently too many people are struggling to afford the necessities or are forced to go without.

The Union campaigned in stores and online, surveying SDA members and workers across the country and collecting their stories.

Over 3,500 individual respondents completed the SDA's Annual Wage Review survey.

The responses were critical in helping shape the arguments put to the FWC by the SDA that outlined why workers needed and deserved a fair and decent pay rise in 2023.

The survey results presented no surprises – the cost of living crisis, inflation, and years of low wage growth have left Australian workers struggling to make ends meet.

### SURVEY RESULTS

When asked whether the rising cost of living was 'putting pressure on [their] household budget', 93.5% of all respondents either 'agreed' or 'strongly agreed'.

Over two thirds (67.5%) of respondents said that their financial position had become worse in the last five years.

We also gave SDA members the opportunity to express exactly why they needed a pay rise – without delay – this July. Thousands of stories that detail the financial pressure workers are under were submitted, a small selection of which are shown below.

The SDA would like to thank everyone who contributed to the campaign and completed the survey. Your participation is integral to the work the Union does.



I'm now living in a caravan because I can't afford a rented apartment any longer.

– Fast Food Worker



My mortgage has gone up \$100 per week and it is extremely hard to keep up the payments and still feed and clothe my family. We have another baby on the way as well and I genuinely don't know how we are going to survive.

– Supermarket Worker

At the moment I struggle to pay all my bills. My partner and I have to decide whether we have a proper meal or have the heating on.

– Supermarket Worker



My wage doesn't keep up with the cost of living and I have no money left at the end of the week. We've had to move back in with family to afford to live.

– Fast Food Worker



It is a big struggle raising two kids on my own on a retail wage. The cost of groceries and power have gone up dramatically. We have to go without a lot of things now due to the costs and I very rarely get to do any fun things with the kids of a weekend due to the struggle.

– Retail Worker

# AUSTRALIAN WORKERS



BY JOEL TYNAN,  
GENERAL  
SECRETARY

On Friday 2 June, the Fair Work Commission handed down its Annual Wage Review decision, announcing massive pay rises for millions of workers.

In good news for SDA members, the retail and fast food Award pay rates increased by 5.75% from 1 July 2023. This equates to an extra \$1.34 in pay per hour for adult Level 1 workers on the retail and fast food Awards. This 5.75% increase applies to rates of pay in the Awards and in Enterprise Agreements where the rates of pay are determined by the Annual Wage Review.

At a time when many Australians are skipping meals, struggling to pay the bills and cutting out essentials, this pay rise is a necessity.

Strong wage increases like this – which deliver more money into the wallets of essential workers – is exactly what is needed to address this cost-of-living crisis.

This huge win wouldn't have been possible without the support of SDA members.

While employer groups argued for pay rises as low as 3%, we campaigned out in stores and in your communities to ensure you received a real and immediate pay rise. Over 3,500 workers joined our campaign and shared why they needed a pay rise this year.

Secretary of the Australian Council of Trade Unions, Sally McManus, welcomed the news of this pay rise. "People are skipping meals, avoiding the doctor and dreading their next bill.

"Rents have skyrocketed along with prices of essentials such as bread, milk, petrol and electricity.

"This increase means these workers can keep their heads above water and not have to cut back even further."

As the cost of living continues to go up, the SDA will continue our work for fair and decent pay rises.

The SDA provides all members with updated information about their rates of pay directly – you should have already received this information, but please contact the SDA if you haven't.

Remember to check your pay slips to ensure you're receiving the correct wages.

If something doesn't look right, check with the SDA to review your pay.

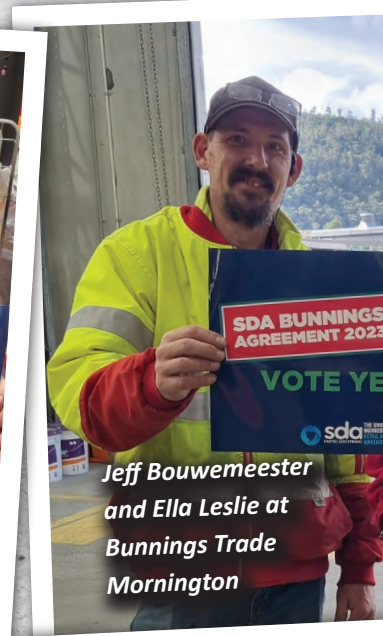
2023 TASMANIAN PUBLIC HOLIDAYS	
<b>New Year's Day Holiday</b> Monday 2 January 2023	As New Year's Day falls on a Sunday in 2023, the Monday following is the public holiday.
<b>Australia Day</b> Thursday 26 January 2023	
<b>Royal Hobart Regatta</b> Monday 13 February 2023	Second Monday in February. (South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



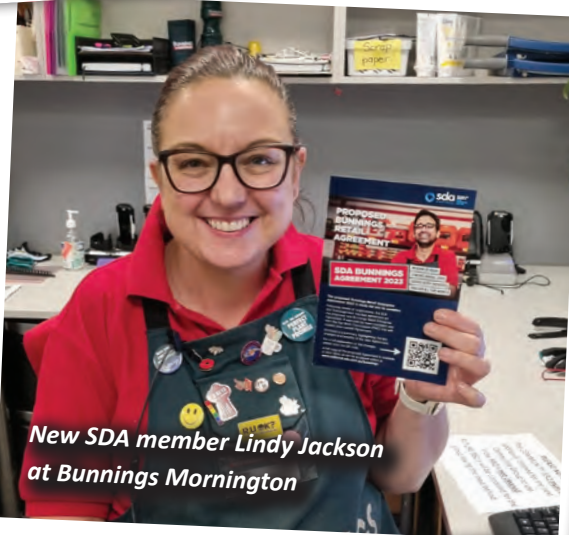
Janey Kelly and Jessica Kingsbury  
at Bunnings Kingston



