

sda tastalk

OFFICIAL JOURNAL OF THE SHOP, DISTRIBUTIVE AND ALLIED EMPLOYEES' ASSOCIATION, TASMANIAN BRANCH ▼ AUTUMN 2024



Michael McLean, Fletcher Guard, Terilee Scott, Bronwyn Grice and Scott Lehman at Coles Burnie, supporting our Make Easter Sunday a Public Holiday in Tas campaign.

**MAKE EASTER SUNDAY
A PUBLIC HOLIDAY IN TAS**



ALSO IN THIS EDITION...

**PLUS YOU'LL FIND YOUR SDA
2024 AFL FOOTY FIXTURE INSIDE!**

YOUR VOTE, YOUR VOICE

Supporting the Labor Government will ensure the Tasmanian Government will support the necessary measures to ensure that Easter Sunday is a public holiday in Tasmania.

TASMANIAN ELECTION SCORECARD

Issue	Labour Party	Liberal Party
Public Holiday for Easter Sunday	✓	✗
Additional public holiday for Easter Sunday	✓	✗
Respect at work	✓	✗
Protecting vulnerable workers	✓	✗
Cost of living	✓	✗
A Fair Paying for Retail and Food	✓	✗

ENTER BY E-MAIL!

WINNERS!

You could win a \$200 Petrol Voucher

WE'VE GOT 5 TO GIVE AWAY!

Petrol is a hefty expense, so let us help you out with a \$200 Coles Express voucher to help you out next time you fill up!

To enter... Simply e-mail us in enter@shop@sdatas.asn.au by Friday 3 May 2024 with the subject line "Fuel Voucher".

Make sure you include your full name, SDA membership number, home address, contact phone number and email address in the body of your e-mail so we know who you are!

No internet access? No problem!

Just phone us on 1300 52 851 and we'll enter you into the competition.

HOLIDAY ENTITLEMENTS

EASTER/ANZAC DAY PUBLIC HOLIDAYS AND TRADING HOURS IN TASMANIA

Public Holiday	Public Holiday?	Is this a Public Holiday?	Trading Arrangements
Good Friday	Yes	Yes	All shops closed to the public.
Good Saturday	Yes	No	All shops open to the public.
Easter Sunday	Yes	Yes	All shops closed to the public.
Easter Monday	Yes	Yes	All shops open to the public.
Anzac Day	Yes	Yes	All shops closed to the public.

EMPLOYER CHANGE FROM TO PUBLIC HOLIDAY

If you are employed in a public holiday, you are not entitled to be paid for the public holiday unless you are required to work. This applies to all employees, including casual employees.

CONTACT THE UNION

If you are not paid correctly, if your employer is not complying with the law, or if you are not sure about your entitlements, contact your SDA representative on 1300 52 851.

With the compliments of

YOUR UNION

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



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Organiser



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Office
Manager



Laura Zakelj
North West Organiser
and Women's Officer

CLOSING TH BY WORKIN

Nationally, the *Closing the Loopholes* Bill has been enacted to enhance fairness in workplace laws, including improvements in the negotiation processes for enterprise agreements. The establishment of a clear definition for casual workers has bolstered workers' rights to secure permanent positions. Equal pay rights for labour-hire workers and mandated minimum pay and conditions for gig-economy workers have addressed major loopholes that allow wage undercutting by employers.

Furthermore, after persistent advocacy, fines and penalties for wage theft have been increased, marking some of the most substantial advancements in workers' rights in more than 15 years. These reforms have reinstated the negotiating power of workers and are being actively leveraged for further improvements.

The passage of these reforms was greatly assisted by the members and Delegates of the SDA Tasmanian Branch. In November last year, Delegates and members stepped up at the Senate Enquiry in Launceston, telling Senator Jacqui Lambie and Senator David Pocock, among other Senators, why it was vital that these laws be passed.

However, these victories come amidst a challenging economic landscape with soaring living costs and stagnant wages, exacerbated by rising interest rates. In response to these issues, the SDA has set an ambitious agenda for 2024, utilising the new bargaining laws to advocate for stronger rights and genuine wage growth. Legal action against major employers and efforts to enhance workplace safety are also underway, alongside campaigns for improved protections for young workers.

TASMANIA'S EASTER SUNDAY 'LOOPHOLE'

Where bargaining and national law reforms bring the promise of improved wages and conditions to our members in our workplaces, the state of our dire public holiday legislation remains unchanged and contains 'loopholes' that need fixing, when compared to every other State's and Territory's public holidays legislation.



E LOOPHOLES G TOGETHER

Tasmania is now the *only* State or Territory in Australia that does not have Easter Sunday as a public holiday.

The South Australian Premier last year declared Easter Sunday a public holiday for South Australians into 2024 and onwards. Every State and Territory will have Easter Sunday as a public holiday in 2024, except Tasmania.

Easter Sunday is a day of religious, cultural, and social significance for all in our community who recognise it as a time to reflect and connect with family and friends.

The loophole remains because of the inaction of the current State Government. Tasmanian workers will remain the only workers in Australia without public holiday penalty rates for working on Easter Sunday, and others will not have the right to refuse to work or a reasonable right to request the day off.

While most of the community is at home with their family and friends over the Easter period, retail and fast food workers are working through an extremely busy time of year and they deserve to be recognised for this.

HAVE YOUR SAY ON EASTER SUNDAY

In an industry first for Tasmania, and through the advocacy of the SDA Tasmanian Branch, Coles workers will soon have the chance to have their say on having Easter Sunday recognised as a public holiday in their proposed Agreement.

While we welcome Coles' recognition in the proposed Enterprise Bargaining Agreement, this 'loophole' needs to be closed as a matter of fairness for all workers in Tasmania.

We continue to call on all sides of government to do the right thing and change this Easter Sunday 'loophole' in the State legislation so that all Tasmanians are able to enjoy this day of importance as a public holiday.

YOUR VOTE MATTERS

With a State Election upon us, we understand and respect that SDA members will vote for a range of candidates, based on what is important to them.

This State Election is very important for SDA members on a range of issues, the Easter Sunday 'loophole' included.

The position of the major parties on Easter Sunday reform and other matters of importance to you are set out on pages 4-7.

If these issues matter to you, have a look before you vote.

However you decide to vote, make sure your ballot paper is filled in correctly so your vote counts.

The accomplishments achieved thus far are a testament to the invaluable support of our members, and with continued backing in 2024, we can persist and continue to close the loopholes in our State and in our workplaces!



Joel Tynan,
General Secretary



IT'S MARCH... AND YOU KNOW WHAT THAT MEANS...

SDA TAS FOOTY TIPPING'S BACK!

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 *Tas Talk*. 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!

*Subject to availability

TASMANIAN STATE ELECTION:



BY JOEL TYNAN,
GENERAL
SECRETARY

Tasmanian voters will elect a new Government on Saturday 23 March. This is an important election and will shape the future of Tasmania and your workplace for years to come.

The SDA knows and respects that our members will vote for a range of candidates and parties, based on what is important to them.

However, SDA Delegates across Tasmania agree that it is important to let members know where the parties stand on key issues that are important to SDA members.

Because the Labor Party or the Liberal Party will likely form Government after the election, this article focuses on where both those parties stand on issues important to SDA members.

YOUR PREFERENCES COUNT!

If you are not voting for a major party, carefully consider where your second preferences go, as it will make a big difference as to who will get elected.

ISSUES RAISED BY SDA MEMBERS

SDA members have indicated issues of concern to them in the upcoming Tasmanian Election, including:

- Public holiday fairness for Tasmanians;
- Respect at work;
- Protecting vulnerable workers; and
- Cost-of-living pressures.

WHERE EACH PARTY STANDS



PUBLIC HOLIDAY FAIRNESS FOR TASMANIANS

Tasmania is now the only State or Territory in Australia that does not have Easter Sunday as a public holiday.

On 16 November last year, the South Australian Premier announced that proposed legislation in his State would make Easter Sunday a public holiday for South Australians into 2024 and onwards.

This means that every State and Territory will now have Easter Sunday as a public holiday in 2024, except Tasmania.

It is unconscionable that, at present, Tasmanian workers will not receive public holiday penalty rates for working, and others will not have the right to refuse to work or reasonable right to request the day off.

