

sda tastalk

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



*Season's Greetings
to you all!*

Mandy Purton, Lisa Beechey and Anne Percy
celebrate Christmas at Big W Glenorchy

 **sda**
TASMANIA



Joel Tynan
General Secretary

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Northern Organiser and
Women's Officer



A NEW YEAR FAMILIAR C

As Tasmanian workers step out of 2023 and into 2024, we confront a landscape marked by numerous challenges.

Economic uncertainty, exacerbated by the lingering effects of the COVID-19 pandemic, looms over job stability and wage growth. The dynamic nature of our industry necessitates workers in our sector having to adapt to transitions, while concerns about workplace health and safety persist, particularly to do with unsafe workloads.

Managing the cost of living, securing stable employment, and striking a work/life balance emerge as formidable tasks.

As a Union, the SDA remains committed in standing with you, as we face these challenges head on.

PUBLIC HOLIDAY INJUSTICE

While it still seems far off in many of our minds over the Christmas period, in 2024 Tasmanian workers will be the *only* workers in Australia that will not have Easter Sunday as a Public Holiday, unless our State Government acts. South Australian State Parliament has just passed the *Public Holidays Act 2023*, making Easter Sunday a public holiday from 2024.

Permanent workers in South Australia will now be able to take Easter Sunday off with pay, meaning every worker in every other Australian jurisdiction can now spend Easter with their families and friends.

Tasmanian workers still do not have this privilege. On behalf of SDA members in the Tasmanian Branch, myself, and our dedicated team of Delegates and Officials, we remain steadfast in our commitment to advocating for public holiday justice in Tasmania. Our ongoing campaign, *Make Easter Sunday a Public Holiday*, is a testament to this dedication.

R BRINGS CHALLENGES!

We again call on the State Government to do the right thing and make Easter Sunday a Public Holiday in 2024.

This fight continues as we strive for legislation that recognises the importance of family time for us and our families in Tasmania.

FIVE WEEKS ANNUAL LEAVE

Union advocacy secured the establishment of annual leave, ensuring a healthier work/life balance and the ability to take necessary breaks.

Despite substantial changes in retail working hours and increased work expectations, productivity has soared.

Regrettably, these productivity gains have disproportionately benefited CEO profits rather than being directed towards rewarding workers with additional time off.

While Australians have historically been at the forefront of championing workers' rights, we now lag numerous nations in terms of annual leave entitlements.

Extending annual leave not only aligns with the country's rich history of advancing workers' rights, but also carries economic advantages. By granting more time off, workers – especially those who choose to cash out unused leave – would experience increased pay, thereby enhancing overall income and spending power.

This measure not only benefits individual workers but also contributes positively to the broader economy.

SDA WINS IN 2023 AND A BRIGHT 2024 AHEAD

Despite the big fights ahead for public holiday justice in Tasmania and five weeks annual leave across the industry, 2023 saw many victories for our members.

In 2023, SDA members and Delegates fought for and won:

- A strong pay rise campaign that delivered a decent increase in wages on time on 1 July.
- Five weeks annual leave in Bunnings and Ikea.
- Extra leave for Apple and The Reject Shop.
- Boosted leave at BIG W.

- New Agreements with superior wages and conditions at Bunnings, Big W, The Reject Shop, Harris Scarfe and Target.
- ◆ Underpayment claims made against McDonald's and Aldi.
- Increased superannuation from 1 July.
- Numerous safety issues resolved.
- Solving hundreds of individual members' issues on rosters, hours of work and underpayments.

As we enter 2024, we will continue to face many challenges in fighting for work that is safe, work that respects family time, and work that provides a decent living for you and your families. With the strength of our members and our strong Delegate network, these are challenges we are committed to fighting together.

THANK YOU – AND HAVE A GREAT FESTIVE SEASON!

To all members, a huge thank you for the amazing work you do.

You have served us and continue to serve us through so many challenges our industry and community faces.

It's been an honour serving you in 2023 and I look forward to continuing to fight for you in 2024.

Have a great festive season with your loved ones. I look forward to seeing you in the New Year!



Joel Tynan,
General Secretary



SDA TAS FOOTY TIPPING 2024

FREE FOR ALL
SDA MEMBERS

WEEKLY PRIZE
GIVEAWAY

WIN TICKETS TO A
PRELIM FINAL!*

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

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

The overall winner at the end of the Season will receive two tickets to a 2024 Preliminary Final* including airfares and accommodation.

To enter the competition, simply go to **sdatas.asn.au** and click on the 'Footy Tipping Competition' link to sign up!

REGISTRATIONS
OPEN IN
MARCH 2024

*Subject to availability



YOUR SUMMER INDUSTRIAL UPDATE



BY JOEL TYNAN,
GENERAL SECRETARY



BIG W

Enhanced leave and additional benefits have been successfully attained at Big W, marking the

positive outcome of an extended negotiation process for the Big W Enterprise Agreement. A substantial 88.8% majority of participating workers voted in favour of the proposed Agreement.

The SDA exerted considerable effort at the bargaining table, securing wage increases, enhanced leave entitlements, improved rostering provisions, and the introduction of a four-day work week.

The favourable vote for the Big W Agreement not only reflects these achievements, but also ensures the implementation of amplified leave provisions.

Consequently, permanent workers now have the option to receive an additional week of leave annually or choose to cash out this provision.



HARRIS SCARFE

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

members. The new Agreement took effect from August this year.

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



THE REJECT SHOP

Employees have overwhelmingly endorsed the proposed new Agreement at The Reject Shop, with over 93% voting in favour. This Agreement marks

a substantial enhancement to pay and conditions for workers in the discount retail chain, ensuring above-award wages, improved penalty rates, enhanced leave provisions, strengthened rostering rights, and additional leave benefits. The Fair Work Commission has approved this Agreement, which came into effect from early December.



COLES

Negotiations for a new Agreement with Coles commenced in late July, initiated by the SDA.