T'lani Goyen at  
Bunnings Mornington



Jeff Bouwemeester  
and Ella Leslie at  
Bunnings Trade  
Mornington



New SDA member Lindy Jackson  
at Bunnings Mornington



Liam Hills at Bunnings Kingston



Nick Taylor and Scott  
Cannon at Bunnings  
Devonport



SDA General Secretary Joel Tynan  
with David McClean from Coles  
Logistics in Launceston as they  
celebrate their family fun day



Maddison Broxam-Spencer  
at Bunnings Mornington



Thomas Williams  
and Kim Lao at  
Bunnings North  
Launceston



# AROUND THE SHOPS



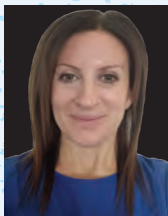
Ishaan Grover at Bunnings Mornington

Rebekah Shadbolt celebrating 15 years of service at Woolworths Ulverstone



Tonia Hine celebrates 40 years of service at a morning tea at Coles Newstead

# New right to change work arrangements



BY MELISSA READ,  
SOUTHERN AREA  
ORGANISER

The right to request flexible working arrangements has been amended to better serve workers and their specific needs.

Prior to the amendment, the employer was able to accept or refuse a request on reasonable business grounds and employees had no means to challenge the decision.

Under the changes, from June 2023, employees will be able to challenge the employer's decision to refuse a request in the Fair Work Commission (FWC).

This important change will ensure employers genuinely try to accommodate an employee's need to alter their working arrangements.

In 2021, almost 6,500 SDA members were part of a study the SDA commissioned with UNSW to enquire into the challenges experienced when managing family and care responsibilities with their employment needs.

The *Challenges of Work, Family and Care* report found that high proportions of members face challenges in managing responsibilities outside of work, including providing care, because of unpredictable and unstable rosters, lack of consultation over changing work times, and the inability to change rosters to meet their needs.

The SDA has used this study to advocate for strengthened rights for workers, including changes to the flexible working arrangements entitlement, to improve rights to rosters that support members to manage their work and care.

## Who can request a change to working arrangements?

From 6 June 2023, permanent employees and casual employees who have worked with the same employer for at least 12 months can request flexible working arrangements if they:

- are the parent, or have responsibility for the care, of a child who is school aged or younger

- are returning to work after birth or adoption of a child (request can include working part-time instead of full-time)
- are a carer (under the Carer Recognition Act 2010)
- have a disability
- are 55 or older
- are pregnant
- are experiencing family and domestic violence
- provide care or support to a member of their household or immediate family who is experiencing family and domestic violence

## What changes can you request?

You can request a change in working arrangements, for example:

- change in your hours of work, the number of hours and when they are worked
- change in the pattern of your work
- change in your location of work

## How do you make a request?

A request for a change in your working arrangements must be made in writing and set out details of the change sought and the reasons for the change. If your employer doesn't agree to the change, they may demonstrate, on reasonable business grounds, that they will be unable to accommodate the change. These may include:

- they would be too costly for the employer;
- they can't change the working arrangements of other employees to accommodate the request;
- the request would result in a significant loss in efficiency or productivity;
- there would be a negative impact on customer service.

## If your request is refused?

The new provision makes it clear that an employee has a right to appoint the Union to support or represent them to resolve a dispute in relation to a request for a change to their working arrangement. This would apply at the workplace level and with the involvement of the FWC.

If you need any information, advice or assistance please contact your store Delegate or SDA Organiser, or phone the SDA office on 1300 152 851.

# IMPROVED LAWS TO HELP STOP SEXUAL HARASSMENT



BY JOEL TYNAN,  
GENERAL  
SECRETARY

The SDA welcomes new laws that have been introduced to help protect workers from sexual harassment. In March, significant improvements to workplace sexual harassment laws came into effect.

The changes mean that in addition to sexual harassment at work being unlawful under the Sex Discrimination Act, it is now also unlawful under the Fair Work Act, so the Fair Work Commission (FWC) can hear disputes raised by workers who are sexually harassed at work.

The SDA has campaigned for these changes over many years because we know the sad reality is that many people are sexually harassed at work.

## WHAT DOES THIS MEAN FOR YOU?

Before now, sexual harassment was not prohibited under the Fair Work Act which meant that the powers of the Fair Work Commission (which handles workplace disputes) were limited to dealing with current employees experiencing sexual harassment and wanting the Commission to issue orders that it stop.

Previously, you could only make a sexual harassment complaint through your employer or through an equal opportunity or human rights commission.

This didn't make any sense because most other workplace issues (like underpayments and unfair dismissals)

are handled through the industrial umpire – the Fair Work Commission.

The SDA has always argued that sexual harassment should be too.

The Fair Work Act has now been amended to explicitly prohibit workplace sexual harassment and allow workers to make applications to the FWC to deal with a dispute if they are being sexually harassed at work.

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**Under the changes, making a complaint about sexual harassment will be quicker and workers can get help and engage interventions earlier to put a stop to it.**

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This means the FWC can hear a dispute about sexual harassment that has happened and issue an order to remedy the harm, for example by ordering the payment of compensation or ordering a company to change its processes.

Under the changes, making a complaint about sexual harassment will be quicker and workers can get help and engage interventions earlier to put a stop to it.

Under the new provision, workers will also have protections from sexual harassment by any person – including third parties like customers (who are the perpetrators in many cases in retail and fast food).

