



sda tastalk

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



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WORTH \$200 EACH

educational benefits

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VOUCHERS WILL BE MAILED TO SUCCESSFUL APPLICANTS FROM 1 JANUARY 2024 - NO EXCEPT

Top of the Tipping!

Melanie Gordonwell from Woolworths Hobart was the winner of our 2023 AFL Men's Footy Tipping competition. She flew over to Melbourne with her partner Lyndon to watch Collingwood win the Preliminary Final, and described it as a weekend to remember. Congratulations and well done, Melanie!

Our Round-by-Round Top Tippers

Another lucky Hobart has come to a close, along with this year's top tipping competition. Each of these top tippers received a double shopping spree. Congratulations to all of you for participating!

87	Heidi Kelly	Woolworths Kings Meadows
88	Bonnie Smith	Woolworths Hobart
89	Barbara Smith	Woolworths Hobart
90	Gerie Ryan	Woolworths Hobart
91	Sarah Higgins	Woolworths Hobart
92	Scott Stevens	Woolworths Hobart
93	Sherrilee Clough	Woolworths Hobart
94	Caroline Brown	Woolworths Hobart
95	Lisa Wright	Woolworths Hobart
96	Barbara Smith	Woolworths Hobart
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147	Lisa Wright	Woolworths Hobart
148	Barbara Smith	Woolworths Hobart
149	Sherrilee Clough	Woolworths Hobart
150	Caroline Brown	Woolworths Hobart

SDA competitions

You could win a Weber BBQ

ENTER BY E-MAIL!

One lucky member will win a Weber Q Black Q2000 LP Gas BBQ with patio cart. Valued at more than \$700!

Simply e-mail us at memberships@sda.tas.au by 24 November 2023 with the subject line "Weber BBQ".

Make sure you include your full name, SDA membership number, home address, contact phone number and employment/income 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 Winter Winners

The winners of a \$250 Woolworths gift card from our winter competition are all long time SDA members. Congratulations to you all!

- Julie Lockyer, Burnings North Launceston - SDA member since 1996
- Susan Jones, Woolworths King Hobart - SDA member since 1996
- Patricia Galle, Myer Hobart - SDA member since 1988
- John Ayres, Myer Hobart - SDA member since 1989

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Taliah Young and Katie Cook at Target Launceston



sda TASMANIA



Joel Tynan
General Secretary

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Andrew Coyle
Northern Organiser and
Work Health & Safety Officer



Dilip Jirel
Southern
Organiser



Tina Lowe
Administration
Assistant



Kara McCarthy
Inductions Officer and
Administration Assistant



Sean Pudney
North-West and
Lead Organiser



Melissa Read
Southern Organiser and
Southern Co-ordinator



Tumusa Toganivalu
Administration
Assistant



Carol Webb
Southern Area
Organiser



Janine Wilson
Office
Manager



Laura Zakej
Northern Organiser and
Women's Officer

sda
at work with you

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

URGENT ISS

Retail violence and abuse have become pressing issues in Australia, with a significant rise in reported incidents, especially during the COVID-19 pandemic and, more recently, ongoing cost-of-living challenges.

The SDA Tasmania Branch notes the recent McKell Institute report released in September focusing on the retail violence and abuse in Tasmania.

What the report highlighted was the persistent problem of retail violence and abuse in the State, and it recommends legislative measures to deter such incidents.

Key findings emerging from the report show that there is rising retail violence in Tasmania. Incidents of retail violence and abuse in Tasmania have consistently increased, with a staggering 40.3% rise since 2014, making it the fastest increase among all States.

The report highlighted that retail abuse and violence has a disproportionate impact on vulnerable workers. It noted that retail violence is particularly concerning in Tasmania due to the disproportionate number of young workers in the industry, many of whom are young teenagers.

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

ISSUES NEEDING ATTENTION

The report notes that there has been strong legislative action in other States.

South Australia and New South Wales have already enacted legislation in 2023 to strengthen penalties for those committing violence in retail settings.

The McKell Institute recommends that Tasmania introduce legislative amendments like those in New South Wales, adding specific penalties for violence, abuse, and related offences targeting retail workers to the Criminal Code 1924 (Tas).

This is something our Branch has been calling on the Tasmanian Government to act on for some time. We welcome and endorse these recommendations again calling on the Government to act.

By introducing tailored penalties and raising awareness, the Tasmanian Government can create a safer working environment for retail employees and the community at large.

It's time for the State Government to prioritise the safety and wellbeing of those who work in the retail sector in Tasmania.

CLOSING THE LOOPHOLES BILL

The Albanese Labor Government has introduced the Fair Work Legislation Amendment (Closing Loopholes) Bill 2023, proposing significant changes to the industrial relations framework in Australia.

These amendments aim to strengthen worker rights and address various issues in the labour market:

- The Commission gains the authority to determine the employment status of workers, distinguishing between employees and contractors.
- The Commission can mediate and establish new labour rights for gig economy workers who resemble employees, even if they are not traditional employees (e.g, Uber drivers).
- It allows the Commission to arbitrate when casual workers seek to switch to permanent part-time roles and face resistance from employers.

- The Commission can ensure labour hire workers receive fair compensation compared to direct employees.
- Unions receive improved access rights to enter workplaces, facilitating union activities.
- Penalties for violating Awards and Agreements are increased to deter breaches.
- Deliberate underpayment of workers is now considered a criminal offense, emphasising fair labour practices.
- The legislation introduces an industrial manslaughter offence, highlighting the importance of workplace safety.
- Delegates representing workers gain legal rights, including access to paid training.
- Provisions are included to simplify bargaining in cases involving franchisees.

The Federal Government hopes for Senate crossbenchers' support for this legislation, believing it will enhance worker welfare and rights in Australia.

FINANCIAL REPORTS

As many of you would have noticed, we are no longer publishing our financial reports in the journal. Publishing them online saves paper, as well as making them available to members in a more timely manner.

The 2023 financial reports for the SDA Tasmanian Branch are now available online to view at sdatas.asn.au.

The financial reports for the SDA National Union are also available online to view at sda.org.au.

If you have any questions or would like a copy of the reports, please contact us.