Drawing on valuable input from members and Delegates, a robust log of claims has been presented. This encompasses significant elements such as substantial wage increases, improved rostering provisions, increased paid time off, and the preservation of previously-won Union conditions.

Although anticipated to extend into 2024, the SDA remains unwavering in its commitment to achieving optimal outcomes for its members at Coles.



WOOLWORTHS

Discussions for a new Agreement with Woolworths continue. The SDA continues its push for our member-endorsed claims including vital components like

substantial wage increases, enhanced rostering provisions, additional paid time off, and the safeguarding of previously-attained Union conditions.

While the negotiations are expected to continue into 2024, the SDA remains steadfast in its dedication to securing the best possible outcomes for its members at Woolworths.

BARGAINING CONTINUES AT...

Bargaining continues to progress in Best&Less, Kmart, Officeworks, H&M and the Mosaic Group 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 to have your query answered.

It's time for FIVE WEEKS ANNUAL LEAVE



BY JOEL TYNAN, GENERAL SECRETARY

The SDA is pushing for five weeks of annual leave to become the standard for retail workers across the country.

This is part of the SDA's commitment to ensuring that our members have a strong work/life balance, and have the opportunity to take time off to spend with their families and friends.

This year, the SDA has bargained to secure and phase in a fifth week of paid leave in a number of workplaces.

Each new Agreement where we secure additional paid leave builds the momentum we need to win this as a new standard across our industries.

This year we have rolled out new Agreements with extra paid leave in:

- Ikea – five weeks annual leave
- Bunnings stores – five weeks annual leave
- Apple – an extra week of paid leave
- The Reject Shop – a pathway to achieving five weeks annual leave
- Big W – a fifth week of paid leave called 'boosted leave'

These wins are not achieved through silly stunts in the media that have no impact in our workplaces. Rather, we are winning through hard work at the bargaining table, and hard work in every workplace with SDA Delegates to build both the arguments and the strength we need for a fair deal.

The momentum in bargaining has been building across our industry. Woolworths Supermarkets and Coles Supermarkets are at the bargaining table now and they must deliver a fifth week of paid leave next! Both of these companies have had strong profit growth from our members' hard work – so both of these companies can afford to give our members a fifth week of paid leave. It's time!



Bishwash Malla at Coles New Town



Luke Jones at Woolworths Claremont



Louise Whitney at Woolworths Claremont

SDA GIVES INPUT INTO IMPORTANT REFORMS



Kelly Henderson at Woolworths Claremont



Keryn Ryan at Woolworths Kingston



Aayush Shrestha at Woolworths Claremont



Saroj Prasai at Woolworths Kingston



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.

Delegates and members Pru White, Chris Stillgoe, Susan Popowski and Abbi Crook spoke to the Senate enquiry into the Closing the Loopholes Bill.

Our members were outstanding in speaking as to why these proposed legislative changes are essential, particularly regarding Delegates' rights and closing the loopholes for casual workers.

Picture shows: Delegates Pru White, Susan Popowski, Chris Stillgoe (at the back), SDA General Secretary Joel Tynan, ACTU President Michele O'Neil and Abbi Crook.

Delegates meet in Launceston

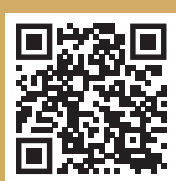
In November, the SDA held a Delegate training course for our Northern and North West Delegates in Launceston.

We were joined by Senator Helen Polley who updated us on the progress being made by the Federal Government for working Tasmanians and by REST superannuation education officer, Anthony Globan.



Marita's on Song!

Marita Mangano from BWS St Helens has a side hussle (although she'd probably call her day job the side hussle!) as a singer/song writer. She wrote a song called Workplace Shuffle and received an award from Unions Tasmania a few years ago.



Why not support a fellow SDA member, and give your ears a treat by checking out www.maritamangano.com or by scanning this QR code.

Great work, Marita!



ISABELL AWARDED LIFE MEMBERSHIP



On Saturday 21 October, we celebrated conferral of Life Membership on our President Isabell Wells.

For more than 41 years, Isabell has been a passionate member and Delegate of the Union at her site, Coles Burnie. During that time, she has been a staunch advocate for members.

Additionally, for the past eight years, Isabell has contributed to bettering the lives of our members as our State President.

The SDA extends its warmest congratulations to Isabell.

Photos show:

Top: SDA National President and Victorian State Secretary Michael Donovan, former Tasmanian General Secretary and Life Member of our Branch Paul Griffin with Isabell and current General Secretary Joel Tynan.

Middle: Paul Griffin with Isabell.

Bottom: Isabell with Joel Tynan.



There's still time to apply



Don't forget to put in your application for \$120 to help you with your education supplies.

Applications are open until 25 January 2024 – so make sure you don't miss out!

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!

2024

TASMANIAN PUBLIC HOLIDAYS

New Year's Day

Monday 1 January 2024

Australia Day

Friday 26 January 2024

Royal Hobart Regatta

Monday 12 February 2024

Second Monday in February. (South of & including Oatlands and Swansea excluding Bronte Park, Catagunya, Strathgordon, Tarraleah, Wayatinah & West Coast.)

Eight Hours Day

Monday 11 March 2024

Second Monday in March

Good Friday

Friday 29 March 2024

Easter Monday

Monday 1 April 2024

Easter Tuesday

Tuesday 2 April 2024

Restricted public holiday, currently observed by certain Awards/Agreements and the State public service.

Anzac Day

Thursday 25 April 2024

King's Birthday

Monday 10 June 2024

Second Monday in June each year.

Burnie Show Day

Friday 4 October 2024

Friday before first Saturday in October each year. (Municipal areas of Burnie, Waratah-Wynyard and West Coast.)

Royal Launceston Show Day

Thursday 10 October 2024

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 24 October 2024

Thursday before the fourth Saturday in October. (All of Tasmania south of and including Oatlands and Swansea also Bronte Park, Strathgordon, Tarreleah and Wayatinah - excludes West Coast.)

