

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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The SDA News is edited by State Secretary, Chris Gazenbeek

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EASTER SUNDAY success!

On 31 August, the State Premier, Anastacia Palaszczuk, announced that her government will legislate Easter Sunday as a public holiday commencing in 2017.

Members are well aware that the SDA has been strongly lobbying the state government for over 18 months to have Easter Sunday legislated as a public holiday throughout Queensland.

Members were surveyed on the matter in 2015 and all members supported the SDA's push to have Easter Sunday join Good Friday, Easter Saturday and Easter Monday as public holidays. Members were vocal in their support because they felt that Easter Sunday is not like other Sundays as it is a special day of significance.

We also updated members through meetings, training courses and workplace-based union meetings.

I personally met with the Premier and discussed with her the importance of bringing Queensland into the 21st century and legislating Easter Sunday as a public holiday just like NSW, ACT and Victoria. I spoke to her about how SDA members viewed Easter Sunday and to her credit, she listened.

The government's decision means that members employed across retail, warehousing and fast food will enjoy the benefit of the Easter Sunday public holiday just like SDA members in other states.

In essence, Easter Sunday will be just like any other gazetted public holiday. For most members employed under Enterprise Agreements, work on Easter Sunday will be voluntary. Therefore, members can decide not to work and enjoy the day off or members can volunteer to work and earn excellent

penalties. Of course, if members are normally rostered to work on a given public holiday and decide not to work, they will still be paid their ordinary rate of pay. Members will benefit from the non-working day provisions in most of the SDA negotiated Enterprise Agreements.

Because of the work of the SDA, its members and representatives, retail and warehouse workers will enjoy the benefits of public holidays whether it is having the four days off over Easter and still being paid or working and receiving excellent penalty rates.

This is a win/win for SDA members in Queensland and I am delighted with the government's decision.

The SDA applauds the Palaszczuk government for supporting working families.

P.S. Members can be assured that the union will continue the fight to have Christmas Eve after 6pm legislated as a public holiday in coming years.

Masters Closure

We now know that Masters is shutting its doors in December, 2016. This is a devastating blow to our members. It is also a shock to us all given that Masters recently improved its trading position and showed positive signals with some parties showing interest in buying the business as a going concern.

The SDA has already commenced discussions with Masters and Woolworths regarding re-deployment of existing staff to other Woolworths businesses where possible.

We'll be working hard to ensure that Masters' members are offered alternative employment to ease the impact this will have on them and their families.

Where re-deployment is not possible, Woolworths has guaranteed that all legal entitlements, including redundancy, will be paid and we'll be holding them to that.

We will be in constant contact with our Masters' members in the coming weeks.

Update on junior rates

It wasn't so long ago that retail members could only enjoy the adult rate of pay when they turned 21.

It is pleasing to report to members that we are continually improving junior percentages in our SDA Enterprise Agreements.

Recently, we have improved our junior percentages in Bunnings so much so that 18 and 19 year olds now enjoy the adult rate of pay.

Coles retail members have also just had their junior percentages increased. The 18 year old hourly rate increased by 7.14% as they now earn 75% of the adult rate whilst 19 year olds have had their junior percentage increased from 80% to 90% of the adult rate.

It is also worthy to note that all IKEA members receive the senior rate of pay as there are no junior percentages in the Enterprise Agreement.

Family Day

Members are encouraged to read the big news on page 8 concerning Australia Zoo on 9 October. I hope to see you there!



In this issue: | Australia Zoo & Young Workmate of the Year!

OUT

AND ABOUT

with Justin Power
SDA Assistant Secretary



A recent decision by the Full Bench of the Fair Work Commission has allowed the time an employee worked casually (but with regular/systematic hours) prior to being transferred to permanent employment with the same employer to count towards a redundancy payment.

Prior to this decision, the period of service for redundancy payment only counted the time the employee worked in a permanent capacity.

The majority decision in *AMWU v Donau Pty Ltd 2016 FWCFB 3075* supports the following propositions:

Those redundancy payments calculate period(s) of continuous service.

- That under Section 22 of the Fair Work Act – the definition of service includes a period of regular and systematic casual employment.
- That the Fair Work Act does not exclude a period of regular and systematic casual employment from the definition of continuous service for the purpose of redundancy. It is implied that it should count.
- That where a casual employee has done regular and systematic hours immediately prior and without a break transitions to permanent work with the same employer the time period as a casual will count towards the calculation of continuous service for purposes of redundancy.

Effect for retail and fast food members

The retail and fast food industries are heavily characterised by employees being engaged for lengthy periods of regular and systematic casual employment before being transitioned to a permanent position with the same employer.

The decision now allows the employee's prior casual employment before being permanent to count towards the period of continuous service for the purpose of redundancy payments.

General Advice

All members are advised to contact the union if they are faced with the prospect of redundancy.

HAVE YOU TAKEN ADVANTAGE OF your member benefits?