Joel Tynan,
General Secretary



BARGAINING UPDATE



BY JOEL TYNAN,
GENERAL
SECRETARY

BARGAINING DELIVERS BIG WINS FOR BUNNINGS TRADE WORKERS

On 4 September 2023, Bunnings team members received a pay increase, off the back of successful negotiations between Bunnings and the SDA earlier this year.

There were also some positive changes to the classification structure.

In line with the change of classifications, some Bunnings members may have received a higher wage increase depending on which classification they have moved to.

This will apply to specialist roles (Forklift Coach, Trade Qualified Team Member and Trade Specialist) and the Supervisor grade.

Importantly, no Bunnings team member who is on the minimum rates of pay should have received less than a 4.5% increase.

In addition to the increases to the pay rates, eligible Bunnings members will receive a bonus e-balance payment of up to \$250 (for full-time team members) and pro-rated for casuals and part-time team members based on hours worked over the last financial year. Bunnings members who have worked the equivalent of 20% or more of full-time equivalent earnings are eligible.

While the above changes applied from 4 September 2023, all other changes as part of the new Agreement will come into operation on 13 November 2023.

If you have any questions about your pay rise, or about your rights at work, please contact the SDA Tasmania Branch.

BIG W

We continue 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 continue 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.

COLES

Negotiations with Coles have commenced, with the aim of improving team members' pay and conditions.

After an extensive survey process and feedback from Union store Delegates across Australia, we've compiled a list of claims that have been presented to Coles.

It's clear that Coles team members are looking for meaningful wage increases, improved leave entitlements, stable rosters, and efforts to address workload issues.

At the bargaining table, the SDA is advocating for a wage increase that keeps pace with the rising cost of living, five weeks of annual leave, improvements in rostering practices, and addressing workload concerns.

This is an exciting time for Coles team members as we work towards securing an improved Agreement.

We'll keep our Coles members updated as negotiations progress.

KMART

We continue to engage with Kmart to secure a new Agreement that locks in improvements to Kmart members pay and conditions over the next few years.

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 Kmart members.

Work that respects family time is key, as the SDA continues to press for a fifth week of annual leave.

HARRIS SCARFE

In good news for SDA members, the new Harris Scarfe Agreement has been approved by the Fair Work Commission.

The new Agreement took effect from 9 August 2023.

The new Agreement contains improvements to your pay and conditions including:

- ✔ Above Retail Award rates of pay
- ✔ Guaranteed wage increases that match the increase to the Award, with an additional premium
- ✔ Penalty rates paid on personal leave
- ✔ Increased minimum hours for part-time employees
- ✔ *Secure Jobs, Better Pay* legislative changes reflected in the Agreement

The SDA Tasmania Branch was instrumental in securing preservation of higher wage premiums for supervisors in the company.



The Fearless Festival promotes the range and diversity of employment and career choices in Tasmania. The forum allows young and not-so-young women to meet, hear and mingle with highly successful women from all kinds of jobs. It encourages women to immerse themselves in careers and grasp opportunities they may never have considered.

This year, the festival was held in Devonport (powered by the AMWU) which hosted the support of the Department for Education, Children and Young People, and the Independent Schools Association who worked with the event to encourage schools and other interested parties to get involved. Over Thursday 10 and Friday 11 August, SDA people, Laura Zakej, Isabell Wells and Tumusa Toganivalu held a stall at the event where hundreds of school children from all over Tasmania – some from as far away as King Island – visited and were spoken to about the SDA Union and what we do.

The event featured six leading women who have super achieved in their fields and industries. The event hosted 70+ tables of highly successful women in their careers, including engineers, scientists, police, tradeswomen, business owners, firefighters, ambos, nurses and more. For more information on the festival, go to www.fearlessfestival.com.au



THE REJECT SHOP

After several months of bargaining, the SDA is pleased to have reached agreement-in-principle with The Reject Shop for a new Agreement covering your wages and conditions.

Members will soon have the chance to vote on the proposed changes.

Organisers will be in your sites shortly to explain the proposed changes in detail.

BARGAINING CONTINUES

Bargaining has begun with Woolworths with further meetings scheduled through to the end of the year.

Bargaining also continues to progress in

- Best&Less,
- The Reject Shop,
- WattyI, and
- H&M

just to name a few.

We will keep you posted as these negotiations unfold.

If you have any 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 query.

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.



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ENTER
BY
E-MAIL!



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Our Round-by-Round Top Tipsters

Another footy season has come to a close, along with this year's footy tipping comp. Each of these top tipsters received a double movie pass. Congratulations to all of you on your outstanding tipping!

- | | | |
|-----|--------------------|--------------------------|
| R1 | Mary Higgs | Woolworths Kings Meadows |
| R2 | Bonnie Smith | Woolworths Huonville |
| R3 | Bonnie Smith | Woolworths Huonville |
| R4 | Gavin Blyth | Woolworths Ulverstone |
| R5 | Sarah Hopkins | Woolworths Kingston |
| R6 | Scott Damen | Coles Devonport |
| R7 | Samantha Gough | Coles Racecourse |
| R8 | Catherine Bartlett | Woolworths Mowbray |
| R9 | Lisa Wright | Kmart Burnie |
| R10 | Dianne Geard | Coles Bridgewater |
| R11 | Simone Edwards | Coles Northgate |
| R12 | Kara Butterworth | Coles New Town |
| R13 | Karen Ashlin | Woolworths Chanel Court |
| R14 | Jacqueline Muir | Woolworths Devonport |
| R15 | Mel Cordwell | Woolworths Huonville |
| R16 | Taliesin Pugh | Coles Charles St |
| R17 | David McLean | Coles Logistics |
| R18 | Pertina Gillies | Woolworths Burnie |
| R19 | Jacqueline Muir | Woolworths Devonport |
| R20 | Phyllis Smith | Woolwoirths Lindisfarne |
| R21 | Deon Hill | Bunnings Glenorchy |
| | Donna Bucknell | Coles Devonport |
| R22 | Lynette Reid | Bunnings Glenorchy |
| R23 | Helen Milner | Coles Racecourse |
| R24 | Emily Maxwell | Coles Ulverstone |