Employers are vicariously liable for sexual harassment perpetrated by their employees unless they have taken all reasonable steps to prevent it.

## MAKING AN APPLICATION TO THE FAIR WORK COMMISSION

Unions and workers can now make applications to the FWC including:

- ◆ for a 'Stop Sexual Harassment Order' (SSHO) to put an immediate stop to the harassment, and/or
- ◆ requirements to deal with the dispute, which will remedy past harm that resulted from the harassment (for example, through compensation).

You need to be a current employee in the workplace in which the harassment has occurred to make an application for a SSHO, but if you want the FWC to deal with the complaint as a dispute, you can be either a current or past employee in a workplace.

In some cases, a worker who is sexually harassed may want to make an application for the FWC to do both.

The SDA can help with both applications.

Remember, these new protections didn't just happen overnight – they are only in place because unions like the SDA campaigned tirelessly for change on behalf of workers.

You shouldn't experience sexual harassment at work – not by a co-worker, a customer or your manager. It should never happen.

But if it is happening to you, call the SDA immediately for support, advice and representation.

# Huge breakthrough in McDonald's legal action

## Thousands of dollars won for McDonald's workers after franchisee admits to anti-union behaviour



employment and become casual, by telling them their hours would be cut if they did not give up their permanent employment and become casual..."

"...senior managers falsely and unlawfully told...employees that they could not be promoted to be a manager if they were an SDA member... Telling employees that they had to or should give up their union membership if they wanted to be a manager is unlawful adverse action that breaches the Fair Work Act 2009."

This is a blatant and unacceptable breach of workplace rights.

These workers – some as young as 15 – were lied to about their rights at work. They were intimidated into giving up their protection at work when they needed it most.

Former McDonald's worker and SDA union member Heather Hammond shared her experiences of unlawful union busting at the Murray Bridge McDonald's:

"All through my employment at McDonald's Murray Bridge, I witnessed senior management's ruthless campaign to keep workers out of the Union and to punish workers who joined the Union."

"I witnessed a McDonald's manager tell a worker that if she did not resign her SDA membership, she would be demoted."

"I was pressured into resigning my union membership – they made me frightened I would lose my position as a supervisor."

"Then, after I gave in to the pressure to give up my SDA membership, my

A McDonald's franchisee in South Australia has paid \$275,000 in penalties and legal costs after admitting it broke the law by conducting a widespread union-busting campaign.

Following two years of court action, brought forward by the SDA, a settlement has been secured.

In total, the McDonald's Murray Bridge Franchisee has paid \$275,000 in fines and legal costs to the SDA. Most of the settlement money was paid to the workers whose workplace rights were violated.

The McDonald's Franchisee has admitted to their unlawful conduct. After the SDA started court action

against them, the McDonald's Franchisee exited the McDonald's system.

The employer admitted that:

"Over...5 years...senior managers... engaged in an unlawful campaign to de-unionise the workforce, including unlawfully inducing members to resign from the SDA and unlawfully persuading potential members not to join the SDA."

"The Former McDonald's Franchisee unlawfully instructed or encouraged managers to discourage employees from joining the SDA and from staying SDA members..."

"...managers pressured employees to give up their permanent part time



BY ANDREW COYLE,  
NORTHERN AREA  
ORGANISER

# UNION FEE INCREASE

Arising from a National Executive decision, there is an increase in Union fees for payroll deduction members. The new membership fees are operative from 1 July 2023 and will be as follows:

## WEEKLY MEMBERSHIP FEES AS AT 01/07/2023

- Zero hours per week: \$0.00
- Less than 10 hours per week: \$4.50
- 10 to less than 20 hours per week: \$8.05
- 20 hours or more per week: \$11.30

Note: Weekly rates for hours are averaged over a two-week cycle.

## REASON FOR FEE INCREASE

To keep increases at a modest level, the SDA does not adjust Union fees every year. However, we do need to adjust Union fees from time to time to keep representing members in retail, fast food and warehousing, negotiating new Agreements and campaigning for new entitlements for members.

The Union works very hard behind the scenes to protect SDA members by continuing our work to improve members' wages, working conditions and entitlements.

Our work involves a number of ongoing activities including:

- Defending members' wages and conditions in Award reviews;
- Negotiating enterprise agreements;
- Providing service to many members across hundreds of sites throughout Tasmania;
- Offering the widest possible range of services and benefits available to any union member;
- Producing a wide range of publications such as the Union journal and other information, including leaflets and booklets which are provided free of charge to members;
- Lobbying State and Federal governments over issues and matters that impact on our members and their families; and
- Representing members both individually and collectively at their workplaces and in various tribunals and courts.

The Union is confident that our new fee levels will enable us to continue to function on a sound financial basis and meet the challenges we will face in the next two years.

## TAX DEDUCTION

There are many benefits to being a member of a trade union - one benefit is that union fees are tax deductible for those members who pay tax. In other words, the cost of paying fees is discounted by an amount equal to your marginal tax rate. So don't forget to claim your fees when you submit your tax return.

## OTHER UNIONS' FEES

The SDA's fees, even after this increase, are modest compared to other unions, and, unlike some unions, we have a special scale so that if you work fewer hours, union fees are less. Note that a casual who does not receive hours of work does not pay union fees. They only pay in the fortnights they work.

hours were slashed because I raised a workplace safety concern.”

As one of the richest global corporations, it's appalling that there are McDonald's stores where management actively campaigns to deny workers the basic and democratic right to be a union member.

Being a member of your union is a fundamental right and your employer cannot stop you from joining and remaining a member of your union.

The SDA's ground-breaking case against a McDonald's Franchisee in South Australia now proves it.