While most of the community are at home with their family and friends over the Easter period, retail and fast food workers are working through an extremely busy time of year and they deserve to be recognised for this.

We have called on the Liberal Government to declare Easter Sunday a Public Holiday on countless occasions.

Over and over again, we get told that the Liberal Party will not consider bringing Tasmanian workers into line with the rest of Australia.

The Liberal Party refuses to make Easter Sunday a Public Holiday at the time of writing this article.

Rebecca White and her Labor team have stood side-by-side with our members on countless occasions.

Labor has given their commitment that they will stand with our members and make Easter Sunday a Public Holiday if they win Government, ensuring that Tasmanian workers who are required to work on Easter Sunday are compensated for this, by recognising Easter Sunday as a statutory public holiday.



NEW YEAR'S DAY AND BOXING DAY WHEN THE DAY FALLS ON A WEEKEND

Tasmanian workers were the only workers in the Australia that received 11 public holidays in 2023, leaving them worse off than any other Australian worker in 2023 with respect to public holidays.

This is because the Statutory Holidays Act 2000 (Tas) did not provide the additional day for New Year's Day as it fell on a weekend.

On both New Year's Day and Boxing Day, our members are not provided the additional day when the day falls on the weekend, like every other State and Territory.

We have called on the Liberal Government to fix the additional Public Holiday issue on countless occasions.

The Liberal Party refuses to fix this issue in the legislation.

YOUR VOTE, YOUR VOICE

Rebecca White and her Labor team have committed to fixing this issue in the Statutory Holidays Act 2000 (Tas) if they win Government.

A Labor Government will reform the Statutory Holidays Act to ensure workers are compensated for working on recognised holidays when they fall on a weekend, as well as the substituted day, in line with all other States and Territories.



RESPECT AT WORK: NO ONE DESERVES A SERVE

Unfortunately, our members and our communities continue to see an escalation in what are already unacceptable levels of customer abuse and violence for shop workers. In a recent survey conducted by the SDA, 87% of SDA members indicated that they were subjected to customer abuse at work. Alarming numbers of members also reported being physically assaulted at work.

A recent McKell Report highlighted Retail violence and abuse in Tasmania have been consistently rising in recent years. Reported incidences have increased by 40.3% since 2014.¹

On behalf of SDA Tasmanian members, we asked the Liberal Government to legislate for an offence of assaulting, threatening, stalking, intimidating, or abusing a shop worker (or other customer-facing worker).

Continued on page 7

TASMANIAN ELECTION SCORECARD

Issue	Labor Party	Liberal Party
Public Holiday fairness for Tasmanians:		
• Easter Sunday as a public holiday	✓	✗
• Additional public holiday when New Year's Day and Boxing Day fall on a weekend	✓	✗
Respect at work	✓	✗
Protecting vulnerable workers	✓	✗
Cost-of-living:		
• Fair parking for retail and fast food workers	✓	✗

¹ McKell Institute, 'Data Briefing into Retail Violence Abuse in Tasmania' (2023) <https://mckellinstitute.org.au/research/reports/data-briefing-into-retail-violence-abuse-in-tasmania/>.

How to vote in the Tasmanian State Election

– 23 March 2024 –

A general election for the House of Assembly will be held on Saturday 23 March 2024.

Tasmania has five divisions: Bass, Braddon, Clark, Franklin and Lyons.

For each division, seven members will be elected to serve a term of office of up to four years.

Voting is compulsory.

7 OR MORE TO MAKE YOUR VOTE COUNT

You now need to **number at least seven boxes** when you vote in the upcoming Tasmanian State Election.

This is because the number of members in Tasmania's House of Assembly is increasing from 25 to 35, with each division increasing from five members to seven.

Voting is compulsory, so make sure yours counts.

WAYS TO VOTE

Polling day for the 2024 State election is Saturday 23 March.

Voting is compulsory for electors in all five House of Assembly (lower house) divisions. The divisions are Bass, Braddon, Clark, Franklin and Lyons.

You can vote in person at a polling place on polling day. If you are unable to do this, you may be eligible to vote early.

The following options are available:

- Vote in person at a pre-poll centre, or
- Vote by phone (interstate and overseas electors only), or
- Apply to vote by post.

Services will be available for vision impaired electors. Mobile voting teams will also be available at some nursing homes and hospitals.

For more information, go to: tec.tas.gov.au/house-of-assembly/elections-2024 or just scan this QR code



BRADDON



BASS



BRADDON

BASS

LYONS

FRANKLIN

FRANKLIN

CLARK



Continued from page 5

As the McKell report suggests, such an amendment should impose maximum penalties similar to the recent NSW legislation protecting retail workers, but not impose any mandatory minimum sentences by amending the Criminal Code Act 1924.

In a positive step from the Liberal Party, we welcome the Government acknowledging retail workers as frontline workers in the Sentencing Amendment (Presumptive Sentencing for Assaults on Frontline Workers) Bill 2024.

However, in our view, this proposed reform largely misses the mark in protecting our members from customer abuse and violence.

This proposed reform would only call out an offender who inflicts grievous bodily harm on a frontline worker, imposing mandatory imprisonment sentence for the offender.

The Labor Party has listened to us and our members. If they win Government, they will legislate for a new offence to target assaults, stalking, harassment, and intimidation against frontline workers, including retail, health and emergency services, hospitality, and transportation workers. by amending the Criminal Code Act 1924.

This means an abusive customer could face up to 21 years' imprisonment for abusing our members in the course of their work.



PROTECTING VULNERABLE WORKERS

Children are inherently more vulnerable at work than adults.

As a society, we have a responsibility to do all that we can to look after our young people and keep them safe.

Tasmania is one of the few jurisdictions in Australia, indeed in the world, that does not have child labour laws.

Last year, the Federal Government ratified the International Labour Organisation's (ILO) Minimum Age Convention, 50 years after it was originally passed by the ILO.

Tasmania has no specific protections for young people in our workplace law. We are behind the rest of the country, and we are behind the world. Tasmania is not compliant with the ILO convention that Australia has now ratified.

The Tasmanian Labor Party has given their commitment to important reforms, protecting young workers in their workspace.

A Labor Government will introduce Child Labour Laws in Tasmania, in consultation with unions and other stakeholders, to legislate matters such as restrictions about working hours, minimum age for employees, and other safe-guarding measures for young workers, to bring Tasmania in line with other States and Territories in Australia.

We have had no commitment on these important reforms from the Liberal Party.



COST OF LIVING: FAIR PARKING FOR RETAIL AND FAST FOOD WORKERS

All families are feeling the rising cost of living, it is a constant pressure for retail, fast food and warehouse workers.

Many shopping complexes in Tasmania have paid parking. Most of these have a free period for customers for either two or three hours.

This means that 97% of customers park for free. However, 100% of those retail workers have to pay for parking as the minimum shift is three hours.

For a retail worker doing a four-hour shift, this means paying 7.2% or more of their pay in parking fees.

Labor sees how unfair this financial burden is for retail workers – particularly casual and broken shift workers who have to pay for parking when they work.

If elected on 23 March, Labor has committed to exploring mechanisms to ensure that workers are provided with safe, affordable, or free parking while at work, by working with Councils, retailers and employers, and workers.

We have had no such commitment from the Liberal Party.

YOUR VOTE, YOUR VOICE

I encourage all members to vote for fairness in the upcoming Tasmanian election. Consider what a change of Government will mean for you at work. Don't forget that your vote and your preferences matter!

AN EASTER SUNDAY PUBLIC HOLIDAY IS WELL OVERDUE!



BY JOEL TYNAN,
GENERAL
SECRETARY

In 2024, Tasmanian workers are the only workers in Australia that will not have Easter Sunday as a Public Holiday, with the last mainland jurisdiction – South Australia – passing the Public Holidays Act 2023, making Easter Sunday a public holiday from this year.

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.

This is unfair, and we have called on the Tasmanian Government time and time again to legislate Easter Sunday as a public holiday.

But again and again, the Government has refused to bring Tasmanian workers into line with the rest of the nation.

We have fuelled the conversation in our State around this injustice and I am pleased to confirm that the State Parliamentary Labor Party has given their assurance that they will legislate to make Easter Sunday a public holiday if they are elected to Government in this month's election.



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, Tarraleah 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

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 in Tas*, is a testament to this dedication.