Piper Brady at Millers Glenorchy



Chris D'Silva at Woolworths Hobart CBD



Kिरrily Caswell and Sonya Woolley at Rivers Glenorchy



Fletcher Guard at Coles Burnie



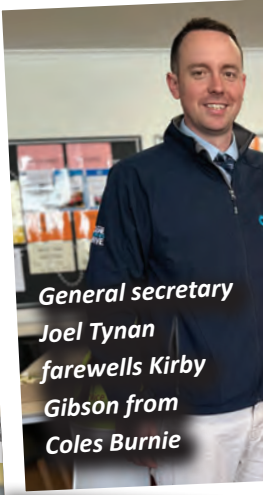
Kate Smith with new SDA member Jordan Campbell who completed the Mosaic Brands survey for the EBA negotiations at Rockmans Kings Meadows



Carmen Adams and Taliah Young at Target Launceston



Linda Laycock at Kmart Burnie



General secretary Joel Tynan farewells Kirby Gibson from Coles Burnie



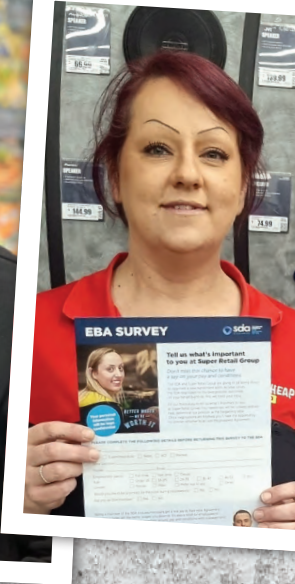
Bijendra Shrestha at Woolworths Moonah



Colin Brazier at Coles Burnie



Abishek Pokhrel at Coles Glebe Hill



EBA SURVEY Tell us what's important to you at Super Retail Group

AROUND THE SHOPS



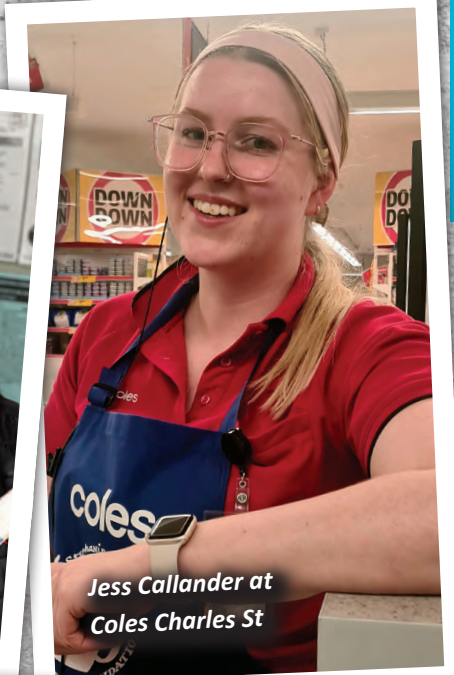
SDA member Vanessa McKerrow celebrates 25 years' service at Woolworths Mowbray



Beenu Krishnadasa at Coles Glebe Hill



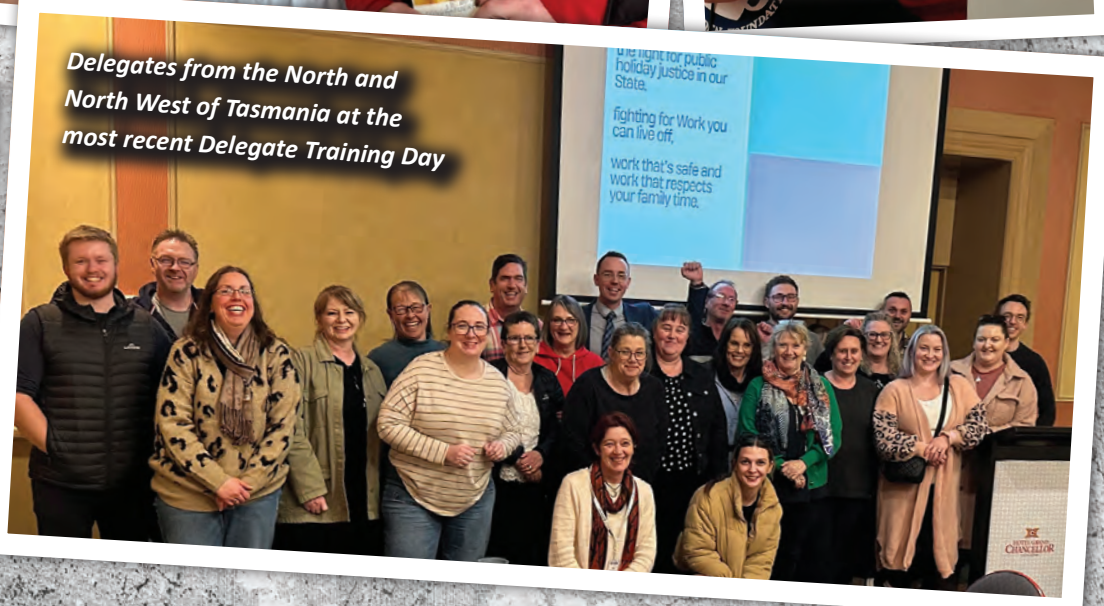
Rachel Menzies and Jaime Grainger, farewell Delegate and member Kirby Gibson after almost 15 years with the Union at Coles Burnie



Jess Callander at Coles Charles St



Tamara Smith and Emma Nichols at Supercheap Auto Glenorchy



Delegates from the North and North West of Tasmania at the most recent Delegate Training Day

*...is a fight for public holiday justice in our State.
fighting for Work you can live off.
work that's safe and work that respects your family time.*

2023/2024 SDA EDUCATIONAL SCHOLARSHIPS

For many years, the SDA has been providing Educational Scholarship vouchers, each worth \$120, for members and their children. These scholarships can be used to purchase school requisites such as textbooks and stationery.

