

THE SHOP, DISTRIBUTIVE & ALLIED EMPLOYEES' ASSOCIATION (QLD BRANCH)

The national union representing workers in Retail Sales, Retail Distribution Centres, Fast Food Sales, Retail Hardware Sales, Retail Alcohol and Petrol Console Sales.

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2016 - A CHALLENGING YEAR

The national debate on penalty rates is alive and well. The SDA continues to articulate our members' concerns whilst employers and some coalition politicians continue to argue for the reduction of penalty rates.

by Chris Gazenbeek
SDA Queensland Secretary

It still astounds me that employers and others are continuing to argue that the reduction in penalty rates will automatically mean that business will create extra jobs. Yet at the same time, employers have not drawn on any examples around the world where the reduction in penalty rates has led to job creation. On the contrary, I firmly believe that the reduction in penalty rates will only mean that extra profits will go into the pockets of owners and / or shareholders at the expense of hard-working retail and hospitality workers. The whole issue of penalty rates is now before the Fair Work Commission and it is expected that their final decision will come out towards the end of 2016.

Retail woes

It was with great sadness that we learned in early 2016 about the financial woes of Dick Smith Electronics (DSE) and the uncertain times in Masters Home Improvement. Members are well aware that DSE went into voluntary administration and the receivers are striving to sell the business. Members are still being paid their normal pay and

stores will continue to operate until a decision is made about the future of the business.

This is obviously a devastating time for members and their families and we will be doing everything we can to help our members. The SDA is in contact with the administrators and members will continue to be advised.

Masters Home Improvement news shortly followed.

The company has indicated that they wish to sell the company as a going-concern and if this is achieved, the SDA will promptly engage the new owners on behalf of our members. Masters' members have far more options than DSE members in that Woolworths Ltd, who control Masters, are a huge corporation. Woolworths has a good track record on redeploying staff where brands have been closed or down-sized. Importantly, the union has sought and been given assurances that Woolworths will work closely with staff and the SDA to maximise redeployments should the business have to close.

We are closely monitoring the situation and we are in continual dialogue with the company.

Goodbye Myer members

Late last year, we said goodbye to many Myer members who took up offers of voluntary redundancy. We thank you for your many years of membership and we wish you all very well either in your next job or in retirement.

Brighter news

Over the last 18 months, I have alerted members to the fact that the federal government has informed the public that they have a budget difficulty and

needs to either decrease government expenditure or raise taxes. They made no secret of the fact that they were considering an option of increasing the GST from 10% to 15%.

The SDA has long argued that increasing or broadening the GST with an accompanying tax cut favours the 'financially well-off' as opposed to those workers who live from one pay to the next.

SDA members throughout Australia were naturally upset with the prospect of an increase in the GST and made their feelings known in their lunchrooms. They spoke to their work colleagues, shop stewards, delegates and union officials. This viewpoint was also replicated in other industries. The groundswell was enormous. Union leaders such as SDA National Secretary, Gerard Dwyer, spoke out publicly against the mooted change. It is pleasing that at the point of writing, Prime Minister Turnbull has publicly stated he has strong reservations about a GST increase.

There is no doubt in my mind that the SDA, its members and the wider trade union movement convinced the federal government that any change to the GST would be met with a strong rebuke at the ballot box. This whole episode proves that workers need a voice, that unions are an important part of Australian society and that the SDA will continue to fight for our members at every opportunity.

Competitions

This edition of the SDA News is jam-packed with competitions. I invite members to look out for the ever popular footy competition, jersey competition, the secondary and tertiary scholarships and a new initiative, Camp Gallipoli.

In this issue: | 7-Eleven Update | 4 Competitions | Super News | Much more!

189,000 reasons for joining the union

Throughout 2015, SDA industrial officers, Darryn Gaffy, Stephanie Purton and David Kerr dealt with close to 1000 industrial matters. These issues included EBA negotiations, terminations, underpayment of wages and Trading Hours issues.

by Justin Power
SDA Assistant Secretary

All three industrial officers are legally trained and are highly skilled. They work across the wide spectrum of the union's work. No day is the same as they could become involved in a rostering dispute, fighting the good fight in EBA negotiations and then represent a member who has been unfairly dismissed in the Fair Work Commission.

Industrial Officers play an integral role in the grievance procedure. Most issues can be resolved very quickly over a meeting or two at store level. If the problem cannot be resolved at store level, SDA organisers become involved and endeavour to fix the problem at store

level. If the problem still cannot be resolved, the organiser escalates the grievance and enlists the assistance of an industrial officer.