Recreation Day

Monday 4 November 2024

First Monday in November. (All parts of Tasmania which do not observe Royal Hobart Regatta.)

Devonport Show Day

Friday 29 November 2024

Friday nearest the last day in November but not later than 1 December. (Municipal areas of Devonport, Kentish and Latrobe.)

Christmas Day

Wednesday 25 December 2024

Boxing Day

Thursday 26 December 2024

THE 2023 SURVEY R



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

Our latest survey shows there's still more to be done on customer abuse.

87% of retail and fast food workers have experienced verbal abuse and 12.5% have experienced physical violence from customers in the past 12 months – according to the SDA's latest survey on customer abuse.

In August, the SDA conducted a comprehensive survey of over 4,600 workers. It focused on the levels and types of customer abuse, the causes, the impact on workers, training, reporting, employer responses and necessary actions.

This survey has found that levels of customer abuse have not changed significantly since 2021.

While in the past year, the SDA has won stronger protections against customer abuse in SA, NSW and NT, as well as a campaign underway in WA, there is still more to be done to protect workers from this threat.

KEY FINDINGS

Of the workers surveyed, verbal abuse by customers had only decreased by 1%, with 87% reporting this experience compared to 88% in 2021.

Disturbingly, the level of physical violence has increased from 8% to 12.5% this year, which represents a 50% increase in physical violence in the last two years, and 9% of workers have been spat on by customers.

Our survey also found that levels of customer abuse of a sexual nature has increased considerably – rising from under 11% in 2021 to 17% in 2023, with women more likely to experience this than men.

CUSTOMER ABUSE RESULTS ARE IN

Repeat offenders remain a significant issue, with over half of the respondents saying they had experienced abuse from the same customer on multiple occasions. For the first time, we asked workers if they had experienced racial-related abuse, with 24% of respondents indicating they experienced abuse related to their race, ethnicity, or cultural background.

THE CAUSES AND IMPACT OF CUSTOMER ABUSE

The results show that customer abuse continues to have an alarming impact on the physical and mental health of SDA members.

63% of respondents indicated that their physical and/or mental health had been impacted, with many reporting signs of stress, anxiety, loss of self-esteem and depression.

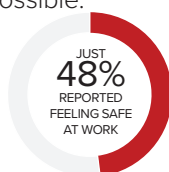


In order to effectively prevent and eliminate customer abuse, understanding the underlying causes of this and how to respond to this is key.

Our survey found that across retail and fast food, the major causes of customer abuse are inadequate staffing levels, customer wait times, theft and enforcing store protocols.

Customer abuse is not part of the job and employers have a duty to eliminate or minimise the threat of this by every means possible.

Our survey found that only 48% of workers feel safe in their workplace.



While 70% of workers have reported incidents of customer abuse, workers are continuing to call for stronger measures including: clear terms of entry for customers, improved processes for banning customers, increased security, and increased staffing.

OUR NEXT STEPS

Customer abuse and violence cannot be eliminated overnight.

The SDA held its third national roundtable on customer abuse in November to bring these new results to the attention of employers, industry and government representatives.

The results of this survey will serve as the blueprint for the next steps of our campaign and our plan to secure stronger protections.

NO ONE DESERVES A SERVE IN A SHOPPING CENTRE NEAR YOU

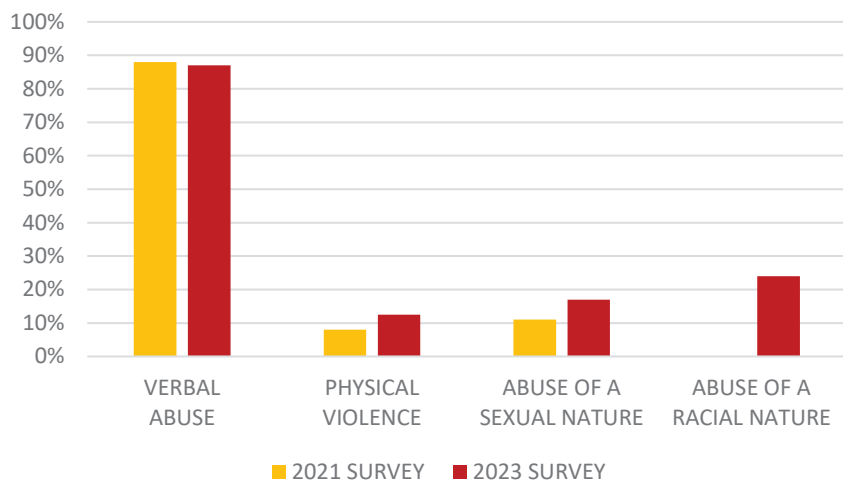
The SDA is partnering with the Shopping Centre Council of Australia in 2023 to run free advertising in shopping centres across the country.

No One Deserves A Serve ads calling on customers to respect retail and fast food staff and highlighting the constant abuse facing workers are running on more than 2,600 digital screens, in over 150 centres during the lead up to Christmas.

Together our message is clear: abusive and violent behaviour from customers will not be tolerated.

Our long-running campaign recognises that in order to protect retail workers, we need to work across employers, industry, government and the community to take effective action.

WHAT'S HAPPENED SINCE OUR 2021 SURVEY?



WINNERS!

'Tis the Season to be... barbecuing!

Congratulations to long-time SDA member, Susanna (Susie) Prior from Myer Launceston who is the lucky winner of a Weber Q2000 BBQ from our Spring competition. Enjoy using your brand new sizzler over the Summer months, Susie!



Better late than never!

Congratulations to the winners of \$250 Woolworths gift cards in our Winter 2023 competition.

Shown below are Julie Lockett from Bunnings North Launceston (top photo) and Sue Jones from Woolworths Kings Meadows (bottom photo). We hope you spent them on something nice for yourselves!



You could win a \$200 Coles or Woolworths Gift Card!



WE'VE GOT
5
TO GIVE AWAY!

ENTER
BY
E-MAIL!