The sad reality is that this isn't just limited to Murray Bridge or McDonald's.

The SDA is aware of anti-union practices and tactics occurring at workplaces in our industries all over the country.

The SDA is investigating further legal action against McDonald's stores conducting similar unlawful conduct.

If you suspect anti-union practices are present in your workplace, please get in contact with your local SDA Branch.

You have a right to be a part of your union.

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](mailto:membership@sdatas.asn.au) by **18 August 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.

# DONATING BLOOD THIS WINTER



BY SEAN PUDNEY,  
NORTH-WEST  
AREA ORGANISER

Blood Donation Centres always struggle to receive the donations they need over Winter, and this has been an even bigger problem recently with a lot of flu and Covid in the community.

Blood donations help people through serious events in their life, such as cancer, a car accident or a difficult pregnancy. Others have medical conditions which mean they regularly need blood products.

Donating blood remains as important as ever, and this is why the SDA negotiates for Blood Donor's Leave in enterprise agreements.

## BLOOD DONOR'S LEAVE

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

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

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

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

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

Proof of attendance at a recognised place for donating blood, such as the Red Cross Blood Bank, and duration of the attendance may be requested by the employer.

## WHERE TO DONATE BLOOD

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

There are over 100 permanent donor and mobile centres across Australia. Remember – you can't donate blood if you feel unwell.

To make an appointment to donate blood in your area:

- Call the Red Cross Blood Bank on **13 14 95**;
- Download the **Donate Blood app** for iPhone or Android;
- Go to **lifeblood.com.au** (or scan the QR code below). The website also contains information on donating blood, including frequently asked questions.



# CONGRATULATIONS TO OUR WINNERS

Congratulations to the four winners of our \$250 Woolworths gift cards competition, run in the Autumn 2023 edition of *TasTalk*:

- Kim Jackson from Kmart Racecourse, Launceston (shown top right).  
If anyone deserves to win a prize, it's Kim – she's been a member of the SDA for more than 36 years!
- Elke Faulwetter from Coles, Kings Meadows (shown bottom right).
- Monique Sim from Woolworths, Lindisfarne.
- Vicki Hingston from Kmart, Devonport.

We hope you enjoyed spending your prizes, and they went a little way to helping you with your expenses!



## OUR TOP TIPSTERS!

Wow! We're already well into the second half of the season, and so far there have been some pretty out-there results. Congratulations to our top tipsters for each round so far:

- Rd 1: Mary Higgs, Woolworths Kings Meadows
- Rd 2: Bonnie Smith, Woolworths Huonville
- Rd 3: Bonnie Smith, Woolworths Huonville
- Rd 4: Gavin Blyth, Woolworths Ulverstone
- Rd 5: Sarah Hopkins, Woolworths Kingston
- Rd 6: Scott Damen, Coles Devonport
- Rd 7: Samantha Gough, Coles Racecourse
- Rd 8: Catherine Bartlett, Woolworths Mowbray
- Rd 9: Lisa Wright, Kmart Burnie
- Rd 10: Dianne Geard, Coles Bridgewater
- Rd 11: Simone Edwards, Coles Northgate
- Rd 12: Kara Butterworth, Coles New Town

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.

\*subject to availability

★ ★ ★ ★ ★

SDA TASMANIAN BRANCH

# FOOTY TIPPING

2023 AFL SEASON





# WE ARE NOT ROBOTS!



BY CAROL WEBB,  
SOUTHERN AREA  
ORGANISER

In recent times, we have seen the creep of automation into our everyday lives.

Computers in fridges can order groceries for you when you run low, computers in cars are taking over the task of driving, and now AI can even take over the tedious task of writing your homework essay.

Contrary to popular science opinion though, computers and AI aren't as advanced as Hollywood would have us believe. There is still a long way to go to build a truly 'intelligent' artificial intelligence.

We often see new payroll systems promoted to companies that sound very impressive at first instance, but turn out to be quite rigid and unable to handle some fairly basic tasks if they are outside the rigid predetermined scenarios.

Payroll follows set rules, and if the new more automated processes have to be turned over to a manual person-driven process every time something is slightly different, attempts to turn over nuanced jobs to a machine are premature, as they are high in risk and likely to leave many finer points of the task overlooked.

A case in point are recent moves by some companies towards automated rostering, based on pre-programmed labour standards.

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, but it depends on whether the time allocated per task is realistic, whether the rostering software allocates enough hours to do all the tasks safely, and whether the software applies the rostering rules of the Agreement correctly so workers get their correct entitlements including rostered breaks.

We question whether the systems that are currently available are up to the task.

Unfortunately, we don't think they are. 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 or safe.

## HUMANS ARE NOT ROBOTS

The first problem is the assumption that everyone works at the same rate. In blunt terms, the software finds a standardised time to complete a task and then allocates that time to do the task regardless of the individual circumstances of a workplace or the worker – it treats everyone like they are a robot and that everyone will create exactly the same 'output'.

But we are not robots and cannot perform the same task at the same fixed rate all the time.

The SDA maintains that every worker should have the time to be able to work safely. Workers who rush through tasks are at a higher risk of injury.

Another result of workers not being able to complete their tasks within the allocated time is that it can lead to pressure to stay back and finish the job, but with no money in the wages budget for this.

All work must be paid for, and SDA members should never perform unpaid work.