Industrial Officers then pursue the matter with state and national senior management where appropriate. In 2015, members received negotiated financial outcomes of \$189,000. These payments resulted from the underpayment of wages, unfair terminations, unpaid redundancies, underpayment of leave entitlements and settlements in bullying, harassment and discrimination matters. I can assure members that the affected members were delighted with these outcomes.

Darryn, Stephanie and David are also heavily involved in EBA negotiations and Trading Hours cases before the Queensland Industrial Relations Commission. These two areas of work impact heavily on the lives of members in that EBA's determine members' wages and conditions whilst trading hours impact on rosters and members' work/life balance.

At the time of writing, Darryn Gaffy is representing the union in the important South-East Queensland trading hours matter. The National Retail Association has lodged an application to incorporate some 14 different areas into the SEQ area to allow trade Monday to Saturday from 7.00am to 9.00pm (currently Monday to Friday 8.00am to 9.00pm and Sat 8.00am to 5.00pm or 5.30pm). The matter has been heard and parties are to prepare submissions by March, 2016. Members will continue to be advised on this matter.

All three individual officers perform their role with a minimum of fuss and are valuable staff members of the union. I believe members can be very proud of their industrial officers.

P.S. the amounts stated do not include the 7-Eleven underpayment of wages cases which are being pursued by the union.



In the October/November 2015 edition of the SDA News, members were invited to say in their own words how penalty rates affect them.



In 25 words or less, members were invited to finish the following statement: "Penalty Rates are important because..."

The SDA office was inundated with responses from members. We awarded our top three with a \$100 petrol gift voucher just in time for Christmas. We thank all members who participated.

WINNERS:

Penalty rates are important because "not everyone wants to work these shifts so I think the people that do, have the right to penalty rates".

P. Phillips

Penalty rates are important because "for a lot of families it is a necessity, not a privilege".

L. Brandesh

Penalty rates are important because "it's the only incentive we have to work weekends even though it's a small incentive, it does make a difference to the weekly budget".

J. Young

Industry Super Funds vs. Retail Super Funds in 2015

- Chris Gazenbeek

Occupational Superannuation is one of the greatest achievements of the SDA. Employer-funded occupational superannuation, currently at 9.5%, is a relatively recent phenomenon in Australia. In the 1970s, employers offered superannuation to their management, (mostly male), whilst workers had to provide for their own.

In 1984, the SDA made an important negotiating breakthrough when 3% occupational superannuation was introduced into retail and fast food awards.

In the last 30 years, industry funds such as REST have outperformed retail funds such as those sponsored by Australia's big 4 banks. Please note that REST and other industry funds are not-for-profit funds whilst bank sponsored funds aim to return a percentage of the returns/profits back to the banks.

In 2015, industry funds returned on average 6.7% compared with retail funds who returned an inferior 5.2%. In simple terms, if an SDA member had their \$100,000 superannuation balance invested in a bank-sponsored retail fund, they would be \$1,500 worse off as opposed to if they had their superannuation invested with an industry fund.

Why Malcolm why?

Members may then ask themselves why does the federal government argue that members of super funds should have the choice of investing in any fund they wish given that industry funds have clearly outperformed retail funds over the last 30 years by a considerable margin?

I agree with Josh Bornstein, an employment lawyer, who argues "Why would any government try and steer more people into inferior superannuation funds that charge higher fees and generate less savings,

with the inevitable result that greater reliance will be placed on the pension to fund retirement? One word: Unions.

The better performing superannuation funds are jointly managed by union officials and employer representatives. The banks' campaign may be driven by commercial imperatives but for the federal government this latest policy announcement is purely ideological. It is a measure of the Turnbull government's visceral hostility to trade unions that it is prepared to further entrench the budget's structural deficit in implementing this policy".

It is such a shame when blind ideology creates bad policy.

**Malcolm ...
leave our super alone!**



workers starting to receive their back pay

Most members would be well aware that 7-Eleven workers have been grossly underpaid in many of their stores throughout Australia.

For example, Pranay Alawala, worked in three Brisbane outlets and was underpaid in all of them. Pranay has recently received his \$33,000 backpay and has been overwhelmed by the support he has received from the

SDA, Maurice Blackburn lawyers and the general public.