It's an expensive time of year, so let us help you out with a \$200 Coles or Woolworths gift card!

To enter...

Simply e-mail us at membership@sdatas.asn.au by **Thursday 25 January 2024** with the subject line "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.

SAFE STAFFING LEVELS – AN INDUSTRY-WIDE ISSUE



BY SEAN PUDNEY,
NORTH-WEST AND
LEAD ORGANISER

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

Whether it is the 'Shape' in Coles, WorkJam or other software in Target, RT3 in Woolworths and Big W or other systems in other companies, this is an issue across the industry.

ONE SIZE DOES NOT FIT ALL

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

This of itself is not a good or a bad thing; it depends on whether the time allocated per task is realistic and on whether the rostering software allocates enough hours to do all the tasks safely.

But unfortunately, many members feel that the amount of time, the number of staff and the time of day when tasks are being allocated to be completed are not realistic.

A FLEXIBLE APPROACH IS NEEDED

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

Companies and local managers need to move beyond accepting that just because the productivity line gives

a figure for staffing, that it is the safe staffing level. Most companies that use these systems will acknowledge that they build in margins of error so that if local management thinks additional hours are needed within a set margin, then they can go above the productivity line for rostering.

It is important that local managers roster according to the actual local needs for safe staffing because where these systems incorporate 'AI' into their design, the system will learn from what local managers input into the system, not what happens on the floor.

GAMING THE SYSTEM

We all know that, with different systems, informal work-arounds get developed like managers who roster 'ghost shifts' to game the system.

This should be avoided because it is training the system to roster in a certain way in the future.

The better approach is to roster according to safe staffing levels so the system can be trained to roster properly, or companies have to consider the parameters they have built into their systems.

The SDA believes the issue of safe staffing must be addressed to keep people in our industry.

MOVING TOWARDS A SOLUTION

In bargaining with companies, we are making claims for a process to raise and resolve safe staffing issues at a local level.

We are also collecting the data to get a clear picture of what aspects of staffing and workload are the biggest risks, and if alleviated, will give the best relief to members.

In November, the SDA launched our independent survey on the issue of workload and it received record response rates.

We will use this survey to get the data to build the case for change in your workplaces to have safer staffing levels that we will share with members, your companies and safety regulators.





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 – especially at this time of year!

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

WORKING IN THE HEAT



BY CAROL WEBB,
SOUTHERN AREA
ORGANISER

During the summer months, many SDA members may be faced with having to work in very hot environments.

The majority of problems that occur are related to a build-up of heat, that has the potential to increase the temperature of a building or other area.

HEALTH AND SAFETY EFFECTS

Heat and uncomfortable temperatures can have different effects on different people. Working in hot conditions may result in health effects, ranging from mild discomfort and headaches to life-threatening problems.

The type of work being undertaken, humidity, air temperature, sun penetration, clothing and air movement should always be taken into account when considering the health and safety risks associated with heat.

The more serious health affects of heat stress are:

- ◆ reduced ability to concentrate causing more risk of accidents;
- ◆ increased discomfort in using protective clothing and equipment;
- ◆ aggravation of pre-existing illnesses, e.g. heart disease;
- ◆ heat cramps (painful spasms in one or more muscles);
- ◆ heat exhaustion characterised by weakness and fatigue, vomiting, headaches and giddiness as well as unconsciousness and, in some cases, death.

Working in hot conditions not only affects a person's physical health but can also affect a person's mental state, and often contributes to stress levels.

WHAT CAN BE DONE?

Your employer has a duty of care to provide you with a workplace that is safe and healthy, particularly in extreme conditions.

Heat risks must be identified, assessed and controlled within the workplace when they can affect the health and safety of employees.

Your employer must ensure that your workplace has:

- ◆ adequate ventilation and air movement, and
- ◆ appropriate special work and rest breaks set in hot conditions that are tailored to the physical needs of each employee exposed to heat.

Issues relating to heat in the workplace, particularly over the summer months, must be addressed immediately and resolved effectively.

If you find yourself working in an uncomfortably hot situation, follow the grievance procedure contained in your Enterprise Agreement or Award.

If you don't get a solution, contact the SDA.

CONTACT YOUR UNION

For more information about heat or working in uncomfortable temperatures, please speak to your Delegate or Organiser or contact the SDA.



What will the SDA do?

The SDA is totally committed to eliminating sexual harassment from our members' workplaces. Sexual harassment is a serious form of sex discrimination, and a health and safety issue.

The SDA treats complaints of sexual harassment seriously and sympathetically, and commits to dealing with them promptly and confidentially.

The SDA will ensure, to the extent we are able, that complaints will be fully investigated by the employer in an impartial manner, and that the resolution is just and equitable.

The SDA will also act to ensure that all steps are taken by employers to prevent further sexual harassment from occurring in the workplace.

Sexual harassment is unacceptable

Employers, in consultation with the SDA, should develop, implement and monitor appropriate and effective sexual harassment policies, procedures and preventative measures to ensure that sexual harassment is eliminated from our workplaces.

Don't suffer in silence. If someone you work with experiences sexual harassment, call the SDA now. Let's stop sexual harassment!

What can you do if you or someone you work with is sexually harassed?

Sexual harassment can be stopped

If you have been sexually harassed at work or you witness someone being sexually harassed, you have a range of options to deal with this.

Write it down

Write down incidents of sexual harassment as they happen. This will be useful if you decide to make a complaint, particularly if the incident/s occur over a period of time.

You should capture the following information:

- The date of the incident, including anything relevant that happened before and after.
- Where it took place.
- Who was there and whether there were witnesses (to the incident and/or anything that happened before and after).
- What happened and what was said by whom.
- Why you believe that what was said or done was sexual harassment.
- How the incident made you feel.

Talk to the harasser

If you feel comfortable and confident, you can approach the harasser and tell them that their behaviour is unacceptable and unwanted, and ask them to stop the behaviour.

Do not approach the harasser if you feel it could endanger your safety in any way.