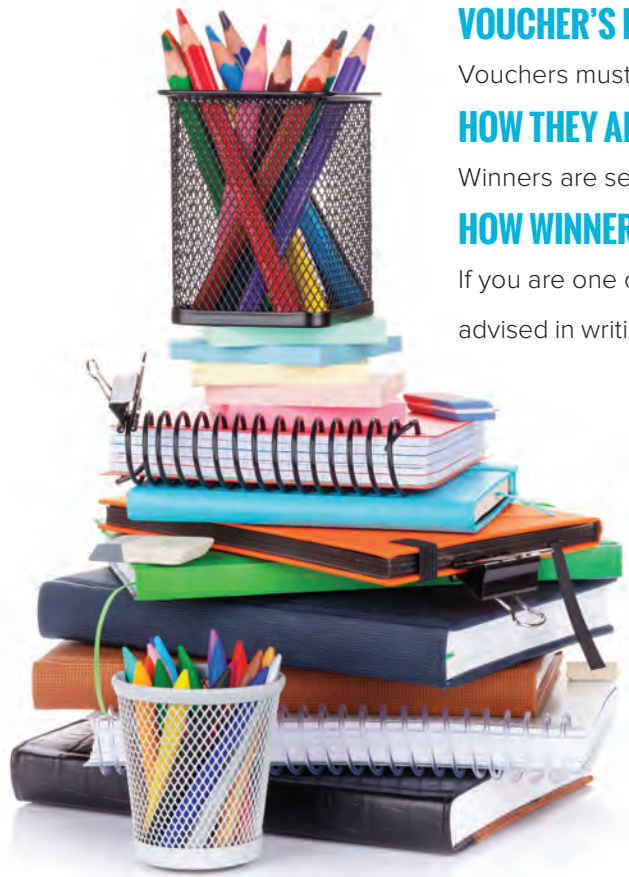
With the ever-increasing cost of education and the need for higher qualifications, this assistance is now more important than ever.

WHO CAN APPLY?

SDA members and their dependent children who are students at any level of study.

WHERE THE VOUCHERS CAN BE REDEEMED

- ◆ Any **Officeworks** store;
- ◆ **Area 52**, 104 Elizabeth Street, Hobart;
- ◆ **Not Just Books Burnie**, 52 Wilson Street, Burnie;
- ◆ **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.



**600 TO
GIVE
AWAY!**

**WORTH
\$120
EACH**

VOUCHER'S EXPIRY DATE?

Vouchers must be used by 31 March 2024.

HOW THEY ARE ALLOCATED?

Winners are selected by ballot.

HOW WINNERS ARE NOTIFIED

If you are one of the 600 successful applicants, you will be advised in writing or by personal contact after applications close.

HOW TO APPLY

Go to sdatas.asn.au, hover over the 'Members Area' drop down menu and select 'Educational Scholarships' **by Thursday 25 January 2024.**

If you're not already registered on the website, you'll need to complete the 'New User Registration' section.

Make sure you fill in ALL the details, in particular your SDA membership number. You can apply once only.

NO INTERNET? NO PROBLEM!

Just call us on 1300 152 851 and we'll help you to apply!

**APPLY
ONLINE
NOW!**

VOUCHERS WILL BE MAILED TO SUCCESSFUL APPLICANTS FROM 1 JANUARY 2024 - NO EXCEPTIONS!

GET PAID RIGHT!



BY CAROL WEBB,
SOUTHERN AREA
ORGANISER

Many payroll systems are now automated and computerised, and this can mean that small roster changes that aren't communicated can cause a loss of income for our members. You work hard and deserve to be paid for all the hours you work! And the best way to ensure you're being paid correctly is checking your payslips.

People often report feeling very overwhelmed by their payslips. They don't know where to start. This, however, can mean people don't check them and occasionally find themselves not getting the correct entitlements, resulting in underpayments. Don't forget, it's best to let your employer know as soon as possible if your payslip is wrong.

KEEP A RECORD OF YOUR HOURS WORKED

Know when you worked, including start and finish times. This is important to make sure you're getting the right penalties.

RIGHT PAY FOR THE RIGHT JOB! KNOW YOUR CLASSIFICATION.

Some jobs attract higher rates of pay. Some examples of higher duties may include tasks such as supervising, cash office duties, or working alone with a requirement to open and close the store. If you work these duties, you may be entitled to a higher pay grade.

Take note of the hours you are required to do higher duties.

If you do more than two hours of higher duties per shift, the whole shift is paid at the higher duty rate.

HOW LONG IS YOUR BREAK?

Unpaid break time is an entitlement for shifts of more than five hours. A break is usually automatically deducted from your shift time, so remember, if you take a shorter break or a break outside of penalty time, make sure you speak to your manager or payroll officer to ensure that you're paid correctly.

DO LOADINGS AND PENALTIES APPLY?

Hours during evenings and weekends attract penalty rates. This can mean there are multiple rates and hourly figures on payslips, but if you feel overwhelmed, don't be discouraged.

Speak to your cash office or call the SDA for assistance to ensure you're being paid correctly.

Knowing the hours you work will assist us in giving you the right information. The SDA can provide you with your hourly rate of pay – depending on where you work – to help you calculate your entitlements.

OTHER THINGS TO CHECK.

On your payslip, you can find information about your leave entitlements (long service leave and annual leave), allowances payable (such as first aid and laundry allowances), superannuation payable, as well as your taxable income, and deductions such as Union fees.



A member working from 2pm-10pm recently noticed pay missing from the penalty hours of her shift. The payroll system was automatically allocating her unpaid break in penalty hours as it was the middle of her shift. The member, however, regularly took her break from 5pm-6pm when ordinary earnings apply. The member spoke to her cash office and got her penalty hours restored.

Night-fillers doing a five-hour shift were asked to stay back for 15 minutes to finish their load. When they checked their payslips, they realised they had only been paid for 4.75 hours. They spoke to their Union Delegate who advised that because they had worked over five hours, the computer had automatically deducted an unpaid 30-minute break that reduced their hours worked. This was corrected and the night-fill team were paid correctly. Now when they're asked to stay back, they make sure they communicate with the cash office.

INJURED AT WORK? WHAT'S



BY ANDREW COYLE,
NORTHERN
ORGANISER AND
WORK HEALTH &
SAFETY OFFICER

No worker goes to work expecting to get injured. The sad truth though is that accidents do happen and sometimes, we can find ourselves with an injury suffered at work.

If that should happen to you, do you know what to do? What can you expect? What rights do you have?