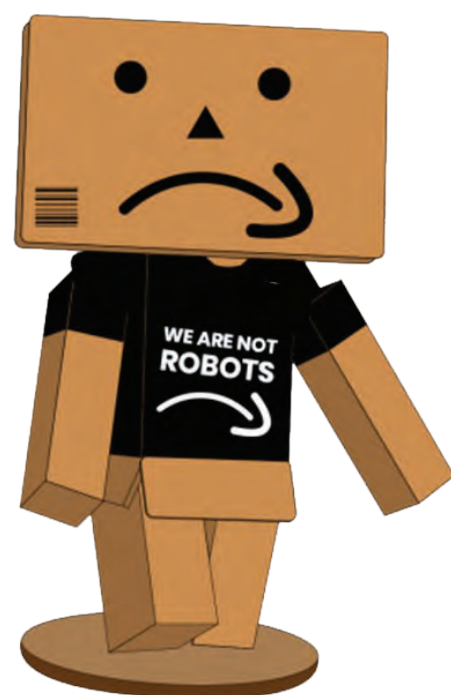
Any member in such a situation should contact the SDA as soon as possible.

## REGULATING AI AND AUTOMATION

The SDA does not oppose the introduction of new technology in and of itself but implementing AI, software systems and computer programs in the quest for higher productivity and profits can never be at the expense of workers' rights to a safe workplace where they are treated with the dignity and respect they deserve.

The SDA supports the Federal Government's recent announcement of an eight-week public consultation period to consider AI regulation. It could be the first step in regulating the field.

As Commonwealth Minister Ed Husic recently said "We want modern laws for modern technology"!



# PAY DAY SUPER MAKES IT



BY GERARD DWYER,  
NATIONAL  
SECRETARY

In the last edition of *Tastalk*, I said “you deserve pay day super.”

And on 2 May 2023 – in the lead up to its Budget – the Labor Government promised that from 1 July 2026, employers will be required to pay their employees’ super at the same time as their salary and wages.

While 95% of employers pay super with the pay cycle, only 60% of retail and warehousing employers and 8% of fast food employers do so.

Once implemented, pay day super will give SDA members the opportunity to more easily track their super.

It will also reduce the risk of wage theft in the form of super theft because the systems will be consistent, and non-payment will be noticed more quickly.

Once superannuation is also in the National Employment Standards, (which the Government introduced into Parliament on 29 March 2023), the SDA will be able to take up members’ concerns about non-payment of super through the fair work system, which is easier to deal with than the court system.

While pay day super may look like a sensible minor change, the benefits for workers cannot be underestimated.

Not just for the administrative reasons I’ve outlined, but also for compounding interest!

## A POSITIVE IMPACT ON SUPER BALANCES

Rest, the industry super fund for retail, warehousing and fast food, modelled the impact of this seemingly minor change.

If you are paid fortnightly, at 65 years old you could be better off by around \$10,600. This figure is based on your employer’s super guarantee contribution being 12%, your income being around \$36,000 at 20 years old, and you having 4% growth in your super over your working life.

There are a lot of assumptions in that figure, but an extra \$10,000 at retirement could mean the difference between getting a holiday to celebrate, updating the kitchen, getting medical attention or not.

It is serious money that would make a material difference for most SDA members.

I look forward to seeing super in the National Employment Standards and having pay day super legislated.

I also look forward to seeing payroll systems updated and compliant businesses.

And, most of all, I look forward to seeing the benefits of compounding interest in your super making a difference to your retirement savings.

## STILL MORE TO DO

To make superannuation even fairer, superannuation needs to be paid on every dollar a worker earns.

At the moment, super is neither guaranteed to be paid to all under 18s, nor is it guaranteed to be paid on a range of other wage payments.

I repeat my call from my last article – under 18s deserve super, and super should be guaranteed to be paid on paid parental leave, by both employers and the Government. Australians on parental leave deserve super.

## 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.

KEEP OUT

KEEP OUT

KEEP OUT

# FAIRER

## REST INDUSTRY SUPER UPDATE

The investment performance at Rest Industry Super remains competitive.

Rest's Core Strategy had a positive start to 2023, returning 2.36% over the quarter, and 5.67% to 31 March 2023.

For pension members, the default balanced option delivered 2.16% for the quarter, and 5.10% to 31 March 2023.

Rest has also been grappling with the impacts of housing stress on members and what the system of superannuation and gross national savings in Australia can do to help.

A report from the John Curtin Research Centre describes how more affordable housing will improve the financial wellbeing and security for many members, and therefore provide greater opportunities for positive retirements. The report also examines a range of options for superannuation to invest in, such as build-to-rent and community housing developments to help increase the supply of rental properties in key demand areas, as well as other investments including build-to-rent-to-own.

The report, *Super Solutions: Tackling Australia's Housing Affordability and Supply Crisis* was released in April 2023. It's available at [curtinrc.org/publications](http://curtinrc.org/publications), or by scanning the QR code below.



## THE LABOR BUDGET ON HOUSING

Labor's May Budget included some housing announcements, such as \$2 billion for the Housing and Finance Investment Corporation (NHFC) which will be used for loans to build social and affordable housing and a minimum of 1,200 homes will be built in each State and Territory.

Labor also announced an expansion of the eligibility criteria for the First Home Guarantee, the Regional First Home Buyer Guarantee, and the Family Home Guarantee which help those otherwise able to own a home but are challenged by the size of a deposit needed.