He knows of other workers in other stores who have also been underpaid and they are also looking forward to receiving their backpay.

The SDA has continually lobbied the federal government to provide increased protection for foreign workers, to penalise those individuals and companies who exploit foreign workers. They should also establish

a mandatory employment education program for international workers which informs them of Australian requirements for pay and conditions as well as advising where to make official complaints.

Pictured: Chris Gazenbeek having a chat with Pranay Alawala at a recent press conference in Brisbane.

Over **\$60,000**
to be won
from the SDA's
student 'scholarship'
scheme.

SCHOLARSHIP ENTRY FORM:

Name Member No

Address

State Postcode

Email

Home Ph Mobile

Employer Location

HIGH SCHOOL APPLICATION - ENTRIES CLOSE 29.04.2016

190 High School scholarships to win at \$80 each

Full Name

Relationship to you: ☐ Self ☐ Child ☐ Grandchild

School attending in 2016

Year/Grade/Level in 2016

TERTIARY (UNI OR TAFE)- ENTRIES CLOSE 29.04.2016

300 Tertiary scholarships to win at \$150 each

Full Name

Relationship to you:

☐ Self ☐ Child ☐ Grandchild ☐ Wife ☐ Husband

Uni/TAFE attending in 2016

Course/s to be studied in 2016

Please provide proof of enrolment for tertiary application. Proof includes confirmation of enrollment printout or uni/tafe stamp.

UNI/TAFE
STAMP HERE

In respect to this application, I acknowledge that it will be subject to a ballot conducted by the State Secretary of the Union and I agree to accept the ballot result as final.

Member's Signature



Go in the
draw to win a
Broncos jersey
signed by the
2015 team!

Competition closes 29/4/2016.

**Complete the form below and
return to the SDA.**

Name

Member No

Address

State Postcode

Email

Home Ph

Mobile

Employer

Location

Post to: PO Box 490, Spring Hill, Qld, 4004.

SDA's FREE \$45,000 Accident Insurance Policy

a winner with members!

All SDA financial members are covered by the union's FREE accident insurance policy. This policy covers all financial members outside the times they are covered by workers' compensation.

Throughout January 2016, eleven members made a claim under the policy and collected a total of \$10,425. The injuries ranged from a dislocated finger where the member received \$300 to a member who received \$3,375 for a full knee reconstruction.

The SDA is the only union which offers this FREE service to members.

Meet Darren Morrison

Darren, a long-term SDA member works at the Coles DC Forest Lake. He fractured his ankle at home on 10 January and has been off work for most of the time since then. He spoke to Daniel Ferguson, his SDA organiser, and learned about the SDA's Accident Insurance Policy. Darren filled in the appropriate insurance forms and was rapt to receive a \$600 tax-free cheque in the mail some three weeks later.

Darren said the whole process was very easy, very quick and the money came at a time when he needed it most.

Darren understands the value of SDA membership and is very aware that no other union in Queensland offers the same benefit for their members. He truly believes that his colleagues should get with the strength and join the SDA.

Want more information about your accident insurance policy?
Pick up a copy of the information brochure in-store today.



ARE YOUR DETAILS UP TO DATE?



Are you about to move house or have any of your other personal details changed recently?

Changing your details at your workplace does not necessarily mean that they will pass on the new information to us.

It is important that you keep the SDA informed of your move or your change of phone number and most importantly, any new email address you may have.

Send your update to:-

office@sdaq.asn.au

It is equally important that you keep your details updated with your superannuation fund. REST can be emailed at:-
enquiries@rest.com.au



THE UNIVERSITY
OF QUEENSLAND
AUSTRALIA

Can you get the childcare you need?

Do you have a child aged 0-16 years old?

Do you currently use childcare or wish that you could?

If your answer is YES, you may be interested in participating in a UQ study examining Australian parents' experiences accessing childcare.

You will receive a \$30 Coles gift voucher to thank you for your participation.

If you are interested in participating please contact:

Dr Michelle Brady at The University of Queensland Via email:
uqchildcareproject@uq.edu.au
Or free call: 1800 489 103

CAMP GALLIPOLI: 300 FREE places to give away to SDA members and families

The SDA is proud to be giving away 300 tickets to attend 2016's Camp Gallipoli – where you can camp under the stars and join in a special night of remembrance, entertainment, mateship and the birth of the ANZAC spirit.