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



Donna Salai and Tamara McPherson
at Woolworths Deloraine



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

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

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

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

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

Be smart. When you're at home, leave your work at work.

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

EASTER 2024 PUBL



BY JOEL TYNAN,
GENERAL
SECRETARY

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

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

Depending on which company you work for, there may be some differences in the rights outlined below.

You should refer to your Agreement or Award to ensure your workplace entitlements are observed.

TRADING HOURS

Tasmanians have public holidays on Good Friday and Easter Monday.

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

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

DO YOU HAVE TO WORK ON A PUBLIC HOLIDAY?

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

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

For employees covered by the General Retail Industry Award, public holiday entitlements are covered by the National Employment Standards ("the NES").

The NES provides that an employee is entitled to be absent on a public holiday, however, an employer may request that an employee work on a public holiday if the request is reasonable.

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

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

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

WHAT DO YOU GET PAID?

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

If an employee works on a public holiday

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

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

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

IC HOLIDAY ENTITLEMENTS

A permanent employee can request time off in lieu or an equivalent day of annual leave instead of receiving penalty rates for working on a public holiday.

This arrangement is by mutual agreement between the company and the employee.

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

If an employee does not work on a public holiday

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

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

Under most Agreements negotiated by the SDA, it is illegal for an employer to change your roster in order to avoid the payment of a public holiday entitlement.

If your roster is changed to your detriment over the Easter/Anzac Day period, or if you are not paid correctly, you should contact the Union immediately.

EASTER/ANZAC DAY PUBLIC HOLIDAYS AND TRADING HOURS IN TASMANIA

Event/Day	Public Holiday?	Is Work Voluntary?	Trading Arrangements
Good Friday Friday 29 March 2024	Yes	Yes	All shops closed by legislation.
Easter Saturday Saturday 30 March 2024	No	No	All shops can trade on this day.
Easter Sunday Sunday 31 March 2024	No	No	All shops can trade on this day.
Easter Monday Monday 1 April 2024	Yes	Yes*	All shops can trade on this day.
Anzac Day Thursday 25 April 2024	Yes	Yes*	Shops closed until 12.30pm by legislation.†

*Award-covered employees have a reasonable right to refuse to work on Easter Saturday, Easter Monday, and after 12.30pm on Anzac Day. † Service stations, pharmacies, newsagents and small stores employing 10 or less and not in a shopping mall or complex are exempt.

If you are rostered to work on a public holiday but you are sent home early, it is the Union's position that you must still be paid for the total number of hours that you agreed to work. This applies even to casuals.

If you are sent home early and not paid for the full hours you are contracted to work, you should contact the Union without delay.

CONTACT THE UNION

If you are not paid correctly, if your roster is changed to your detriment, if you are sent home before the conclusion of your contracted shift

because trade is slow, if you do not receive your non-working-day benefit or if you do not receive your complete public holiday entitlement, you should speak to your Delegate or contact the SDA immediately for advice and assistance.

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

ENTERPRISE BARGAINING UPDATE



BY JOEL TYNAN,
GENERAL
SECRETARY



COLES

At the time of printing, a new Coles Enterprise Agreement is close to finalisation. During negotiations so far, the SDA

has been able to secure:

- Easter Sunday to be recognised as a public holiday for Coles employees in Tasmania;
- Improved leave entitlements;
- Higher part-time minimum hours;
- Improvements to rostering;
- A sign-on bonus;
- The continuation of hard-won SDA union conditions.

No new Agreement can be put in place unless a majority of members vote in favour of it.

Coles members will always have the final say on any new Coles Agreement, and we encourage all members to have their say.



WOOLWORTHS

The SDA is continuing negotiations with Woolworths to secure a new Agreement for members.

We're pushing to secure strong wage increases, five weeks of annual leave, and to protect workers' penalty rates.

Negotiations began at the end of 2023 and are likely to continue for the next few months.



KIMART

The SDA is continuing negotiations with Kmart to secure a new Agreement for members.

We're pushing to secure strong wage increases, five weeks of annual leave and to protect workers' penalty rates.

Negotiations began at the end of 2023 and are likely to continue for the next few months.



BEST&LESS

Best&Less members are voting on their proposed new Enterprise Bargaining Agreement (EBA) at the time of printing.

Best&Less members are voting on an EBA that includes:

- Annual increases to wage rates;
- Adult rates of pay for 20 year olds;
- Increased penalty rates for casuals;
- Increased minimum part-time hours per two-week cycle.

No new Agreement can be put in place unless most members vote in favour of it. Best&Less members will always have the final say on any new Best&Less Agreement, and we encourage all members to have their say.



HUNGRY JACK'S

The SDA is preparing to negotiate a new Agreement on behalf of Hungry Jack's members.

SDA Organisers have surveyed thousands of members to find out what they would like to see improved at their workplaces, ensuring that they get their say. Before negotiations begin, we will be reviewing all survey responses and using this to compile our log of claims to take to the company.

SDA MEMBERS WILL BENEFIT FROM TAX CUTS



BY SEAN PUDNEY,
LEAD ORGANISER

In January, the Albanese Government announced changes to the tax cuts originally planned to take effect from 1 July.

The legislation for the revamped tax cuts was passed by Parliament on 27 February, meaning every Australian taxpayer will receive a tax cut from 1 July this year and therefore, have more take-home pay.

This is a change to the originally legislated Stage 3 tax cuts put in place by the previous Government which did not provide a tax cut for

all workers, and unfairly benefited people on already-high incomes. Now 1.2 million workers across retail, warehousing and fast food will receive a tax cut, according to figures from the McKell Institute.

This is an urgently needed measure for Australians who are struggling with the rising cost of living.

WHY HAVE THE TAX CUTS CHANGED?

Australia is facing a cost-of-living crisis and all hard-working retail, warehousing and fast food workers are feeling the pressure.

SDA members continue to share their experiences of having to make difficult decisions about how to get by – to pay the rent or bills, and put food on the table.

These tax cuts are a response to the current economic circumstances which are causing serious financial pressure for Australians across the country.

They will help put more money back into the pockets of workers and provide some urgently needed relief. The SDA welcomes the Albanese Government taking action to address the hardship facing workers during difficult economic circumstances. It's good for workers, as well as the economy.

The SDA also urges employers to do their part to address the cost-of-living crisis by providing fair and reasonable wage increases to their employees.

RETAIL SUPPLY CHAIN ALLIANCE MEETS

On Saturday 3 February, the SDA supported the Retail Supply Chain Alliance by attending the Agricultural Workers Forum at the East Devonport Recreation Centre.

The Alliance was set up to address worker exploitation and risks to safety in the Australian fresh food industry. It consists of unions representing transport (TWU), farm (AWU) and retail workers (SDA), along with Coles and Woolworths.

Present were workers from companies such as Hillwood Berries and Costa, amongst others. The SDA pledged its support to the Alliance which ensures dignity of legal wages and conditions from the farm to the checkout, particularly here in Tasmania.

Presenting was AWU National Organiser Jonathan Cook (pictured). The SDA noted the great work of the AWU in advocating for the now-established minimum wage conditions in the Horticulture Award.



WINNERS!

Congratulations to the winners of \$200 Woolworths and Coles gift cards in our Summer 2023 competition.

Shown below are (from top to bottom) Lee Watkinson from Woolworths Shoreline, Kristy Jeffries from Woolworths Port Sorell, Carolyn Polley from Myer Launceston, and Tamara MacPherson from Woolworths Deloraine. Our fifth winner was Matthew Smith from Bunnings North Launceston, who we hope to bring you a pic of in the next edition of *Tas Talk*.



You could win a \$200 Petrol Voucher

WE'VE GOT 5 TO GIVE AWAY!



Petrol is a hefty expense, so let us help you out with a \$200 Coles Express voucher to help you out next time you fill up!

To enter...

Simply e-mail us at membership@sdatas.asn.au by **Friday 3 May 2024** with the subject line "fuel voucher".

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.



YOU DESERVE MORE IN 2024

BETTER WAGES
— WE'RE —
WORTH IT

General Secretary Joel Tynan speaks to members at Target Mowbray about the need for workers to be awarded a decent pay rise in 2024's Annual Wage Decision.