RIGHTS

Assuming you're injured and that you've reported the injury, what happens next?

It is not uncommon these days for employers to have a 'company doctor' or 'triage nurse', but did you know that one of the rights you have as a worker is the choice of your own doctor and rehabilitation provider?

While there is no issue if you wish to see the company-nominated doctor, ultimately the choice is yours.

Additionally, when visiting the doctor, you have the absolute right to see the doctor in private (**without** any company representative

present). Only after your private consultation with the doctor, and with your approval, can a company representative have a discussion with the doctor.

At the end of the consultation, don't forget to get a Work Capacity Certificate, which indicates if you are fit for work. If need be, request a Workers Compensation Claim form from your employer.

Throughout this process, you also have the right to the following:

- to be treated with dignity, respect and courtesy;
- to not be discriminated against;
- to have access to quality services which are private and confidential, delivered by qualified staff;
- to clear information about your case and your options;
- to refuse care from a particular health care professional or service or ask for a second opinion.

RESPONSIBILITIES

Although it may be a very trying time, there are also responsibilities that you, as the injured worker, have to undertake. For example, treating all medical, insurance and case

management staff with courtesy and respect.

There's likely be a lot of medical appointments, paperwork and terms which you might not be familiar with.

For your part, do your best to keep the appointments and give notice when you cannot.

If there is anything you do not understand, don't be afraid to ask – after all, it's part of the job of doctors and case managers to explain the treatment or rehabilitation plans to you.

Also, remember to:

- provide up to date Work Capacity Medical Certificates to your employer;
- co-operate and participate in your Return to Work program;
- be fully involved, along with your case manager, in decision making about your return to work.

REHABILITATION

The road to recovery! We all want to get better and get back to life as it was before. That's where rehabilitation providers come in.

Rehabilitation providers are organisations accredited by

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

KEEP OUT

KEEP OUT

KEEP OUT

KNOW YOUR RIGHTS

UNSAFE WORKLOADS



BY SEAN PUDNEY,
NORTH-WEST AND
LEAD ORGANISER

Do you feel like you're not given enough time to complete all the tasks you are expected to do? Or that you have to work faster than is safe?

If you answered "yes" to either of these questions, there's a good chance that your workload is unsafe.

Working in retail, fast food or warehousing can be demanding, but this doesn't mean that the risks associated with unsafe workloads shouldn't be taken seriously.

Your employer has a legal responsibility to ensure that all reasonable steps are taken to keep you safe at work. This includes recognising and managing psychological hazards.

Managing these hazards and their risk is an essential part of creating a safe, healthy and productive workplace, and ensuring your safety at work.

WHAT ARE SIGNS OF AN UNSAFE WORKLOAD?

Psychosocial hazards such as unsafe workloads are often overlooked as they may not be as obvious as physical hazards.

Some of the signs of high or unsafe workloads include:

- Unachievable task deadlines, expectations or responsibilities;
- Too much to do in a set time with insufficient workers or resources;
- Multiple tasks that require repeated rapid switching between each to complete them, making it difficult to concentrate;
- Unpredictable shifts or hours of work, shift structures or rosters that do not allow adequate time for you to recover.

If you are experiencing any of these things, contact the SDA.

THE IMPACT OF UNSAFE WORKLOADS

Unsafe workloads can have a huge impact on your physical and mental wellbeing.

When you're stressed, tired or overworked, accidents and injuries can happen.

It's important that if you're required to take on additional tasks due to team shortages, you:

- Take frequent breaks to rest and stretch;
- Use safety lifts to avoid back and neck injuries;
- Ask for help if workloads become excessive.

If you injure yourself at work, or become injured or ill because of work, you have the right to claim for workers compensation – including for psychological injuries.

The SDA is here to provide you with advice, support and guidance at any point throughout this process.

NEXT?

WorkCover to offer specialised services to help injured workers to return to work.

An accredited rehabilitation provider can assess the needs of the injured worker and the workplace requirements to develop a rehabilitation plan.

They can also employ different health professionals such as occupational therapists, physiotherapists, psychologists and rehabilitation counsellors.

As a rule, the more complex your case is, the more likely it will be that a rehabilitation provider will be engaged.

Typically, your employer will nominate one in the return to work program or an insurer will review a case and, in consultation with relevant parties, determine if a rehabilitation provider is required.

It is voluntary to choose to even have a rehabilitation provider but we recommend you use one because they have been shown to assist workers in the return to work process.

TOO MUCH TO WRAP YOUR HEAD AROUND?

AS AN SDA MEMBER, IF YOU NEED ADVICE, CONTACT THE SDA INFORMATION CENTRE ON 131 732 AND WE'LL GUIDE YOU THROUGH THE PROCESS!

NEW PARENTAL LEAVE RIGHTS



BY LAURA ZAKELJ,
NORTHERN
ORGANISER AND
WOMEN'S OFFICER

The Federal Labor government recently made changes to their paid parental leave scheme, including an increase in the number of weeks from 18 to 20.

It's important that you know what your rights are and the different types of leave available to you.

WHAT ARE THE DIFFERENT TYPES OF PARENTAL LEAVE?

Parental Leave is unpaid leave provided for employees in connection with the birth or adoption of a child.

Employer Paid Parental Leave

refers to payments made by some employers to employees who qualify for a company's own Paid Parental Leave scheme.

Employer paid parental leave policies vary in relation to eligibility, the amount of paid leave, the method for calculating the leave, and when it is paid. Contact the SDA for information on individual company schemes.

The Government's Paid Parental Leave Scheme refers to the 20-week payment to an eligible employee who will be a carer in connection with the birth, or adoption of a child under the age of 16. It is separate to a company's Paid Parental Leave scheme, although in many cases an employer will make the payment on behalf of the Government. The Government Paid Parental Leave is paid at the minimum wage, currently \$176.55 per day.

Each parent of a 'parent couple' may be eligible to receive the Government Paid Parental Leave payment.

For couple families, each parent must take at least two weeks of the parental leave payment.

Single parents are eligible to receive the full 20 weeks of the payment.

UNPAID PARENTAL LEAVE

Following the birth or adoption of a child, an eligible employee is entitled to a period of unpaid parental leave.