Camp Gallipoli is an opportunity to learn, to remember, to reflect and to sleep out under the stars as the original ANZAC's did over 100 years ago.

There will be entertainment, special guests, movies, documentaries, food options and a very special Dawn Service on Anzac Day itself.

Camp Gallipoli is fully supported by the Anzac Centenary Committee, the Federal Education Department, RSL and Legacy.



What you need to know

- WHERE:** Brisbane Showgrounds Bowen Hills Qld 4006.
- WHEN:** 24-25 April 2016 Gates open at 3.00pm on 24 April. Proceedings commence at 5.00pm.
- WHO:** Those 15 years of age and under must have their own ticket and be accompanied by a parent/guardian or be part of a community group under adult supervision.

You should bring

- You are permitted to bring one backpack or small bag plus what you're sleeping in.
- Appropriate clothing/sleepwear.
- Sleeping gear/pillow.
- Drink Bottle.
- Medication.
- Small amount of snack food as food will be available for purchase.

Camp Gallipoli will be providing an Australian-inspired dinner and breakfast.

Campers will not have access to power although there will be adequate lighting to ensure the safety and comfort of all guests. Please note that no alcohol can be brought into the event.

MORE INFO: go to campgallipoli.com.au/faqs/

The full event program, tickets and details for the 2016 event will be dispatched in early April.

Camp Gallipoli Ticket Request Form

Name.....Member No

Address.....

State.....Postcode

Email.....

Home PhMobile

Employer.....Location.....

Put me in the draw for tickets.

I understand that entry to this competition does not guarantee a place and that the final decision is at the discretion of the State Secretary, Chris Gazenbeek.

Scan and email this completed form to: secretary@sdaq.asn.au
or mail to: PO Box 490, Spring Hill, Qld. 4004

MEMBERS SAY



Thank you

Hello SDA,



My name is Janice B, and I have been a member of the union for many, many years.

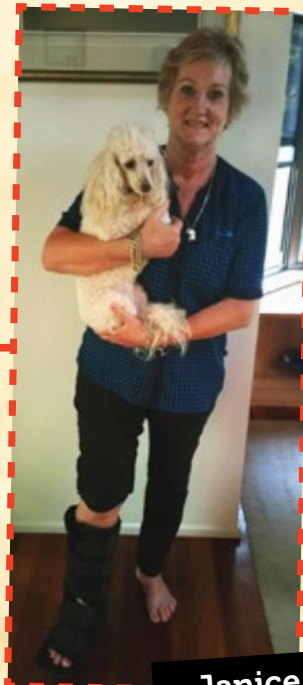
Recently, I attended a meeting in Maroochydore, with a foot injury, wearing a 'moon boot'. SDA organiser, Semone Pfingst, gave me a leaflet regarding information about the union's Personal Accident Insurance Policy.

I had no idea that I would be covered by the policy. Semone gave me the name Bob Stockwell to contact and speak to him regarding putting in a claim for the injury.

I would like to thank Semone, Bob and Chris for the wonderful cheque I received yesterday for \$600. This will help out greatly especially at this time of the year.

I also would like to wish all the staff of SDA Union QLD a happy New Year and continuing doing the best at what they do in 2016.

Regards,
Janice B



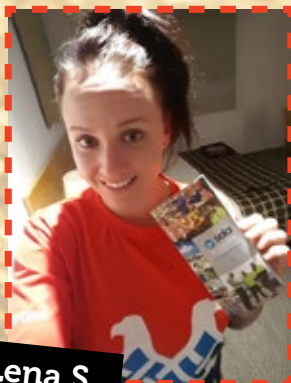
Janice B

Dear Chris,

Dear Chris, I wanted to tell you that I used the SDA 'frequent values' booklet for the very first time on a recent trip to Sydney and saved \$55.

I saved \$35 of the hotel for the night and saved \$20 off the price of the car rental. I was impressed with the savings and now that I know about it and how easy it is to use – I plan to use it more often.

Thanks SDA
Lena S



Lena S

Hi Bob, OMG!!!

I just wanted to drop you and the SDA a note to say how great it was to receive a cheque today in the mail with regard to my recent unexpected knee surgery.

It is certainly a most welcome financial help towards the medical expenses and as a casual the hours I haven't been able to work.

I am sincerely so grateful for your help and wish you and all the team there a great Christmas.

Cheers ... Donna O

Dear Secretary,

I am writing to advise you that I have terminated my employment with Coles Pelican Waters. I need to inform you I will no longer require my membership with the union.