**BY LAURA ZAKELJ,
NORTH WEST
ORGANISER AND
WOMEN'S OFFICER**

The SDA and the Australian union movement are gearing up to make a strong case to the Fair Work Commission, arguing that all Australian workers need a decent pay rise in 2024. From increasing mortgage repayments and rental prices to the rising costs of bills and groceries, the cost-of-living crisis has made it almost impossible for Australians to make ends meet. While inflation has begun to steady in recent months, the reality is that most people aren't feeling the relief. It is clear that there is still a strong need for a real and fair pay rise. In July 2023, unions won a significant increase to wages. Award wages

increased by 5.75% and the minimum wage increased by 8.6%.

The superannuation guarantee also increased by 0.5%, growing from 10.5% to 11%.

Despite this, wage growth in Australia has trailed inflation levels for over three years.

In order to get our economy functioning effectively for working people, we need to see real wage growth for ordinary workers and their families.

We need to see wage growth sit above inflation rates – not behind them, as has been the case in recent years.

When working people are better off, our communities and our economy are better off.

When workers earn more money, they have more money to spend in local businesses, including restaurants and cafes, which mean that when workers win, all of Australia wins.

A tax cut is no substitute for a pay rise.

While we're fighting for a real pay rise, business lobby groups (such as the Australian Industry Group and the Business Council of Australia) argue that workers don't need a decent pay rise this year because they're receiving a tax cut from July.

The SDA welcomes the Albanese Government's decision to alter the planned Stage 3 tax cuts to ensure that they extend to all Australians, however, these tax breaks are no substitute for a real pay rise – a view that Federal Treasurer Jim Chalmers agrees with.

The profit share of Australia's GDP has dramatically increased, while the wage share has plummeted, and workers are paying the price for this.

A decent wage increase for workers from 1 July will help to restore balance to our economy and give workers the support they need.

SUPPORT OUR CAMPAIGN FOR A STRONG PAY RISE

**TAKE OUR
SURVEY:**





Congratulations go to Stephen Scott, a loyal member of the SDA Tasmanian Branch for 47 years, who recently retired from Woolworths Ulverstone. We wish you all the best for a very well deserved retirement!



Dipen Saud at Woolworths Channel Court



Dannielle Bowerman, Pru White and Joel Van Den Burg at Target Launceston



Stacey Roach at Woolworths Green Point



Lynda Beadle at Coles Newtown



Karen Allen, SDA member for more than 20 years, at Woolworths Wynyard



Jacob at Woolworths Green Point



Leonie Denman at Woolworths Mowbray

AROUND THE SHOPS



Lineen Ladlow and Carissa Allford at Myer Launceston with the Annual Wage Review Survey



Subir Pradhan at Coles Glebe Hill



Rajkumar Lama at Woolworths Campbell St



Gokul Kandel at Woolworths Green Point



Kayani at Target Mowbray



Lyndsay Noel at Woolworths Green Point

UP TO
**40%
OFF!**

Production
Director
Camera
Date

CINEMA
★ ★ ★
ADMIT ONE

CINEMA
★
ADMIT ONE

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.

MEMBERS' FEEDBACK ON WORKLOADS



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

In addition to bargaining for pay rises and improved workplace conditions in new Enterprise Bargaining Agreements, the SDA continues to focus on addressing key issues for SDA members outside of negotiations.

Workload and job demands are causing stress and impacting the health and safety of workers, and it's important to have clear data and examples from the shopfloor about the issues before approaching employers or finding solutions through legislative change.

That's why we've asked you directly to tell us about your experiences at work.

Our recent survey about workload and job demands closed in late 2023 with an overwhelming response – more than 11,500 SDA members participated.

Thank you to everyone who took the time to take the survey.

Your responses provide us with valuable insight into the safety issues impacting you at work.

The SDA will now use these responses to form a report to use to approach employers about fixing unreasonable workload and job demands that are causing workplace stress.

Not all job demands, work design and management styles result in stress or other negative health outcomes. These factors only become a hazard when their demands can't be met, are unreasonable, or they are inadequately implemented or resourced.

Your responses are fundamental to helping us work through the right solutions and the actions your employer should be putting in place.

Remember: Under work health and safety laws, employers must provide and maintain a working environment that is safe and without risk to health.

Health includes both physical and psychological health.

Workload and job demands are serious health and safety hazards, and the SDA is committed to making your work both fairer and safer.

IT'S IMPORTANT TO REPORT

The SDA encourages you to report any safety issues in your store. Reporting provides a record of the incident or hazard to make clear to your employer the seriousness of the issue.

Even if the store is busy, your employer should ensure that:

- all staff receive their full breaks when they fall due;
- adequate staff are rostered on to serve customers and complete tasks; and
- there is zero tolerance towards abusive or violent customers.

Don't be afraid to speak up and report issues when it comes to unreasonable workload and job demands – it's your right to be safe at work.

The SDA looks forward to sharing the full insights from the survey throughout 2024.

If you'd like to be part of our campaign to address these issues, just go to bit.ly/sda-workload or scan this QR code.



IT'S TIME TO PAY SUPER ON E



BY GERARD DWYER,
NATIONAL SECRETARY

The SDA and the union movement have been advocating for dignity in retirement since the 1800s – be that retirement due to age or illness.

At that time, unions established the first accident and retirement funds, mainly near goldfields.

In 1908, the newly-founded Commonwealth established the aged pension, in part due to the advocacy of unions.

In the 1930s and 1960s, there were major milestones of industry-wide pensions and employer-funded superannuation.

In the 1980s, unions argued in workplace relations commissions,

and in the 1990s, the Commonwealth guaranteed those entitlements with the Superannuation Guarantee. We got 3% super and the plan was to get to 12%.

This year, superannuation will rise on 1 July to 11.5%, and in 2025 it will reach 12%. A milestone that we will celebrate!

Now we need to make sure that everyone is getting super on all of their pay – ‘super on every dollar’.

SUPER FOR ALL

\$450 threshold abolished

It used to be that if you earned less than \$450 per calendar month, super wasn't guaranteed.

That rule was abolished in 2022 – a great win that saw hundreds of thousands of retail workers become entitled to super.

But there are still other workers who don't have guaranteed super.

Under 18s deserve super

Under 18s currently have to work 30 hours a week before they are guaranteed super – most don't meet this threshold so they lose the benefit of compounding interest over a lifetime of work.

Some employers have agreed with the SDA that this is unfair and do pay super to under 18s, whatever their number of hours.

This discriminatory law is a relic, just like the \$450 monthly threshold and just like super being paid quarterly when, with modern payrolls, it can and should be paid when you are paid your wages – this is called ‘pay day super’ and that is coming.

These exemptions were the result of circumstances at that time in history but those circumstances no longer exist, and these exemptions should now be confined to the history bin.

DON'T LEAVE YOUR ENTITLEMENTS TO CHANCE

As an employee, your work-related legal entitlements are set out in various Awards, Agreements and Acts of Parliament.

These entitlements include superannuation, sick leave, penalty rates, wages, rosters, overtime, allowances, health and safety standards and annual leave.

The SDA's experts can advise you of your entitlements and, if necessary, obtain them from your employer.

Disputes with your employer need not cost you your job.

If you have been unfairly treated, make sure you call the SDA to find out what your options are.

As a member of the SDA, it will cost you nothing.



sda
at work with you

VERY DOLLAR

TIME FOR A CHANGE

In the 1990s, when super was guaranteed, administration of cheques was costly and the focus of economists was on existing full-timers, rather than savings for retirement following a lifetime of insecure work.

Let me explain that.

In 1992, the guaranteed super contribution rate was 3% and the retail minimum wage was approximately \$8.50 per hour.

If you were working 38 hours a week and were an adult earner, that meant a quarterly cheque of about \$125 went into your Rest account.

Now let's apply junior rates to those 1992 wages.

Take the 1992 50% casual rate of approximately \$5.30 per hour and then apply the minimum weekly engagement of three hours work: that adds up to total earnings of \$15.90 per week.

3% super on that (i.e. 48 cents per week) would have seen a quarterly cheque for about \$6.20 directed to you super. But the fee for a cheque and administrative charges would take a huge portion of this. It is not surprising juniors were exempted back then, but things have changed.

The 3% super of 1992 is now approaching 12% and cheque fees are a thing of the past.