## Rest Sustainable Growth option

# 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



# Rest

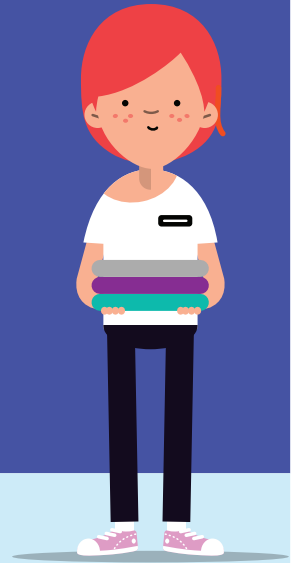
\*SuperRatings Sustainable Survey fee comparison, as at 31 December 2021. Fees are for a \$50,000 member account balance including fees (fixed dollar, percentage-based administration, investment) & Indirect Cost Ratios. Comparison based on sustainable balanced options from funds' publicly available from the Product Disclosure Statements (PDSs). SuperRatings does not issue, sell, guarantee or underwrite this product. See [superratings.com.au](http://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](http://rest.com.au).

AU24451



Australian Government  
Australian Taxation Office

# If you work in **retail** it pays to learn what you can claim



## To claim a deduction for work-related expenses:

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

You can only claim the work-related portion of an expense. You can't claim a deduction for any part of an expense that does not directly relate to earning your income.

\* You can use the **myDeductions** tool in the ATO app to keep track of your expenses and receipts throughout the year. Go to [ato.gov.au](http://ato.gov.au) and type 'myDeductions' into the search field, or scan this QR code



## Clothing and laundry expenses (including footwear)



With a few exceptions, clothing can't be deducted as a work-related expense.

✘ **You can't claim** the cost to buy, hire, repair or clean conventional clothing you wear for work, even if your employer requires you to wear it and you only wear these items of clothing at work. 'Conventional clothing' is everyday clothing worn by people. For example, business attire or clothing sold in the retail store you work.

✔ **You can claim** the cost to buy, hire, repair or clean clothing if it is:

- a compulsory uniform – clothing you are explicitly required to wear by a workplace agreement or policy, which is strictly and consistently enforced, and is sufficiently distinctive to your organisation. For example, an embroidered shirt with your employer's logo that is compulsory for you to wear at work.
- non-compulsory uniforms that are registered with AusIndustry (check with your employer if you're not sure).

✘ **You can't claim** a deduction if your employer pays for or reimburses you for these expenses.

If you need any assistance completing and lodging your tax return and your income is around \$60,000 or less, you may be eligible for the ATO's **free Tax Help program** (just go to [ato.gov.au](http://ato.gov.au) and type 'tax help program' into the search field, or scan this QR code). Eligibility conditions apply.



## Car expenses



- ✘ **You can't claim** the cost of trips between home and work, even if you live a long way from your usual workplace, work outside normal business hours or work split shifts – for example, weekend or early morning shifts.
- ✔ **You can claim** the cost of using a car you own when you drive:
  - same day – for example, from your retail job to your second job as a waiter.
  - to and from an alternate workplace for the same employer on the same day – for example, between separate retail stores for the same employer.

If you claim car expenses, you can use the logbook method or the cents per kilometre method to calculate your deduction.

If you use the logbook method, you need to keep a valid logbook to work out the percentage of work-related use along with written evidence of your car expenses.

If you use the cents per kilometre method, you need to be able to show how you calculated your work-related kilometres and be able to show that those kilometres were work related.

If you claim your work-related car expenses using one of the above methods, you can't claim any further deductions in the same tax return for the same car. For example, petrol, servicing, and insurance costs.

## Self-education and study expenses



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

## Grooming expenses



- ✘ **You can't claim** a deduction for hairdressing, cosmetics, hair and skin care products, even if your employer requires you to use them and you work in a store that sells them.

## Meal and snack expenses



- ✘ **You can't claim** the cost of food, drink or snacks you consume during your normal working hours, even if you receive an allowance. These are private expenses.
- ✔ If you receive an overtime meal allowance under an industrial law, award or agreement and it's included in your assessable income, you can claim the cost of the meal that you buy and eat when you work overtime.

## Other expenses



- ✔ **You can claim** the work-related part of other expenses that relate to your employment, including:
  - union and professional association fees.
  - personal protective equipment you buy, such as gloves, face masks, sanitiser or anti-bacterial spray, given that your job requires you to be in close proximity with customers.
- ✘ **You can't claim:**
  - costs met or reimbursed by your employer.
  - phone and internet use where your only work-related use is to communicate with your manager about your work shifts, or to check payslips or payment summaries.
  - parking at your normal place of work, or public transport, taxi or ride-share expenses from home to work, even if you work split shifts or unusual hours.
  - flu shots and other vaccinations, even if you're required to have them for work.
- ✘ **You can't claim** a deduction if the cost was met or reimbursed by your employer.

## More info:

Go to [ato.gov.au](http://ato.gov.au) and type 'retail industry workers' into the search field, or scan this QR code).





# ACCIDENT INSURANCE

**FREE** to all  
sda members



**Now up to \$83,000**

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**

Want to know more? [sdatas.asn.au](https://sdatas.asn.au) [secretary@sdatas.asn.au](mailto:secretary@sdatas.asn.au) 1300 152 851