At this stage I plan to spend more time travelling. Even though I never needed your assistance I would like to take this opportunity to thank you for keeping me informed of my rights during my working life in retail.

Regards,
Judith M

2016 SPORTS COMPETITION

PICK YOUR TEAM & SELECT YOUR TOP 4!



| | | |
|----|-------------|---------|
| 1 | Warriors | 11/3/16 |
| 2 | Cowboys | 25/3/16 |
| 3 | Dragons | 07/4/16 |
| 4 | Knights | 16/4/16 |
| 5 | Rabbitohs | 22/4/16 |
| 6 | West Tigers | 27/5/16 |
| 7 | Raiders | 09/6/16 |
| 8 | Storm | 01/7/16 |
| 9 | Panthers | 22/7/16 |
| 10 | Eels | 11-15/8 |
| 11 | Bulldogs | 18-22/8 |
| 12 | Roosters | 1-4/9 |

SDA Members can now enter to go into the draw to win a double pass to see one of Queensland's great sporting events!

HOW DO I ENTER?

Simple! Pick your favourite team (Broncos, Titans or Lions) and select your top four preferences from the right. Fill out the form below and post it in to:

PO Box 490, Spring Hill, QLD 4004.

WHAT CAN I WIN?

Winners are chosen through a random draw. If your entry is drawn you will win a double pass and this will be sent to you by registered post. Members can only win one set of tickets.

HOW MANY TIMES CAN I ENTER?

One entry per member.

POST TO

*The Secretary
The Shop, Distributive & Allied Employees' Association (Qld Branch)
PO Box 490, Spring Hill, Qld, 4004.
OR email a scanned copy to secretary@asdaq.asn.au*

ENTRY FORM:

Name..... Member No.

Address.....

State..... Postcode

Email

Home Ph..... Mobile

Employer..... Location

Which team would you like to see play?

☐ Broncos ☐ Titans ☐ Lions

Please pick 4 games from the team would you like to see:

1 ☐ 3 ☐ 5 ☐ 7 ☐ 9 ☐ 11 ☐

2 ☐ 4 ☐ 6 ☐ 8 ☐ 10 ☐ 12 ☐

BRONCOS 2016

| | | |
|----|-------------|---------|
| 1 | Warriors | 11/3/16 |
| 2 | Cowboys | 25/3/16 |
| 3 | Dragons | 07/4/16 |
| 4 | Knights | 16/4/16 |
| 5 | Rabbitohs | 22/4/16 |
| 6 | West Tigers | 27/5/16 |
| 7 | Raiders | 09/6/16 |
| 8 | Storm | 01/7/16 |
| 9 | Panthers | 22/7/16 |
| 10 | Eels | 11-15/8 |
| 11 | Bulldogs | 18-22/8 |
| 12 | Roosters | 1-4/9 |

TITANS 2016

| | | |
|----|------------|----------|
| 1 | Knights | 06/3/16 |
| 2 | Tigers | 19/3/16 |
| 3 | Broncos | 01/4/16 |
| 4 | Dragons | 16/4/16 |
| 5 | Storm | 01/5/16 |
| 6 | Roosters | 16/5/16 |
| 7 | Sea Eagles | 20/6/16 |
| 8 | Raiders | 26/6/16 |
| 9 | Eels | 23/7/16 |
| 10 | Sharks | 28/7-1/8 |
| 11 | Warriors | 4-8/8 |
| 12 | Panthers | 25-29/8 |

BRISBANE LIONS 2016

| | | | |
|----|-------------------|---------|---------|
| 1 | North Melbourne | 3.35 pm | 02/4/16 |
| 2 | Gold Coast Suns | 4.35 pm | 16/4/16 |
| 3 | Sydney Swans | 1.10 pm | 01/5/16 |
| 4 | Collingwood | 7.25 pm | 14/5/16 |
| 5 | Hawthorne | 1.45 pm | 28/5/16 |
| 6 | Fremantle | 4.35 pm | 11/6/16 |
| 7 | West Coast Eagles | 1.40 pm | 18/6/16 |
| 8 | GWS Giants | 4.40 pm | 17/7/16 |
| 9 | Port Adelaide | 7.25 pm | 30/7/16 |
| 10 | Carlton | 1.45 pm | 13/8/16 |
| 11 | Geelong Cats | 3.20 pm | 21/8/16 |