The 16-year-old casual today on junior rates of 50% is on \$15.45 per hour, and 3 hours per week would see a quarterly super EFT payment of \$69.31.

A more common working junior profile today is a 17-year-old doing three shifts per week (so, nine hours) on \$18.55 with 11.5% super – this would equate to an EFT quarterly payment of \$249.60.

The story then is, once upon a time the junior exemption avoided a quarterly cheque of \$6.20 which was only slightly higher than cheque fees and admin charges.

That exemption may have made sense in 1992. But now? A \$249 quarterly EFT payment is pretty common and should be paid so that young workers can start utilising the power of compound interest from day one in the workforce.

That's a lot of money that could be saved and making more money for retirement by being invested in a way that increases the economic opportunities available to Australians – including jobs for young workers.

It could also be used for insurance so there is a safety net if things go wrong while we're on our way to retirement.

It's time to pay super on every dollar earned – and your age should not be used to prevent you starting to save from day one in the workforce.

Understanding your payslip



A quick guide to the little bit of paperwork that packs a punch

Scan to learn more



Rest

*AU res. who are Rest members only. Ends 31/5/24 5pm AEST. Limit 1 entry/person. See go.rest.com.au/app-download-competition for full Terms and Conditions. Product issued by Retail Employees Superannuation Pty Ltd. Consider if it's appropriate for you and read the PDS and TMD at rest.com.au/pds before deciding to join or stay.

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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.

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.



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*Terms & conditions apply

Europcar
moving your way

2023 SDA EDUCATIONAL SCHOLARSHIP WINNERS



The following members have received a voucher to the value of \$120 to assist with educational expenses for themselves or a family member in 2024.

Vouchers can be redeemed at

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

Remember, they must be redeemed by **31 March 2024**.

Name	Store	Name	Store	Name	Store
Rebecca Smith	Woolworths Wynyard	Kellie-Anne Sabol	Woolworths Chanel Court	Sharon Price	Woolworths Northgate
Helen Milner	Coles Racecourse	Alexander Charlesworth	Coles Devonport	Rhiannon Calvert	Coles Newtown
Rebecca Smith	Woolworths Ulverstone	Rylan Hambleton	Coles Devonport	Finley Gregson	Woolworths Kings Meadows
Alisha Pitchford	Coles Charles St	Scott Damen	Coles Devonport	Taif Al-Amin	Woolworths Bridgewater
Kim McMaster	Woolworths Georgetown	Sue Button	Woolworths Glenorchy	Joanne Baxter	Woolworths Legana
Rebekah Knight	Harris Scarfe Devonport	Emily Read	Woolworths Claremont	Naomi Evans	Woolworths Mount Street
Claire Brooks	Woolworths Devonport	Hollie-May Poke	Woolworths Smithton	Hamish Grant	Coles Kingston
Alison Taylor	Woolworths Deloraine	Alyce Singline	Woolworths Legana	Shaun Smith	Woolworths Wynyard
Tameka Smith	Coles Devonport	Nathan Blyth	Woolworths Legana	Mehrak Mansouri	Kmart Eastlands
Paige Hattenschwiler	Big W	Lucy Schiebel	McDonald's Bridgewater	Samantha Hooper	Woolworths Ulverstone
Jacqui Shaw	Big W	Megan Barry	Coles Sandy Bay	Lisa Watkins	Big W Glenorchy
Rebecca Burr	Coles Glebe Hill	Peter Desmond	Woolworths Kings Meadows	Shane Barwick	Coles Eastlands
Gemma Anderson	Woolworths Devonport	Shannon Pearce	Woolworths Scottsdale	Charlize Connelly	Coles Ulverstone
Deon Hill	Bunnings Glenorchy	Kaylah Broadby	The Reject Shop Glenorchy	Timothy Worker	Woolworths Prospect
Aleesha Davidson	Coles Bridgewater	Jane Wells	Officeworks Hobart	Stephanie Spencer	Hungry Jack's Kingston
David Piper	Woolworths Prospect	Shane Webb	Coles Eastlands	Michelle Barrett	Coles Devonport
Kelly Prince	Woolworths Sorell	Isabelle Richardson	Woolworths Ulverstone	Michelle Rowlands	Kmart Newtown
Sarah Jeeves	Kmart Devonport	Natalie Burns	Coles Racecourse	Karlene Gibson	Woolworths Ulverstone
Luke Johnston	Woolworths Sandy Bay	Kimberley Smith	Woolworths New Norfolk	Kade Renshaw	Harris Scarfe Moonah
Timothy Phillips	Woolworths Mowbray	Loretta Maine	Woolworths Mount Street	Claire Anderson	Coles Bridgewater
Chantal Harman	Coles Kingston	Jacqueline Reid	Woolworths Ulverstone	Valerie Kiely	Jacqui E Hobart
Danielle Mills	Big W Rosny	Anita Burling	Woolworths Kings Meadows	Mandy Purton	Big W Glenorchy
Melissa Dane	Myer Launceston	Sarah Adams	Woolworths Kingston	Angela Rowlands	Woolworths Huonville
Shane Wiltshire	Coles Bridgewater	Allison Gunn	Woolworths Northgate	Rakhi Nayyar	Coles Eastlands
Rebecca Bennett	Woolworths Mount St	Indianna Cole	Woolworths Northgate	Lisa Beechey	Big W Glenorchy
Sophie Withers	Supercheap Auto	Dimity Cooper	Woolworths New Norfolk	Sandy Owens	Coles Eastlands
Natalie Lawler	Coles Devonport	Lee-Anne Lane	Woolworths Huonville	Farrah Wiggs	Coles Racecourse
Wyatt Jones	KFC Devonport	Tamika Midson	Woolworths Mowbray	Zander McQueen	Coles Kings Meadows
Meenu Suri	Woolworths Chanel Court	Kristy Carrasco	Woolworths Port Sorell	Jennifer Imlach	Woolworths Georgetown
Adam Willson	Coles Sorell	Ryan Braddish	Coles Devonport	Mark Turner	Woolworths Glenorchy
Rory Zakelj	Coles Kings Meadows	Ann-Margaret Quarrell	Target Burnie	Tracey Richardson	Kmart Eastlands
Shane Brown	Bunnings Kings Meadows	Sarah Peters	Woolworths Georgetown	Sandra Weber	Woolworths New Norfolk
Muhammad Ahsan	Woolworths Wellington St	Simon Gibson	Woolworths Prospect	Angela Quilliam	Woolworths Kings Meadows
Caleb Bromfield	Woolworths Glenorchy	Scott Lackington	Coles Eastlands	Presila Rai	Woolworths New Town
Gavin Hill	Woolworths Bridgewater	Melissa Cocker	Woolworths Riverside	Lisa Collins	Coles Racecourse
Tracey Minehan	Woolworths Huonville	Lee-Anne Watkinson	Woolworths Shoreline	Tanya Philpott	Coles Northgate
Amanda Colgrave	Coles Mowbray	Karen Grygiel	Coles Bridgewater	Lauri Piper	Coles Racecourse
Renee Cooper	Woolworths Ulverstone	Michelle Farrow	Woolworths Northgate	Kristy Dickson	McDonald's Bridgewater
Donna Mundy	Big W Rosny	Terrence Shepherd	Big W Glenorchy	Leigh Allen	Woolworths Devonport
Linda Price	Woolworths Eastlands	Kristy-Lee Daly	Coles New Town	Bailey Landeg	Myer Launceston
Jake Brown	Coles New Town	Darius Komzak	Hungry Jack's Kingston	Roxanne McCarthy	Bunnings Mornington
Sally Price	Woolworths Shoreline	Tamie Evans	Woolworths Ulverstone	Tracey Dobson	Best&Less Burnie
Adam Donohue	Dulux	Karissa Wood-Browne	Woolworths Mount Street	Anna Forrest	The Reject Shop Bridgewater
Imogen Duncombe	KFC Glenorchy	Paula Peters	Woolworths Mount Street		
		Kaylah Loveless	Woolworths Bridgewater		