## Benefits payable for accidents\*

● Death (member with dependant/s)	\$50,000
● Death (member without dependant/s)	\$16,500
● Permanent paraplegia	\$50,000
● Permanent quadriplegia	\$50,000
● Permanent total loss of use of one or two limbs	\$50,000
● Permanent total loss of the entire sight of one or both eyes	\$50,000
● Permanent total loss of the lens of	
– both eyes	\$50,000
– one eye	\$25,000
● Permanent total loss of hearing in:	
– both ears	\$37,500
– one ear	\$ 7,500
● Permanent total loss of sense of taste <b>or</b> smell	\$10,000
● Permanent total loss of both taste <b>and</b> smell	\$15,000
● Third degree burns and/or resultant disfigurement received from fire or chemical reaction which extend to cover more than	
– 40% of the entire external body	\$25,000
– 20% of the entire external body	\$12,500
● Permanent total loss of use of four fingers and thumb of either hand	\$35,000
● Permanent total loss of use of four fingers of either hand	\$20,000
● Permanent total loss of use of one thumb of either hand:	
– both joints	\$15,000
– one joint	\$ 7,500
● Permanent total loss of use of fingers of either hand:	
– three joints	\$ 5,000
– two joints	\$ 3,500
– one joint	\$ 2,500
● Permanent total loss of use of toes of either foot:	
– all, one foot	\$ 7,500
– great, both joints	\$ 2,500
– great, one joint	\$ 1,500
– other than great, each toe	\$ 500
● Fractured leg or patella with established non-union	\$ 5,000
● Shortening of leg by at least 5cm	\$ 3,500
● Achilles tendon rupture:	
– complete tear	\$ 3,750
– partial tear	\$ 2,500
● Permanent partial disablement not otherwise provided for under the above events	Max. \$37,500
● Allowance for approved alteration to home or vehicle or relocation to a suitable home, subsequent to disability as defined	up to \$11,000
● Reimbursement of reasonable road, air or water transportation costs (excluding those that are prohibited from being paid by law, or are recoverable for any other source)	up to \$ 2,500
● Knee reconstruction replacing the anterior cruciate or posterior cruciate ligament	\$ 3,750
● Knee arthroscopic surgery	\$ 2,500

## Added value

● Dislocation of hip, knee, wrist, elbow, shoulder blade, collar bone or jaw	\$ 750
● Dislocation of thumb, finger or toe or other joint not specified (each)	\$ 400
● Accidental bodily injury resulting in breaks or simple fractures to:	
– Neck or spine (full break)	\$ 750
– Hip or pelvis	\$ 750
– Skull or shoulder blade	\$ 750
– Collar bone or upper leg	\$ 750
– Upper arm, kneecap, forearm, elbow, lower leg, jaw, wrist, cheek, ankle, hand, or foot	\$ 750
– Vertebrae or ribs (per rib)	\$ 400
– Thumbs, fingers or toes (per thumb, finger, toe)	\$ 400
– Other bones (not specified)	\$ 400

The maximum compensation for any one claim is \$1,500. If claiming, a claim form must be submitted including a doctor's certificate verifying the break, fracture or dislocation.

## Accidents not covered

The policy does not apply to any event arising directly or indirectly out of:

- Any consequence of war (whether declared or not), invasion or civil war or act of terrorism;
- The insured person engaging in any aerial activity, except as a passenger and not as a pilot or crew member in any aircraft licensed to carry passengers;
- Intentional self-injury, suicide, or criminal or illegal act of the insured person who is the subject of the claim;
- A criminal or illegal act or as a result of the injured being intoxicated.
- Pregnancy, childbirth or miscarriage;
- Sexually transmitted disease, or Acquired Immune Deficiency Syndrome (AIDS) disease or Human Immunodeficiency Virus (HIV) infection (unless accidental);
- Training for or participating as a professional in any sport;
- Racing in or on any motor-powered device other than as part of a volunteer organisation or emergency and rescue service activities;
- Radioactive contamination or radioactivity in any form whatsoever whether occurring naturally or otherwise.
- Benefits considered to be 'health insurance business' or those prohibited from being paid by law may not be covered.

\*For accidents that happen after 1 July 2022. Please note that the information contained in this leaflet is an outline only. The Union is bound by the full terms and conditions of the policy, which is available for inspection at the Union office.



## A Message from your Secretary, Joel Tynan

The SDA Accident Insurance Scheme is intended to cover you at all times when you are not covered by workers compensation. In this way, members have 24-hour cover: workers compensation while at work, and the SDA Insurance Scheme at other times.

Our free accident insurance scheme is another example of how your Union cares for its members, both at home and at work.

For more information on this, or our other services and benefits, please contact the SDA.

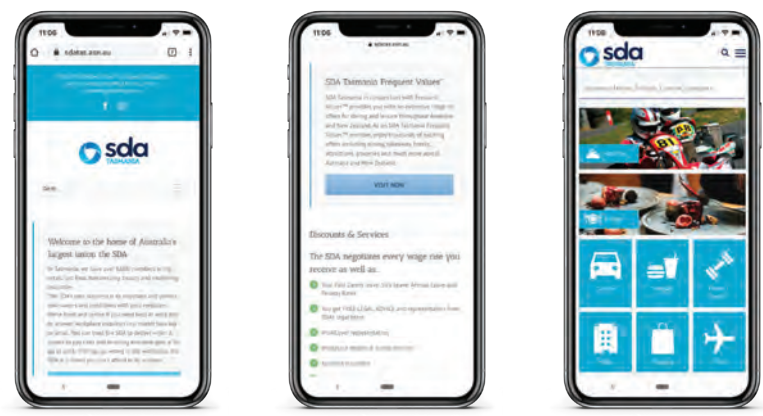


## UNLOCK SAVINGS WITH YOUR SDA TAS MEMBERSHIP

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

### EXPLORE YOUR DEALS!

1. Login to your SDA Membership online [sdatas.asn.au](https://sdatas.asn.au)
2. Select **Frequent Values** icon



## SAVE ON EVERYTHING YOU LOVE TO DO



### DINING

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



### TAKEAWAY

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



### SHOPPING

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



### LOCAL SERVICES

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



### CAR HIRE

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



### HOTELS

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



### ACTIVITIES

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



### HEALTH & BEAUTY

Indulge on luxury beauty services and products.



### TRAVEL

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





# HOW TO REDEEM OFFERS USING YOUR PHONE

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



### FIND AN OFFER

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



### SELECT YOUR OFFER

Tap "Ready to Redeem" on your smartphone.