Tell someone – get advice

If you are not comfortable talking to the harasser, or if the behaviour is of a criminal nature, or it continues, speak to someone you trust at your workplace about what is happening.

REPORTING OF WORKPLACE SEXUAL HARASSMENT

Only 13% of SDA members who have experienced workplace sexual harassment in the last five years made a formal report or complaint in relation to the most recent incident.

SPEAK OUT

This can be your SDA Delegate, Health & Safety Representative or SDA Organiser, or you can contact the SDA for confidential advice and/or assistance.

Advice provided by the SDA is on a confidential basis, and the SDA will only act on your behalf in relation to a complaint if this is what you want and you authorise the Union to do so.

Make a report or complaint to your employer

You have a right to make a report or complaint if you have been sexually harassed at work. Your workplace will have a process in place for how to make a complaint or report. If you don't feel comfortable or are unsure of how to make a complaint, the SDA can provide you with assistance with how to do this.

Make an external complaint

Depending on the nature of the harassment, there is a range of external options for assistance. Please contact the SDA for advice about the options available to you and to provide assistance throughout the process.

SEXUAL HARASSMENT NOT OKAY. NOT EVER.

What is sexual harassment?

Sexual harassment is any unwanted or unwelcome behaviour of a sexual nature that may make a person feel offended, humiliated or intimidated.

The behaviour can be physical, verbal or visual and includes some of the following behaviours:

- sexually suggestive jokes or comments
- intrusive questions about a person's private life or body
- unwelcome touching, hugging, cornering or kissing

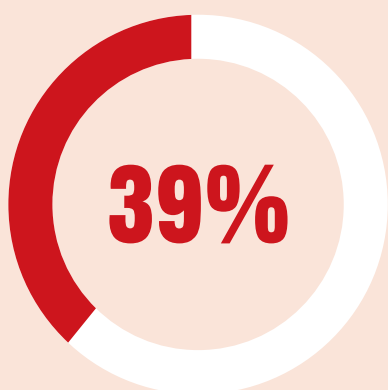
- inappropriate staring or leering
- inappropriate physical contact
- insults or taunts based on gender or sexual preference
- unwanted invitations to go out on dates or requests for sex
- sharing or communicating content of a sexual nature via text, email, online, social media or other technology

Sexual harassment can be perpetrated by anyone in your workplace, including a co-worker, more senior co-worker, supervisor or manager, or anyone else who comes into your workplace such as a customer or contractor.

Even if you are not the target of the sexual behaviour, you may also experience sexual harassment if you witness or are exposed to the sexual harassment of another person.

Sexual harassment can happen to anyone, but the SDA's surveys show that female members are much more likely to experience sexual harassment.

Sexual harassment at work is unlawful and some types of sexual harassment may also be criminal offences. Sexual harassment is also a work health and safety issue.



PREVALENCE OF WORKPLACE SEXUAL HARASSMENT

In the last five years, 39% of SDA members said that they have been sexually harassed at work.

Female SDA members (46%) were more likely than their male colleagues (29%) to have experienced workplace harassment.

SEXUAL HARASSMENT BY CUSTOMERS

21% of SDA members said they have been sexually harassed by a customer in their current job.

Customers were the harassers in 36% of workplace sexual harassment cases.

Of SDA members who had been sexually harassed by a customer:

- ◆ 75% had experienced this more than once.
- ◆ 54% had experienced this in the previous six months.

SOURCE: EVERYONE'S BUSINESS: SURVEY ON SEXUAL HARASSMENT OF MEMBERS OF THE SDA 2019

THINK BEFORE YOU POST!



BY LAURA ZAKELJ,
NORTHERN
ORGANISER AND
WOMEN'S OFFICER

Social media has become a ubiquitous part of modern life. Services like Facebook, X (formerly Twitter), Instagram and TikTok allow users to put their thoughts permanently online for the world to see in a matter of seconds. Just because you can, though, doesn't mean you should. As the saying goes, with great power comes great responsibility!

SOCIAL MEDIA POLICY

Most companies these days provide a social media policy which includes guidelines for responsible use of social media.

They also outline how offensive or discriminatory comments will be moderated and/or reported.

Many social media policies include things like:

- A definition of social media;
- A description of social media behaviour that is acceptable and unacceptable;
- A statement that common sense and decency should dictate online conduct;

- Clear directives about when and for how long workers may use social media sites at work (e.g. during breaks, lunch hours, anytime within reason, etc);
- A prohibition on employees from saying or doing anything on social media that:
 - Could bring the company into disrepute,
 - Gives away your company's confidential information or the confidential information of anyone associated with the company,
 - Could be considered derogatory or disparaging by colleagues or customers, or
 - Undermines workplace productivity.

The law allows employers to regulate the conduct of employees on social media. It requires employees to be careful about what they post on their personal social media sites.

In some circumstances, your company can terminate an employee because of the employee's conduct on social media.

ONLINE BULLYING AND HARRASSMENT

Needless to say, cyber bullying and harassment are not on.

If you are experiencing any form of bullying or harassment at work, whether it's online or in person, please don't hesitate to contact the SDA for advice.

If you are at all concerned about your safety, please make sure you contact your local police station.

Examples of cyber bullying and harassment include:

- Making threats toward you, your family or friends;
- Telling lies about you;
- Tagging you in inappropriate pictures or videos;
- Posting comments about you or your friends or family which are not true.

If someone does say something inappropriate online, remember:

- Don't escalate the situation by replying;
- Take a screenshot or print out a copy of what has been said;
- Report them;
- Record the time and date of the incident(s);
- Make sure your settings are set to private;
- Block the offender.

On social media this Summer? Be nice. Not naughty.

While you're lazing around and checking in with your friends this Summer, remember to be careful what you say on Facebook, Insta and other social media.

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

Avoid negative comments about your company, your manager or other employees on social media.

Some members have come to us after "official warnings" or worse following unwise comments on social media. It's best not to mention your employer at all.