SDASERVICESANDBENEFITS

Jessica McCulloch Woolworths Mount Street
 Amrit Tiwari Woolworths Kings Meadows
 Brendon Smith Bunnings Trade Mornington
 Nikhil Nanda Coles Racecourse
 Kelly Connie Kmart Racecourse
 Wesley Parker Woolworths Wellington St
 Makayla Davis The Reject Shop Rosny
 Leeanne Jackson Big W Glenorchy
 Isabelle Philpott Coles Newstead
 Jessica Ling Woolworths Port Sorell
 Candice Cassidy Bunnings North Launceston
 Joanne Wakefield Woolworths Georgetown
 Katrina Narracott Woolworths Group
 Marcus Giffard Allgoods Hobart
 Natalya Njezic Woolworths North Gate
 Sarah Hopkins Woolworths Kingston
 Rosemary Norgrove Bunnings Kings Meadows
 Hayley Rice Harris Scarfe Devonport
 Bikash Shrestha Dan Murphy's Launceston
 Elke Faulwetter Coles Kings Meadows
 Maryanne Plaza Woolworths Smithton
 Alyssa Cooper Target Launceston
 Michelle Cannon Target Mowbray
 Nicole Jacobson Woolworths Eastlands
 Noni Jordan Woolworths Eastlands
 Jodie Bombara Kmart Devonport
 Fatemeh Rezaei Coles Newstead
 Allison Smith Woolworths Georgetown
 Keiza Artis Woolworths Mowbray
 Md Ikbai Hosain Woolworths Eastlands
 Sh'Kylla Sherriff-Purton Hungry Jack's Burnie
 Antoinette Dobra Woolworths New Town
 Sharee Cannon Best & Less Glenorchy
 Gavin Blyth Woolworths Ulverstone
 Tadhg Anderson Woolworths Ulverstone
 George Placogiannakis Woolworths Kingston
 Sue Webber Coles Sandy Bay
 Danielle Lycett Woolworths Ulverstone
 Jacqueline Cross Woolworths Prospect
 Andrea Round Coles Racecourse
 Selina Bell Coles Express Bathurst St
 Amanda Griffiths Woolworths Bridgewater
 Jane Hrdalo Kmart Devonport
 Georgia Rowlands Coles New Town
 Connor Churchill Coles Bridgewater
 Sabrina McKay KFC Brighton
 Belinda Wilson Coles Devonport
 Eleisha Dolbey Kmart Racecourse
 Selina Walker Coles Bridgewater
 Carol Scanlon Woolworths Kingston
 Kellie Mayne Woolworths Brighton
 Nichole Coleman Woolworths New Town
 Wendy Robinson Coles New Town
 Carly Lewis Rebel Hair
 Bishnu Gurung Woolworths Lindsfarne
 Lee Ambrose Kmart Burnie
 Esther Deborah Officeworks Hobart
 Janelle Kelly Becks Devonport
 Clinton Bassett Woolworths Campbell St
 Rachel Briggs Woolworths Glenorchy
 Suzanne Perkins Coles Kings Meadows
 Emily Silver BWS Lauderdale
 Tamiaka Hall Woolworths Kings Meadows
 Cassandra Molenaar Woolworths Kings Meadows
 Ebonnie McDermott Bunnings Glenorchy
 Kathy Bolton Woolworths Legana
 Sheree Turner Woolworths Bridgewater
 Bronwyn Rigby Woolworths Prospect
 Danielle Tatnell Woolworths Prospect
 Tamara Jordan BWS Georgetown
 Vincest Hennessy Paint Plus
 Madison Wood Coles Kings Meadows

Jessica Hunter Coles Kings Meadows
 Patricia Howells Woolworths New Norfolk
 Tiara Gardiner Kmart Racecourse
 Janelle Jackson EG Fuel
 Jessica Featherstone Big W
 Megan Blake Big W
 Anthony Clark Bunnings North Launceston
 Nathan Clark Bunnings North Launceston
 Pheobe Hunter Woolworths Moonah
 Ashlee Knott Woolworths Ulverstone
 Dean Bannister Woolworths Claremont
 Aiden Woods Myer Launceston
 Claire Parry Woolworths Legana
 Rodney Downer Coles Northgate
 Leisha Dolan Woolworths Riverside
 Nicole Roberts Woolworths Claremont
 Jemma Latham Woolworths Glenorchy
 Francis McKay Coles Eastlands
 Shannon Phillips Coles Eastlands
 Chris D'Silva Woolworths CBD
 Belinda Trudgeon Woolworths Georgetown
 Lilyana Crossin Woolworths Bridgewater
 Jackie Brooks Woolworths Bridgewater
 Laura Churchill Woolworths Claremont
 Cheree Summers Coles Bridgewater
 Abbey Jones Kmart Burnie
 Jennifer Porte Woolworths Mowbray
 Eileen Stevenson Woolworths Deloraine
 Hayley Singline Woolworths Legana
 Dilip Tamang Woolworths CBD
 Rai Parbat Woolworths New Town
 Bhushan Jirel Woolworths Claremont
 Brandon Cooper Coles Bridgewater
 Kathryn Crawford Katies Glenorchy
 Jade Williams Coles Bridgewater
 Samantha Chatwin Bunnings Glenorchy
 Isabelle Patterson Woolworths Rosny
 Ella Walsh Coles Devonport
 Ryan Smith Coles Kings Meadows
 Declan Hourigan Coles Bridgewater
 Jasmine Radford Coles New Town
 Kimberly Hughes Coles New Town
 Ross Bennett Woolworths Shoreline
 Haylie Dillon Woolworths Glenorchy
 Kristy Hooper Coles Glebe Hill
 Amanda Kerr Woolworths Wellington St
 Hannah Keating Big W Rosny
 Allison Smith Woolworths Georgetown
 Della Fewkes Coles Northgate
 Cooper Wiggs Coles Racecourse
 Kelly Hogan Woolworths Prospect
 Marcellina Bula KFC Legana
 Xavier Fry Coles Bridgewater
 Joanne Haremza Woolworths Bridgewater
 Jared Collyer Coles Ulverstone
 Brock Lynch KFC Bridgewater
 Naomi Lawson Officeworks Launceston
 Lisa Loveless Woolworths Legana
 Jo-Anne Huston Kmart Burnie
 Melinda Boote Woolworths Mowbray
 Liana Oakley Coles Bridgewater
 Sharlene Cracknell Big W Glenorchy
 Kristi Morrison Target Mowbray
 Matt Street Bunnings Glenorchy
 Lyndsay Noel Woolworths Claremont
 Danielle Hall Woolworths Claremont
 Luke Jones Woolworths Claremont
 Brooke Thompson Woolworths Claremont
 Kristal Katrnjac Woolworths Claremont
 Jade Tims Woolworths Claremont
 Lisa Tims Woolworths Claremont
 Scott Carmichael Woolworths Claremont
 Kelly Milburn Woolworths Claremont
 Tammy Thompson Woolworths Claremont
 Lilyana Harris Woolworths Claremont
 Chloe Nichols Woolworths Claremont
 Kirsten Ogden Woolworths Claremont