### PRESENT YOUR OFFER

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

## 20% OFF (UP TO \$25)

Redeem with your smartphone



**THE TRAM BAR**  
20% off the total bill. Save up to \$25.

## 2-FOR-1

Redeem with your smartphone



**INTENCITY**  
2-for-1 video or redemption pass.

## 10% OFF EGIFT CARD

Purchase online



**BCF**  
10% off BCF eGift Card.



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



# 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](http://sdatas.asn.au), hover over the 'Members Area' drop-down menu and select 'Purchase Movie Tickets'. If you're not already registered on the website, you'll need to complete the 'New User Registration' section.

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

**NO INTERNET ACCESS? NO WORRIES!** Just call us on 1300 152 851 with your credit card details to order.



## BOOK AT [SDATAS.ASN.AU](http://SDATAS.ASN.AU)

**knose**  
Everyday Pet Care



## How to get 5% off Knose Per Insurance every year\*

1. Visit [www.knose.com.au](http://www.knose.com.au)
2. Include the promo code below when you take out Knose Pet Insurance
3. Continue to hold cover and continue to receive 5% off every year.

**Promo code: SDA**

\*This offer cannot be used in conjunction with any other offer. To qualify, you must use the promotion code SDA. If you take out multiple policies the offer is available for each policy taken out. This is a promotion by Knose Financial Services Pty Ltd (ABN 38 620 795 735). Engaging Members ABN 86758398756 may receive a referral fee for each person who takes up the offer of discounted pet insurance from Knose. For more details see the Knose Pet Insurance Financial Services Guide.



As an SDA member, you'll get an additional benefit of 10% off Europcar's best rate of the day. Wherever you are, whatever your rental needs, Europcar can provide a solution for you. They have over 120 locations and one of the largest and most diverse fleets in Australia. To book the SDA member rate, quote promotional code 47699503. For reservations:

- go to [europcar.com.au/partners/sda](http://europcar.com.au/partners/sda) or
- phone 1300 555 242 or
- simply scan the QR code below

\*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

Telephone 138 642

Email [reservations.melbourne@rendezvoushotels.com](mailto:reservations.melbourne@rendezvoushotels.com)  
[meet.melbourne@rendezvoushotels.com](mailto:meet.melbourne@rendezvoushotels.com)

IG [rendezvousmelbourne](https://www.instagram.com/rendezvousmelbourne)

FB [RendezvousHotelMelbourne](https://www.facebook.com/RendezvousHotelMelbourne)

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.



**RENDEZVOUS**  
HOTEL  
*Melbourne*

328 Flinders St, Melbourne Vic 3000  
W [rendezvoushotels.com](http://rendezvoushotels.com) T (03) 9250 1888  
IG [rendezvousmelbourne](https://www.instagram.com/rendezvousmelbourne)  
FB [RendezvousHotelMelbourne](https://www.facebook.com/RendezvousHotelMelbourne)

# 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](mailto:res@clarionsuitesgateway.com.au)
- ◆ Website: [www.clarionsuitesgateway.com.au](http://www.clarionsuitesgateway.com.au)



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



# Unique travel experiences for every season!

At Andrew Jones Travel, we pride ourselves on getting to know you and your travel needs!

From short breaks to great adventures, from sunny beaches to snowy mountains, from the moment you start planning and all throughout your holiday, we thrive on sharing our knowledge and our passion with you. Speak to us about:

- Package Holidays
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- Accommodation
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- Tours
- Escorted Groups from Tasmania
- Travel Insurance
- 24/7 Emergency Service
- Travelling Ladies Club

**Contact our friendly Hobart or Launceston teams to plan your next great adventure today!**

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6215 8799

1/61 Salamanca Place  
hobart@ajttravel.com.au

**LAUNCESTON**  
6331 1214

44 Charles Street  
launceston@ajttravel.com.au

[www.ajttravel.com.au](http://www.ajttravel.com.au)



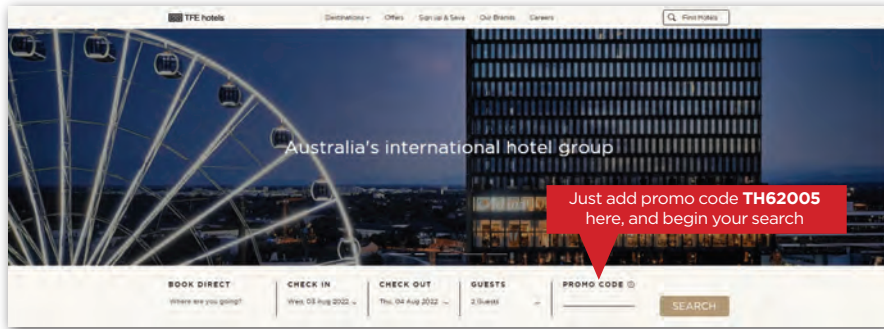
KNOWS TRAVEL



# 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/](https://tfehotels.com/en/)

Offer applies until 31 December 2023.



## 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.

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

**[nilstasmania.org.au](https://nilstasmania.org.au)**  
**Ph: 1300 301 650**

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



## 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 8 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**

# Keep your finger on the pulse...

...by following us on Instagram or checking in on our website to get the latest in industrial news, services, Union activities and campaigns.

Got a question or a problem at work that needs immediate attention?

Call the SDA's confidential information hotline on:

**1300 152 851**

8.30am-5.30pm Mon-Thurs

8.30am-5.00pm Fri



THE UNION FOR  
WORKERS IN  
RETAIL.  
FAST FOOD.  
WAREHOUSING.