Be smart. When you're at home, leave your work at work. Enjoy your social media for your social life, not your work life.



AROUND THE SHOPS

If you know anyone who is suffering from depression or anxiety, perhaps as a result of bullying and harassment, on or off social media, please encourage them to call:

- Lifeline on 132 114
- Kids Helpline on 1800 55 1800 (5-25 years old); or
- Beyond Blue on 1300 224 636.

These lines are open all day, every day!

KEEP OUT OF TROUBLE

With the increased ease of creation and posting of video content, we have seen growing numbers of members getting in trouble for posting videos of themselves while they're still wearing their work uniforms.

SOME HELPFUL TIPS

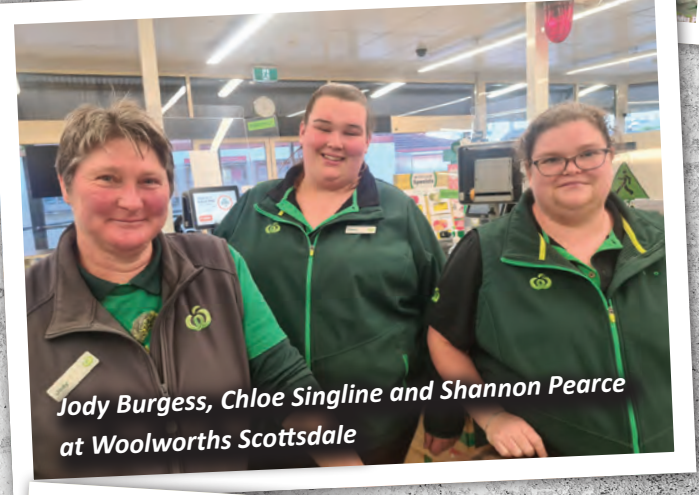
- Anything you post is 'in writing' and is therefore difficult to be deny.
- Don't threaten or harass fellow colleagues or managers or anyone else online.
- Never spread rumours or personal information online. Even if you don't mention the person by name, it can usually be found out who you are referring to.
- Be careful you do not mention anything detrimental regarding work or a work colleague. Even if you haven't listed your company in your profile, someone could still mention or say where you work.
- Treat social network sites as a public forum – even if your status is set to private, anything you post can be seen by friends of your friends.
- The internet never forgets!
 - Anything you post online can be screenshot and spread quickly or end up in the wrong hands.
 - Let's face it, not all your 'friends' on Facebook may really be your friend. You may not actually know all your 'friends', and things can be passed on to friends' friends and their friends, resulting in a never-ending cycle of information flow.
 - Never trick others into revealing private or embarrassing information and then post it online.
 - Never post photos of people accompanied by negative or derogatory comments.



Brendan Isaac at Coles Liquor Eastlands



Cody Ploughman and Savannah Harvey at Big W Eastlands



Jody Burgess, Chloe Singline and Shannon Pearce at Woolworths Scottsdale



Michelle Harding and Shelley Pike at Woolworths Eastlands

FIVE THINGS ABOUT SUPER FOR UNDER 18s



BY MELISSA READ,
SOUTHERN
ORGANISER
AND SOUTHERN
CO-ORDINATOR

To be 'guaranteed' super under law, under 18s need to work at least 30 hours a week.

This threshold was originally justified on the basis that the initial rate of super, at 2-3%, was so small that balances could be quickly eroded by admin fees and charges. The law has remained unchanged for over 30 years, and that means 375,000 young workers miss out on nearly \$1,000 in super each year, which if paid would boost their nest egg by over \$10,000 at retirement. Because under 18s don't usually work consistent hours, this means sometimes you get super and sometimes you don't.

While some employers do the right thing and pay young workers super anyway, most don't.

It sets you up for lack of engagement and distrust of superannuation.

For young women, it makes other super exceptions worse: take the gender pay gap – women are more likely to have inconsistent hours and to take periods of leave. Women are less likely to have superannuation savings to top up the pension than men.

The SDA is sometimes asked "But do young people even care?"

In short, you've told us that you find super to be complex, but that doesn't mean that older workers should get it and not you.

Here is the basis on which we say that with confidence.

WHAT THE RESEARCH SAYS

Qualitative and quantitative research to understand the views of workers aged 16 to 35 years generally, tells us some things about their super:

- 1 50% of workers 16-35 years old think the super guarantee needs to increase (external survey).
- 2 16-35 years olds are unaware of the inequity built into the superannuation guarantee.
 - In an external survey, 55% of young workers thought all under 18s got super.
 - In externally-run focus groups, participants were initially unaware of the gender super gap.
- 3 Once aware of the gender pay gap, workers are "infuriated" and want the discrimination fixed.
 - In the focus groups, the super gender pay gap elicited a great sense of injustice.

MEMBER WIN!

IGA WORKERS STAND UP FOR THEIR SUPER

A group of workers at an IGA store stood together and, with the help of the SDA, recovered an estimated \$66,000 in unpaid superannuation.

For approximately eight months, their employer had failed or neglected to pay superannuation to their nominated superannuation fund in accordance with the law.

Following an investigation, the SDA took prompt and effective action to ensure that members were promptly paid what was owed.

With the backing of the SDA's strong membership at this site, the Union wrote to the employer and to the Australian Taxation Office seeking recovery of unpaid entitlements and encouraging the ATO to act and enforce penalties against the employer.

Members speaking up and standing together makes a real difference!

One member said: "[I'm] terrified and infuriated! As a woman I find that concerning myself, and generally, I'm aware that middle-aged women are the most in trouble financially... so seeing that makes me feel like it's just hopeless."

■ In an SDA survey, members under 18 told the SDA: "I work just as hard as everyone else and am not getting the same benefits put towards my retirement."

"I can't always work 30 hours per week as I have school. I don't think that should mean I don't get to start preparing for my future with a superannuation fund."

"I think we all should get paid equally, no matter what age we are."

4 Young workers are concerned about their future and expect Government to look after their super.

■ In the survey, super was linked to financial security in retirement.