Jay Pearton Woolworths Claremont
 Barbara Laredo Woolworths Bridgewater
 Kerryn Plumkett Woolworths Claremont
 Brigitta Lomansey Woolworths Claremont
 Kylie Givven Woolworths Claremont
 Louise Whitney Woolworths Claremont
 Sarah Hagan Kmart Devonport
 Natasha Burnett Myer Launceston
 Kylie Townsend Woolworths Kingston
 Chloe Soule Woolworths Prospect
 Harrison Malaie The Reject Shop Claremont
 Achal Subedi Hungry Jack's Mowbray
 Zoe Williams Coles Racecourse
 Natalea Porter Woolworths Glenorchy
 Rebecca Aitchison Woolworths Legana
 Darren Shearing Coles Bridgewater
 Rebecca Scotney Coles Northgate
 Grace Clements The Reject Shop Glenorchy
 Jason Faulkner Woolworths Smithton
 Annalese Petersen Coles Bridgewater
 Wendy Viera Coles Ulverstone
 Freya Boundey The Reject Shop Glenorchy
 Tyler Scott Big W Glenorchy
 Kristy Nichols Woolworths Sandy Bay
 Leigh Tatnell Woolworths Prospect
 Tamika Barron Coles Racecourse
 Lucas Donald Woolworths Devonport
 Anita Stevenson Coles Glebe Hill
 Biki Oli Bunnings Kingston
 Katrina Marsh Coles Charles St
 Rebecca Seen Woolworths Kings Meadows
 Paula Clancy Coles New Town
 Rebecca Hartley Woolworths Prospect
 Angela Nettlefold Coles Northgate
 Fiona Williams Woolworths Devonport
 Susan Springer Allgoods Launceston
 Melanie Smith Woolworths Mowbray
 Aleisha Hindrum Coles Mowbray
 Yulana Robertson Kmart Burnie
 Kirby Dalton Woolworths New Town
 Jay Johns Bunnings North Launceston
 Rodney Johns Bunnings North Launceston
 Denise Bishop Coles Devonport
 Kathryn Richmond Woolworths Prospect
 Bianca Wiggins Coles Northgate
 Karen Temple Woolworths Glenorchy
 Samantha Sellers Coles Kings Meadows
 Shelley Pyke Woolworths Eastlands
 Claire O'Rourke Kmart Burnie
 Gina Heald Kmart Burnie
 Matthew Blackaby Coles Glebe Hill
 Angie Catanie Coles Moonah
 Rebekah Bowerman Woolworths Wellington St
 Amali Barker-Bowerman Kmart Racecourse
 Daniel Lewis Coles Northgate
 Wayne Richards Woolworths Sandy Bay
 Kylie Brooks Woolworths Sandy Bay
 Lana Eayrs Woolworths Ulverstone
 Krystal Purdon Nexta Newsagency
 Deborah Wilkins Woolworths Glenorchy
 Christa Sherriff Woolworths Georgetown
 Kayla Sherriff Woolworths Ulverstone
 Tamara Young Coles Glenorchy
 Leila Bennett Woolworths Burnie
 Madyson Scotney Best&Less Glenorchy
 Caitlyn Bishop Coles Devonport
 Jack Baldwin Woolworths Huonville
 Xavier Thow Coles Northgate
 Indyanna Scotney Coles Northgate
 Ashlee Cripps Coles Bridgewater
 Tiani Goyen Woolworths Campbell St
 Tanya Vernham Woolworths Ulverstone
 Imogen Bone Bunnings Glenorchy
 Bronte Sheehan Kmart Devonport
 Caitlin Wesley Bunnings Glenorchy
 Lilyana Wise KFC Kings Meadows
 Helen Van Noord Kmart Racecourse

Marcus Bretag	Spotlight	Catherine Bartlett	Woolworths Mowbray	Ella Howie	Coles Mowbray
Hannah Mills	Woolworths Prospect	Fatemeh Rezaei	Coles Newstead	Eboni Breden	Woolworths Ulverstone
Sharon Catterall	Woolworths Legana	Robert Sims	Coles New Town	Rachel Boulton	Bunnings Devonport
Kiarah Nener	Kmart Burnie	Britt Kronawitter	Wattyl Paints Moonah	Will Cragg	Hungry Jack's Glenorchy
Alicia Foster	BWS Aberfeldy	Anu Rai	Woolworths Claremont	Tylah Smith	Coles Bridgewater
Lilly Fellowes	The Reject Shop Kingston	Lily Blair	Myer Launceston	Christine Evans	Coles Bridgewater
Cade! Nettlefold	Coles Northgate	Samantha Lee	Woolworths Riverside	Cassandra Mundy	Woolworths Sorell
Angela Woodward	Woolworths Mowbray	Pru White	Target Launceston	Debra Hughes	Woolworths Devonport
Rebecca Lovell	Kmart Devonport	Jo-Anne Cripps	Woolworths Bridgewater	Melanie Phillips	Woolworths Huonville
Ashlee Lovell	Kmart Devonport	Ashlee Scott	Coles Kings Meadows	Scott Midson	Woolworths Claremont
Milan Shrestha	Woolworths Kings Meadows	Warrick Gillam	Wattyl Paints Launceston	Ella-Rose Ikin	Woolworths Glenorchy
Sonya Free	KFC Brighton	Lillian Parry	Woolworths Legana	Shreya Karunakara	Coles Eastlands
Andrew Watkinson	Woolworths Rosny	Tanya Schrama	Bunnings Glenorchy	Tamara Hill	Woolworths Eastlands
Bec Woods	Coles Eastlands	Lisa Gillard	Coles Devonport	Amanda Hazelwood	Woolworths Deloraine
Joanne Williams	Coles Racecourse	Leesa Long	Coles Bridgewater	Christopher Rydberg	Coles Glebe Hill Village Howrah
Tamara MacPherson	Woolworths Deloraine	Erin Maloy	Woolworths Legana	Alec Bach	Target Launceston
Laura McNear	Woolworths Wynyard	Jade Lovell	Coles Racecourse	Jordan Hallam	Target Launceston
Lesley Reid	Coles Bridgewater	Rylee Perkins	Coles Racecourse	Joel Vandenberg	Target Launceston
Lynda Beadle	Coles New Town	Beth Burston	Coles Express Bathurst St	Bella Keating	Target Launceston
Saru Shrestha	Coles Racecourse	Jake McCarthy	Hungry Jack's Launceston	Jorja Walford	Target Launceston
Phyliss Barwick	Coles New Town	Riya Diwakou	Woolworths Wellington St	Matilda Hanson	Target Launceston
Suzanna Carney	Coles Burnie	Claire Norton	Woolworths Legana	Brianna Towns	Target Launceston
Maree Rowley	Woolworths Mowbray	Cat Stewart	BWS Longford	Jessica Warren	Target Launceston
Leigh Rowley	Woolworths Mowbray	Alexis Oliver	Hungry Jack's Launceston	Mikaylah Berwick	Target Launceston
Sahlee McCormack	Bunnings Mornington	Kristen Landeg	Myer Launceston	Jasmine Moore	Target Launceston
Leanne Monks	Bunnings Mornington	Daniel D'Silva	Woolworths Eastlands	Nichola White	Bunnings Kings Meadows
Jorjah Conolon	The Reject Shop Bridgewater	Kara-Jane Holloway	Woolworths Devonport	Sunil Sainju	Woolworths Sandy Bay
Joshua Taylor	Woolworths Claremont	Grant Dale	Woolworths Shoreline	Lilly Winkler	BWS Burnie
Kayla Reid	Bunnings Mornington	Nicole Howard	Woolworths Claremont	Kendal Maguire	Woolworths Prospect
Sophia Pedersen	Officeworks Hobart	Brendon Lincoln	Coles Northgate	Tibias Scarman	Hungry Jack's Launceston
Debra Reid	Coles Bridgewater	Garry Roberts	Coles Bridgewater	Eirik Bailey	KFC Legana
Courtney Barber	Kmart Racecourse	Melissa Bramich	Woolworths Wynyard	Kabang Duku	Woolworths Kingston
Emily Pearce	BWS Campbell Town	Danielle Crossin	Woolworths Shoreline	Nathan Shepherd	Coles Logistics Launceston
Lachlan Cannan	McDonald's New Norfolk	Kaylie Van Essen	Woolworths Prospect	Sarah James	Woolworths Sorell
Carlene Richardson	Woolworths Ulverstone	Dean Allen	Target Burnie	Nisha Rai	Woolworths Kingston
Byunka Brindle	Woolworths Kingston	Joanne Hamlyn-Harris	Woolworths New Town	Simone Barratt	Coles Bridgewater
Joel Ring	Kmart Eastlands	Melinda Hutton	Coles Express Hobart	Amy Davis	BWS Georgetown
Sophie Coward	Coles Bridgewater	Sarah Tarrant	Bunnings North Launceston	Ava Starrett	Woolworths Legana
Shnile Batge	Coles Mowbray	Amy Brown	BWS Georgetown	Sophie McCarthy	Woolworths Legana
Willow McLoughlin	Coles Newstead	Muhammad Hussain	Woolworths Newtown	Charlie Clark	BCF Devonport
Andrea Hewitt	Horticulturalist	Tianna Freeman	Target Burnie	Toni Griffiths	Kmart Racecourse
Georgie Vernham	Woolies Ulverstone	Piper Brady	Millers Glenorchy	Maggie White	KFC Devonport
Naomi Wishart-Brown	Woolworths Huonville	Kade Targett	Coles Racecourse	Lillie Taylor	Woolworths Deloraine
Toni Bourke	Woolworths Mowbray	Benjamin Bloom	Kmart Burnie	Aidan Morning	Hungry Jack's Devonport
Shane Bolton	Woolworths Kings Meadows	Marshall Pestrucchi	Coles Bridgewater	Pranav Sundaram	KFC Legana
Natalie Parkinson	Sussan Launceston	Janelle Cameron	Kmart Burnie	Kirra Jaffray	BCF Devonport
Damien King	Woolworths Devonport	Louise Woolley	Coles Kingston	Jake Timmerman	BCF Devonport
David McKay	Coles Logistics	Deirdre Eastley	Woolworths Deloraine	Katie Jones	Woolworths Sandy Bay
Sharon Spencer	Woolworths Sandy Bay	Montanna Eastley	Woolworths Deloraine	Todd Williams	Kmart Burnie
Kim Jackson	Kmart Racecourse	Wyatt Eastley	Woolworths Deloraine	Toby Wolf	BWS Shorewell
Regeena Hogarth	Woolworths Kings Meadows	Emily McBeath	BWS Sorell	Tyreece Dennis	Woolworths Shearwater
Kerrie Silver	Kmart Eastlands	Joanne Wells	Liquor Eastlands	Kelly Clark	Woolworths Bridgewater
Neil Fensom	Coles Launceston	Joshua Chilcott	Kmart Devonport	Rupinder Kaur	Coles New Town
Lucy Hibbs	Coles Kings Meadows	Bryce Chilcott	Kmart Devonport	Kiri Dale	Woolworths Ulverstone
Renee Stalker	Woolworths CBD	Taliah Young	Target Launceston	Anjila Shrestha	Woolworths Wellington St
Jackie Muir	Woolworths Devonport	Allyson Blake	Woolworths Eastlands	Kathryn Liley	Woolworths Port Sorell
Leanne Howell-McCoy	Woolworths Devonport	Steven Fuller	Woolworths Port Sorell	Daniel Elliot	Woolworths Port Sorell
Nicole Kleeman	Target Hobart	Christie Collis	IGA Brighton	Julie-Anne Walker	Woolworths Port Sorell
Nicole Harris	Target Hobart	Christine Austin	Big W Glenorchy	Lainee Richards	Woolworths Port Sorell
Joanne Doyle	Woolworths Huonville	Maggie Coulson	The Reject Shop Claremont	Renee Pearce	Woolworths Kingston
Colleen Richards	Big W Rosny	Victoria Armstead	Woolworths Huonville	Lachlan Manning	Coles Bridgewater
Michelle Arnol	Woolworths Bridgewater	Grant Anderson	Coles Burnie	Kayla Reid	Bunnings New Store Mornington
Cody Medcraft	Coles Devonport	Lindy Anderson	Coles Burnie	Kellie Mayne	Woolworths
Toni Linley	Woolworths Eastlands	Verena Peach	Hungry Jack's North Hobart	Kirsty Bearman	EG Fuel
Natasha Keep	Woolworths Kings Meadows	Mark Lee	Kmart Devonport	Kelli Bratton	Woolworths Smithton
Deahn Smith	Woolworths Wynyard	Leanne Turner	Woolworths Deloraine	Josh Fuller	Woolworths Shearwater
Toni Harris	Woolworths Eastlands	Harrison Tew	KFC Claremont	Harmony Smith	Woolworths Shearwater
Chantelle Walker	Woolworths Kings Meadows	Kate Holloway	Kmart New Town	Rubeen Shrestha	Woolworths Kingston
Amanda Haywood	Harris Scarfe Devonport	Oliver Wilson	Coles Kingston	Thomas Williams	Woolworths Deloraine
Katrina White	Woolworths Shoreline	Lara Fielding	Kmart Devonport	Emma Jaffray	Coles Devonport
Danielle Peters	Bunnings Burnie	Aaron Mallison	Woolworths Smithton		
Lynne Baker	Bunnings North Launceston	Ellis Nunn	KFC Kingston		
Joshua Bailey	Coles Newstead	Lara Wishart-Brown	Woolworths Huonville		
Tasha Maynard	Woolworths George Town	Ashley Francis	Woolworths Eastlands		
Cheryl McGaughey	Myer Launceston	Kristie-Lee Bowring	Coles Mowbray		
Kayla Sheals	Spotlight Burnie	Rupinder Kaur	Coles New Town		
Millie Jillett	KFC Legana	Fatemeh Mirzaei	Coles Supermarket		