This is available to both parents and can be taken in a variety of ways which may change over the course of the parental leave period.

WHO IS ELIGIBLE FOR UNPAID PARENTAL LEAVE?

Full-time and part-time employees

If you are a full-time or part-time employee, you must have at least 12 months' continuous service with your employer immediately before the expected date of birth or, in the case of adoption, placement of your child to be eligible for unpaid parental leave.

Some Enterprise Agreements provide periods of unpaid parental leave for employees who have less than 12 months' continuous service.

Contact the SDA if you are pregnant and you have not been with your employer for 12 months or more.

Casual employees

Casual employees are entitled to unpaid parental leave, provided that:

- they have been employed on a regular and systematic basis for 12 months immediately before the date of birth or expected date of birth; and



- have, but for the pregnancy, a reasonable expectation of ongoing employment on a regular and systematic basis.

Contact the SDA to check your entitlements, as some employers may provide unpaid parental leave for regular casuals with less than 12 months of continuous service.

HOW MUCH PARENTAL LEAVE AM I ENTITLED TO?

Each eligible parent may take up to 12 months' unpaid parental leave. If a parent wishes to take more than 12 months' leave, they will need to request a further period of up to 12 months from their employer (up to 24 months in total).

The amount of unpaid parental leave which the other parent takes does not affect this, and they can make a separate request to extend their leave for a further 12 months.

Recent amendments to the unpaid parental leave entitlements in the Fair Work Act include the following:

- the ability for each parent to take periods of unpaid parental leave at the same time; and



- no restrictions on the amount of unpaid parental leave that parents can take at the same time.

The Fair Work Act has also been amended to change the way parents are able to take their 12 months' unpaid parental leave.

It was previously only allowed to be taken in a single continuous period following the birth or adoption of a child.

Since November 2020, parents have been able to take 30 days as flexible days.

This has been further amended so that from 1 July 2023, parents are now able to take 100 days more flexibly.

This is in line with changes to the Government's Parental Leave Payment which allows parents to take 100 days as flexible days, and means that parents can choose to take leave in a single continuous period, in smaller blocks, including as single days (up to 100).

THE SDA HAS PREGNANCY AT WORK AND PARENTAL LEAVE AND GOVERNMENT PARENTAL LEAVE PAY GUIDES TO HELP YOU. CONTACT US FOR A COPY TODAY.

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, Tarraleah 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	



SDA
MEMBER
WINS!

It is always pleasing to know that through the collective work of SDA members, SDA Delegates and Organisers, members can have a workplace where they are treated with dignity and respect.

Local wins like these show why it pays to belong to the SDA!

A BATTLE FOR MORE HOURS

Jim, a long-term SDA member had been on a 10 hour part-time contract for over five years, however he had worked more hours than this on average over this time.

He had asked the company several times for his hours to be increased, and after this request was rejected several times, the SDA wrote to the company reminding them of their obligations under the Enterprise Agreement.

Jim's hours were then increased in line with his average extra hours, ensuring security of hours for our member.

CHILDCARE ARRANGEMENTS FALL THROUGH

Emma, a member of the SDA and a single mother with a three-year-old child was working a four-day-a-week roster at a retail store. She put her child in daycare throughout the week so she could work and on Sundays, her child was cared for by a friend. It was a tenuous arrangement but Emma had no choice – her situation was such that if she didn't work, she wouldn't be able to make ends meet.

However, circumstances changed for her friend and they would no longer be able to care for the child on Sundays. This left Emma with no other care options.

She approached her manager and asked to work on a different weekday shift instead of her Sunday shift. She was trained in multiple departments so was hopeful that she could be slotted in somewhere. But to her dismay, her manager told her that they didn't have any other shifts to offer her.

Emma was getting desperate. If she lost that day of work, it was only a matter of time before she would find herself homeless. She reached out to the SDA.

With the help of her local Organiser, she submitted a Flexible Work Application. The application, together with some negotiation, finally made the company relent and offer Emma another weekday shift. A very good outcome!

A DOUBLE WIN AFTER A LOST CONTRACT

Olivia, a young retail worker transferred to a new store that was a long way from home after signing a full-time contract.

Upon reporting for work at the store however, she was told her contract could not be found!

The store manager there said that because there was no contract, all that they could give her were part-time hours, and over time her hours were reduced to just six. She lost hope and resigned from the company.

When the SDA found out about her case, we got in touch with her and the company's HR department.

Olivia was offered full-time work again, although after the treatment she had received from the store, she was not keen to work there again.

However, the SDA negotiated with the company and a full-time position was found for Olivia at a store closer to home.

It ended up being a double win for Olivia, with her now being in full-time employment, as well as not having to drive 1.5 hours to get to work every day!

Names have been changed to protect members' privacy.

SDA GOES TO CANBERRA

On 29 May, a group of SDA members from across Australia made the journey to Canberra to join Australian Council of Trade Unions (ACTU) Secretary Sally McManus to ask our politicians for fairer workplace laws.

The six SDA members, who attended Parliament House on behalf of all retail, warehouse, and fast food workers, put workplace issues on the political agenda and shared personal stories about how existing industrial loopholes have been used by employers to the disadvantage of working people. These were stories from the shop floor and told of the experiences of their colleagues.

These SDA members have made a significant contribution to the debate for better workplace laws.

The key issues discussed included the cost-of-living crisis, roster injustice, labour hire and wage theft.



Sam Cahill, a 39-year-old supermarket worker with three young children, spoke about the increased casualisation of the workforce and the unpredictability of rosters, and how this impacts her and her growing family.

The uncertainty of her roster makes organising her life outside of work almost impossible.

“It impacts family life because there is no consistency in work. You can’t get care for the children, and a lot of the time workers have to say no to shifts because it’s hard to get care at the time they need.”

Tristan Jarvis is an SDA member and warehouse worker in Queensland who has seen first hand the problems of labour hire delivering lower rates of pay. The workforce is generally divided between Agreement workers and labour hire workers, with each group operating under a different set of workplace conditions.

“It is wrong to have workers perform the same work for the same business yet have significant differences in pay, conditions and job security.

“Labour hire workers are treated as disposable labour with their hours being cut and changes as businesses see fit.”