Their most reliable sources for information was their fund, their friends/family and their union.

■ In the focus groups, one member said:

"I feel like I'm relatively young, like I'm 20... I literally have no idea about super or where my super is going, or how much super I'm getting and I really need to start to learn about it because it's so important."

■ Another, being unreceptive to a cynical tone about government's role in super said:

"I think it's good because I would have no idea what to do with it... Somebody with more knowledge can hold onto it for me until I'm ready."

5 This is perceived by young workers as cumulative harm, especially for young women.

■ In the focus groups, and in response to the size and growth of the gender gap, members advocated for increased awareness around short- and long-term strategies to minimise the gap, e.g. "If there's a payment from the Government, like Child Support, maybe there could be a super payment added to that."



SDA VISITS CANBERRA TO ARGUE FOR SUPER

In October and November 2023, SDA members visited Canberra to ask Members of Parliament to “Make Super Even Fairer”. There are three areas where the SDA is seeking improvement together with other unions.



① PAYDAY SUPER

The problem:

Currently, employers are only required by law to pay superannuation to your superannuation fund every three months. Some employers pay monthly. You only start earning interest on that money when it is in your account.

The solution:

On 2 May 2023, the Australian Government announced that from 1 July 2026, employers will be required to pay their employees' super at the same time as their salary and wages i.e., every week or fortnight for most SDA members.

This measure is not yet law.

② SUPER ON PARENTAL LEAVE

The problem:

Superannuation is still failing millions of women across the country. On average, women retire with almost half the retirement savings of men.

One of the problems is that there is no legal requirement to pay superannuation on paid or unpaid parental leave.

The solution:

Require employers to pay superannuation on any paid parental leave they grant. The Federal Government should pay superannuation for those on the Government paid parental leave scheme.

③ SUPER FOR UNDER 18S

The problem:

Employees who are under 18 years of age do not get a superannuation payment by their employer unless they work 30 hours per week.

The solution:

Change the law so that employees under 18 years of age and working less than 30 hours per week must receive a superannuation payment by their employer.

Make sure superannuation funds change their model so that superannuation accounts with low balances do not have it whittled away by fees.

These three simple changes will have a considerable impact in making superannuation fairer.

ALL PROFITS TO MEMBERS



BY GERARD DWYER,
NATIONAL SECRETARY

Industry Super funds like Rest are a 'profit-to-member' model – this means that *all* profits go back to you as the account-holding member. Not all super funds are like that as some are profit to shareholders which means a slice of the account holder's earnings go back to the shareholders of the fund – for example, banks run profit-to-shareholder models.

The profit-to-member super funds have recently established a new body to represent over 10 million Australians who have more than \$1.4 trillion in retirement savings.

So from October 2023, there is a new national voice for the interests of Australians in 'profit-back-to-member' funds – it is called Superannuation Members Council of Australia (SMC). The SDA's National Assistant Secretary, Julia Fox, has joined SMC's Board on behalf of Rest Industry Super, Australia's fund for retail, fast food and warehousing workers.

After a decade of attacks on your retirement savings, the priorities for superannuation should be:

- Celebrating that we are at 11% super and will get the rate to 12% by 1 July 2025. That means that those entering the workforce now will get a reasonable rate of super for the whole of their working lives. It also means that Australians – through their super fund – will be investing in local, national and global economies. This will lead to building economic capacity as a community while, at the same time, individual account holders will also be building personal wealth through contributions and compound interest.

- Advocating that super must be paid on all earnings rather than just 'ordinary time earnings' by:
 - Increasing retirement savings of women by guaranteeing super on Government and employer parental leave.
 - Abolishing the discriminatory requirement for under 18s to work 30 hours a week before they are guaranteed super.
 - Reducing the risk of lost or stolen super by paying super on the pay day.
 - Making super even fairer by dealing with the complexities and abuses in the system. One example is taxation in super. For those who have a balance of over \$3 million, the Government has announced an increase to 30% tax, up from 15%, from FY2025-26. That is still a tax break compared to if those individuals took the money as cash – but the change should make super fairer.
 - Making super easier to understand and providing information and advice about superannuation so that we all get the benefit of a great union achievement – guaranteed superannuation.

While the list of changes may seem long, each change makes a difference. Following a sustained campaign from unions and superannuation funds, from 1 July 2022, the Government removed a \$450 per month threshold for super guarantee eligibility (that's the amount an employee could earn in a calendar month before an employer had to pay them super). Around 260,000 Rest members are estimated to have benefited from the \$450 monthly income threshold.

In tough times, every little bit helps

Feeling the pinch with every bill?



From housing to childcare, Rest has put together some ways to help you breathe a little easier. Find out how you can take a step towards getting on top of your finances - one dollar at a time.

Scan to learn more



Rest

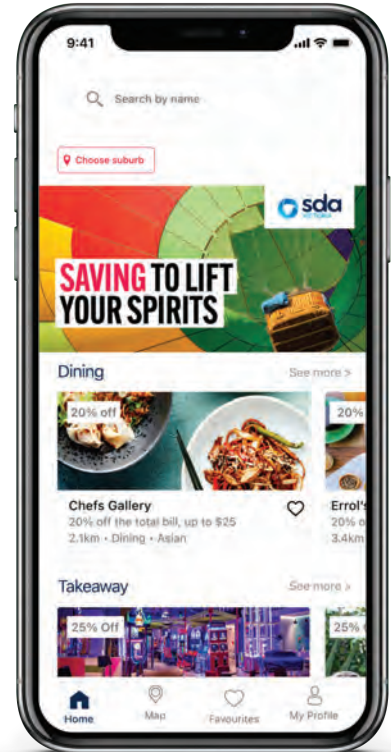
Product issued by Retail Employees Superannuation Pty Ltd. Before deciding to join or stay, consider the PDS and TMD available at rest.com.au/pds and whether it's appropriate for you.

THOUSANDS 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.