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.



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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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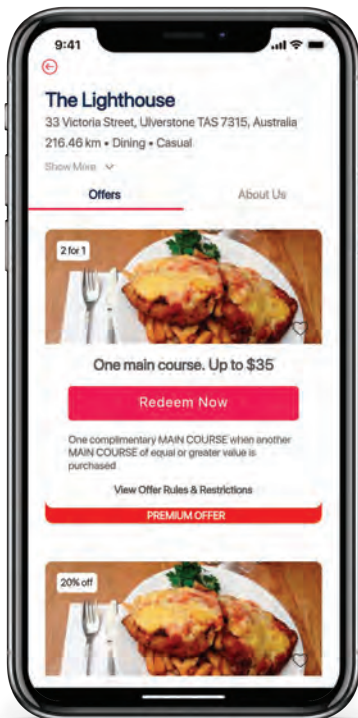


2-FOR-1 BREAKFAST ITEM

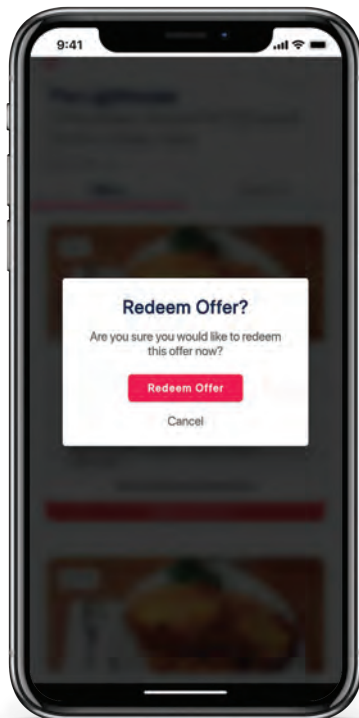


Offers correct at time of printing. For the latest listing, terms and conditions and offer details, please refer to the SDA TAS Benefits app.

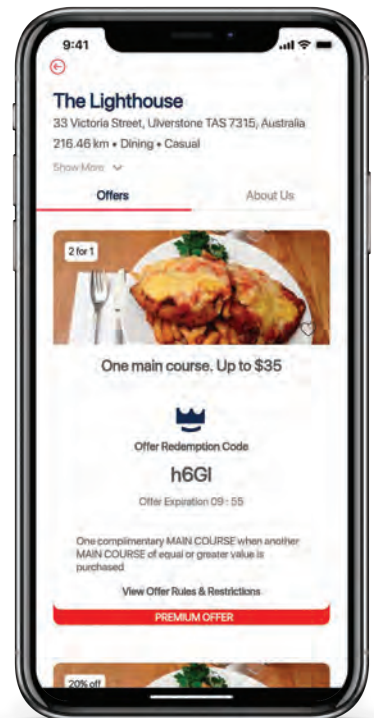
HOW TO REDEEM OFFERS USING THE NEW SDA BENEFITS APP



1. Click "Redeem Offer"



2. Confirm you want to redeem your offer



3. Present spinning logo and redemption screen to staff

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.



RENDEZVOUS
HOTEL

Melbourne

328 Flinders St, Melbourne Vic 3000
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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

We have a
COVID-19 Safety
Plan and are
committed to
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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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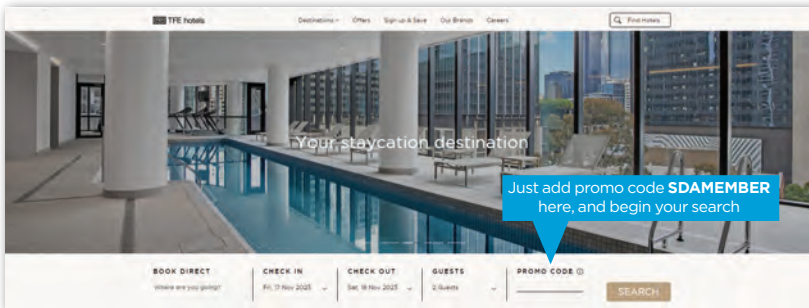
KNOWS TRAVEL



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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