Our fast food representatives, Connor Boyle and Ilesha Taurima, shared their experiences of wage theft and exploitation. Connor is a shift supervisor and has been subject to the longstanding practice of being ‘expected’ to do a significant number of unpaid hours.

Connor already finds it difficult to afford his weekly rent and car loan repayments and says the additional money to which he is legally entitled would help greatly with paying the bills.



Ilesha also worked in fast food and was a lead witness in a significant case that saw her employer admit to bullying and deliberate union busting.

The case, which was brought before the courts by the SDA, ended with the McDonald’s franchisee paying \$275,000 in fines and compensation. In the midst of a cost-of-living crisis, every dollar counts for workers like Connor and Ilesha, and the effects go beyond them – the communities they live in see less money circulating in their local economy.

It is clear that the gaps in policy that allow employers to exploit these loopholes need to be addressed.

The SDA members that attended this important event, alongside members of other unions, represented their peers with distinction and should be proud of their contributions. Thank you to SDA members and ambassadors Sam Cahill, Fayez Keryakous, Justin Tilley, Tristan Jarvis, Connor Boyle and Ilesha Taurima.

No positive change is possible without the dedication and hard work of union members.



SUPER IMPROVING – BUT M



BY GERARD DWYER,
NATIONAL
SECRETARY

The Australian system of superannuation is much fairer than a lot of pension schemes from around the world. It was built out of a long tradition of unions arguing for better conditions which can be traced back to the 1896 Ballarat Worn-out Miners' Fund. In the 1930s, NSW unions went on strike to establish industry-wide pensions, and the 1960s saw waterside workers win employer paid superannuation. In the 1990s, superannuation became guaranteed in a piece of law called the "Superannuation Guarantee (Administration) Act 1992".

Since then, retail workers have been receiving super and have had important increases over time which will culminate at 12% on 1 July 2025. SDA members have also gained from the benefit of compounding interest. Australians have unambiguously benefitted from the superannuation system. When super was first introduced, the Canadian and United States systems were considered world leading, but the unionists and economic policy analysts of the day felt that workers needed portability, so they built a system fit for Australia.

These days, in the US, only 52% of private industry workers participate in a pension and only 38% of Canadian workers have a pension plan. For Australia, 78% of us are able to supplement the aged pension with super or self-fund our retirement.

“ At the age of 15, I started working. Many of my friends started working at the age of 15. I put a lot of effort into my work, like many other workers, and I feel like I should be paid for that. I should be as respected as someone else who is working full-time or part-time.



“ I thought I was working for my future, however until recently I found out companies only pay workers aged 18 and over super – I was astounded by that.

SLOWLY GETTING FAIRER

Following the Labor Government announcement in May of pay day super, employers will be required to pay their employees' super at the same time as their salary and wages from 1 July 2026. It will reduce the risk of super theft because the systems will be consistent, and non-payment will be noticed sooner. This is, though, dependent on new laws passing Parliament. The SDA will continue to argue for this legislation to be acted on quickly.

The SDA will also be able to take up members concerns about non-payment of super more easily following the introduction of super as part of the National Employment Standards (NES). It means that the SDA can raise the matter through the fair work system, rather than the court system.

But there is much more to do to make super even fairer.

SUPER SHOULD BE FOR EVERYONE

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. A recent report showed that about 375,000 of Australia's youngest workers are locked out of the nation's world class retirement system because they

are not entitled to compulsory super contributions by their employer, unless they work more than 30 hours a week for the same employer.

The rule that if you're under 18 you need to work more than 30 hours in a week to receive a super contribution from your employer could ultimately cost each worker more than \$10,000. As a union, we need to continue to argue for under 18s to get super.

But if you're interested in other ways to help reduce the impact of this outdated rule, you might be interested in a co-contribution. If you make an after-tax contribution to super, you may be entitled to a co-contribution from the Government of up to \$500 a year. It's also worth checking your payslip to see if you're supposed to have super and then checking your balance at your super fund to see if the money has arrived in your name.

To make superannuation even fairer, it should be paid on every dollar you earn. I repeat my call from my last article, under 18s deserve super. Super should also be guaranteed to be paid on paid parental leave, by both employers and the Government. Australians on parental leave deserve super.

ORE TO DO

REST INDUSTRY SUPER UPDATE

When looking at superannuation, it can be handy to think of super as an account which has three attributes;

- investment of your retirement savings,
- insurance in case things go wrong, and
- information and advice to help you know how to engage with your super.

For each of these, there is a way of thinking about how Rest, the super fund for retail, warehousing and fast food, is doing.

Account fees at Rest are 20% lower than the super industry average, and for the average Rest member they are about 1% of the balance.

Investment returns for last year of 9.26% for the Core Strategy is well above the expected Balanced Fund median return for the year of around 8.5% and the Sustainable Growth option being an industry leader for returns.

Rest members own a range of assets across listed and private markets in order to have diverse investments that deliver strong long-term results year in and year

out, showing resilience to market and economic swings and unexpected turns.

Insurance is unique in that it offers income protection designed for retail workers – it includes cover for casuals.

Rest's income protection arrangements have paid out an average of around \$190 million per year.

For all types of insurance at Rest – including death cover and Total and Permanent Disablement – has helped nearly 33,000 members and paid out nearly \$3 billion in insurance claims over the last five years.

Advice at Rest is offered by qualified financial planners with no extra cost to members.

There is also rising demand for digital advice, with double usage by members under 40 years old in 2022 compared to the previous year. In 2023, there were more than 35,000 interactions with the digital advice tool.

If you're a member of Rest and haven't yet downloaded the App, get onto it!



Rest's Core Strategy returns 9.26% in the last financial year*

Now thats super that puts in a performance.