SCAN QR CODE TO DOWNLOAD THE NEW SDA BENEFITS APP



SAVE ON EVERYTHING YOU LOVE TO DO



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



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



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



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Indulge on luxury beauty services and products.



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

ENJOY ENTERTAINMENT SINGLE USE OFFERS WITH THE NEW APP



2 FOR 1 MAIN COURSE



2 FOR 1 REGULAR ICE CREAM



25% OFF (UP TO \$40)

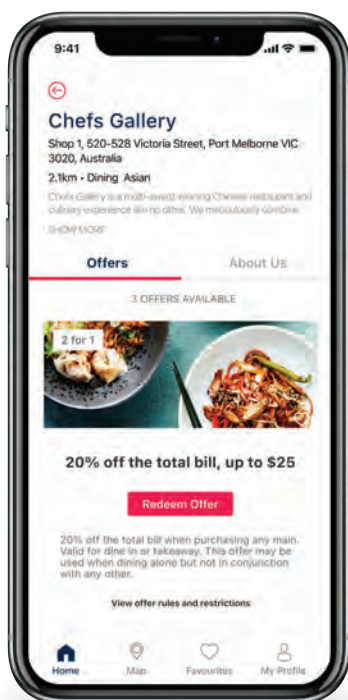


rebel

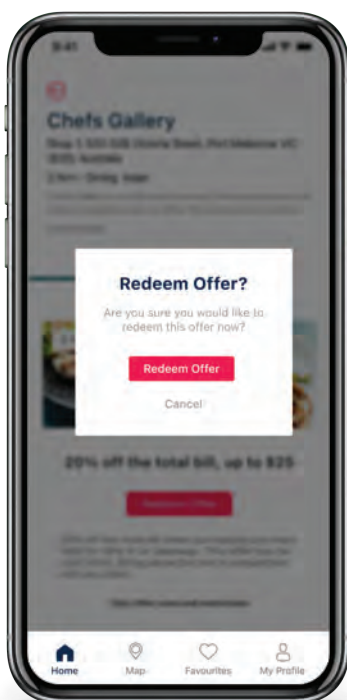


Offers correct at time of printing. For the latest listing, terms and conditions and offer details, please refer to the SDA TAS Benefits app.

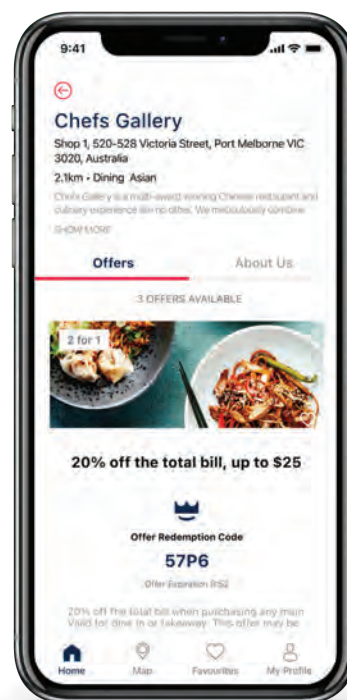
HOW TO REDEEM OFFERS USING THE NEW SDA BENEFITS APP



1. Click "Redeem Offer"



2. Confirm you want to redeem your offer



3. Present spinning logo and redemption screen to staff



THE SDA MOVIE TICKET DISCOUNT BENEFIT IS BETTER THAN EVER!

SDA members can **save up to 40%** on movie vouchers at Village, Hoyts, Event, Palace and Reading cinemas across Australia through our partnership with Choovie.

This offer is not available to the general public, so you need to access the SDA's special arrangement through our website.

With this exclusive offer, you can now enjoy more movies, more often!

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.

FOR METRO CINEMAS (BURNIE)

In addition to our Choovie ticket offer, we continue to sell tickets for Metro Cinemas Burnie.

To order, just go to **sdatas.asn.au** (or scan the QR code above), 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.

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.



How to get 5% off Knose Pet Insurance per year*



1. Visit 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.

SDA MEMBERS SAVE UP TO 15% OFF*



Europcar is pleased to offer SDA members up to 15% off the base rate.* To take advantage of this exclusive member rate, just click [here](#), scan the QR code, visit europcar.com.au/partners/sda-offer or call 1300 13 13 90 and quote 47684300 when booking.

SCAN HERE
*Terms & conditions apply
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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@rendezvous-hotels.com
meet.melbourne@rendezvous-hotels.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 2024 to 30 December 2024. Conditions apply. Offer excludes block out and special events dates.



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SDA MEMBERS CAN GET GREAT RATES AT CLARION SUITES GATEWAY

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



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

- ◆ Studio Room from \$215 per night
- ◆ One Bedroom Suite from \$240 per night

And for \$25 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 – \$28 per day

FOR RESERVATIONS

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

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



Valid until 30 December 2024. Rates are not available for New Year's Eve or during Event Periods and are subject to availability.



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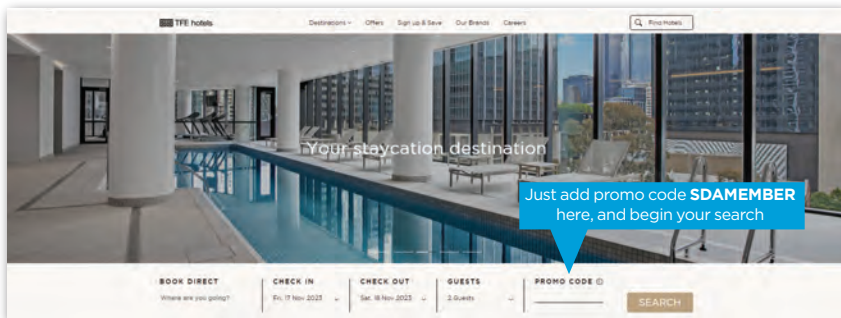
KNOWS TRAVEL



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 **SDAMEMBER** into the promo code field on the TFE Hotels website – just scan the QR code below or go to tfehotels.com/en.



Offer applies until 31 December 2024.



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
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



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