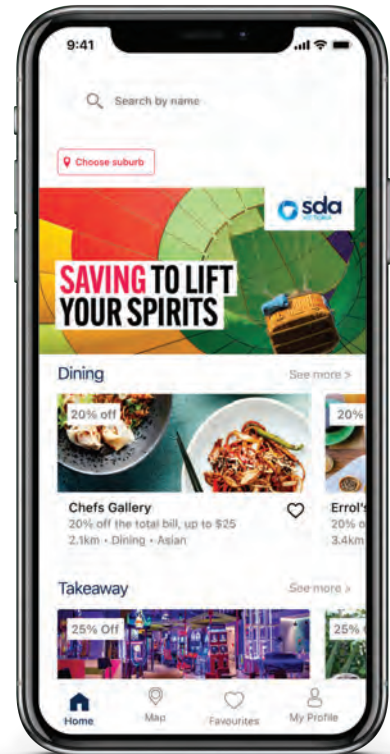
*Source: Rest, 30 June 2023. Returns are net of investment fees and tax. The earnings applied to members' accounts may differ. Investment returns are at the investment option level and are reflected in the unit prices for those options. Returns for the ten-year period are annualised returns. Past performance is not an indicator of future performance. Investment returns are only one factor that you should consider when deciding how to invest your super. Product issued by Retail Employees Superannuation Pty Ltd. Before deciding to join or stay, consider the PDS and TMD available at rest.com.au/pds and whether it's appropriate for you.



1000S OF WAYS TO SAVE WITH THE NEW SDA TAS BENEFITS APP

If you're eligible to access SDA TAS Benefits, we have already sent you an email.

1. Open the email from your phone
2. Tap your app store button from your email or scan QR code to download the **SDA TAS Benefits app**.
3. Once the app is downloaded, activate your membership by entering your **Member Number and Temporary Password** provided in the email.



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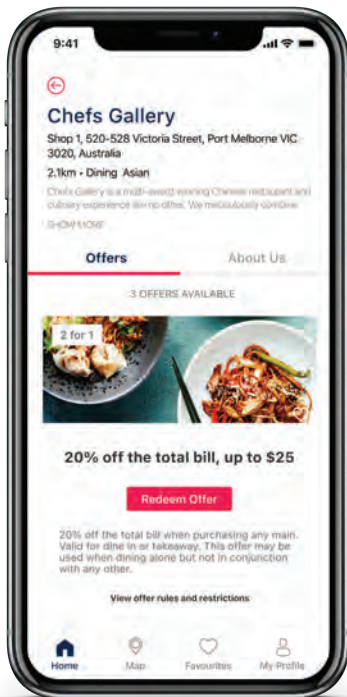


2 FOR 1 HOTDOG

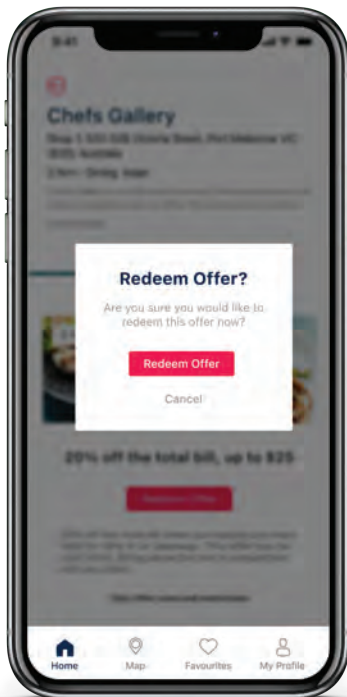


Offers correct at time of printing. For the latest listing, terms and conditions and offer details, please refer to the SDA TAS Benefits app.

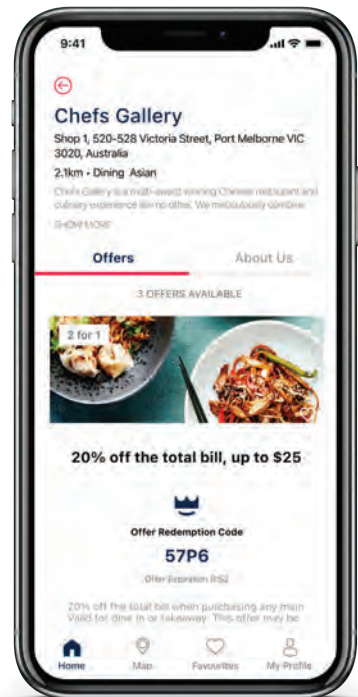
HOW TO REDEEM OFFERS USING THE NEW SDA BENEFITS APP



1. Click "Redeem Offer"



2. Confirm you want to redeem your offer



3. Present spinning logo and redemption screen to staff



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Or why not give the gift every movie lover will enjoy? Movie vouchers are the perfect gift for birthdays, holidays, or just a way to show someone you care.

TO ORDER YOUR VOUCHERS

Follow these simple steps:

1. To order, just go to **sdatas.asn.au** (or scan this QR code), 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.
2. Choose from Standard, Gold Class, or candy bar vouchers.
3. Add your preferred vouchers to your cart and proceed to checkout.
4. Redeem your vouchers online or at the cinema.

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If you're not already registered on the website, you'll need to complete the 'new user registration' section.

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.



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1. Visit www.knose.com.au
2. Include the promo code below when you take out Knose Pet Insurance
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*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.

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- phone 1300 555 242 or
- simply scan the QR code below

*Terms and conditions apply.



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SPECIAL RATES FOR SDA MEMBERS

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

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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...

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



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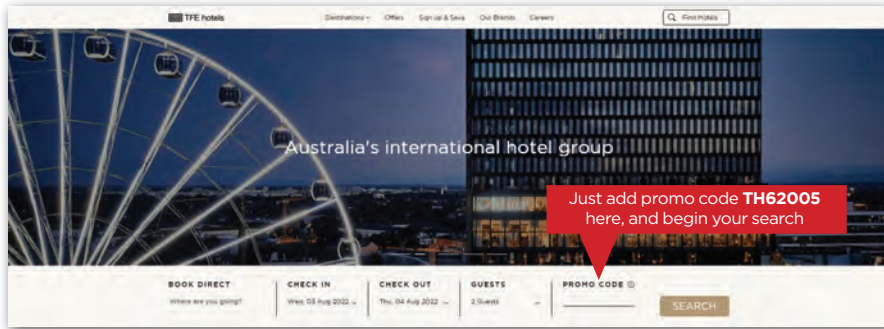
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SDA MEMBERS GET **15% OFF** AT TFE HOTELS

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 Kurrabung).

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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**
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nilstasmania.org.au
Ph: 1300 301 650

For more information,
visit the NILS website,
phone NILS,
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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



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