SDA Contact Details:

Phone: 07 3833 9500
Email: Secretary@sdaq.asn.au
Website: sdaq.asn.au

Your SDA Entertainment Voucher book:

Sent to each member in January or as they join.

Access to Union Shopper:

Simply phone the SDA to be put through.

Free wills:

Phone the SDA for more information.

Free legal advice:

Domestic issues - first consultation free.
Industrial matters - where agreed, full union support.

Free workplace advice:

Got a quick question or require help with a workplace matter? Phone or email us for confidential advice.

Free accident insurance:

Covers you for accidents that occur outside of work. Simply fill in the form on the SDA website under the services tab to see if you have a claim.



Please note that the Union's Financial Reports for the year ended 30 June, 2016 are freely available for viewing on the SDA website at www.sdaq.asn.au/about/financials/

1. Shop, Distributive & Allied Employees' Association (National)
2. Shop, Distributive & Allied Employees' Association (Queensland Branch)
3. Shop, Distributive & Allied Employees' Association (Queensland Branch) Union of Employees (Financial Disclosure Report)

Note: Provision of these reports in a electronic format is the preferred option under the Fair Work Act.

Did you know?

Since the 2013 SDA-negotiated Bunnings Enterprise Agreement came into place, the company has paid its employees an occupational superannuation amount of 10% instead of the legislated 9.5%. As a result, full-time workers receive approximately \$200 extra into their super accounts each year which is a great win for our members.

FREE LEGAL REPRESENTATION FOR SDA MEMBERS FOR workers' compensation related matters

Members are reminded that another advantage of S.D.A. membership is that it entitles members to free* legal advice, assistance and representation from the union's lawyers.

So, for example, if an individual member's workers' compensation claim gets rejected or closed prematurely and s/he disagrees with that unfavourable decision, they then can have such decisions legally reviewed or appealed at no cost to themselves. The SDA will pay the legal fees and costs involved. This could save members thousands of dollars as, normally, such legal action is very expensive.

There are only two conditions for members to be able to access this free legal service:-

1. The member must have joined the SDA before they were injured, and
2. The member must not have retained or hired private legal representation.

Members would be well aware that law firms tout for business all the time. They say they offer a 'no win no fee' service which can be quite misleading. Recently, some of these firms have approached the union for financial assistance which we have politely declined.

Members are further reminded that the SDA is more than happy to provide free legal representation if and only when members come to us first. Over the last 40 years, the SDA has helped thousands of members and saved them millions of dollars on workers' compensation related matters.

The SDA is the only trade union in Queensland which offers this FREE service to its members.

For more information, please ring the union office and speak to Graham Walker.

**(this is subject to the Secretary's approval).*



- RECENT COMPETITION WINNERS -



BRONCOS v WARRIORS
 ● S CRISP
 ● B MCELLIGOTT
 ● J NIO
 ● S UTIA

BRONCOS v RABBITOHS
 ● G BECKHOUSE
 ● S MURRAY
 ● R NARAYAN
 ● J NEHO

BRONCOS v PANTHERS
 ● A GOLDSMITH
 ● D HOLDEN
 ● M TURRISI
 ● S WARD

TITANS v KNIGHTS
 ● L ANDERSON
 ● A RILEY

TITANS v ROOSTERS
 ● N AMES
 ● G PHIPPS
 ● B ROBINSON

TITANS v WARRIORS
 ● J PIO
 ● J PRICE
 ● J WYNN



BRONCOS v COWBOYS
 ● L AHERN
 ● D AMING
 ● T MEAFUA
 ● A SHEPHERD

BRONCOS v WEST TIGERS
 ● E JESSOP
 ● S KNAPP
 ● G MAHONEY
 ● A MIKKELSEN

BRONCOS v EELS
 ● T MACPHERSON
 ● B SHANNON
 ● N WRIGHT
 ● R ZAKRZEWSKI

TITANS v TIGERS
 ● B GRIFFITHS
 ● K O'KEEFE
 ● C ZAIA

TITANS v SEA EAGLES
 ● K GREEN
 ● P HYDE
 ● T QALIVUTU

TITANS v PANTHERS
 ● Y GUTENSOHN
 ● M NEL
 ● J WYER



BRONCOS v DRAGONS
 ● G DOLMAN
 ● B HEWITT
 ● A MATAGI
 ● K MCCOOMBES

BRONCOS v RAIDERS
 ● Y HANDAYANI
 ● A HAWKES
 ● M HAYES
 ● N LEWIS

BRONCOS v BULLDOGS
 ● S AITCHESON
 ● R HILL
 ● A KENT
 ● M SHARMA

TITANS v BRONCOS
 ● J MCGOLDRICK
 ● D NEWTON
 ● A VLASVELD

TITANS v RAIDERS
 ● T DUGGAN
 ● C MILLER
 ● K ROGERS

BRONCOS FAMILY NIGHT LUCKY DRAW
 ● M ARNOLD
 ● D BERTWISTLE
 ● T BROWNE
 ● R DOHERTY
 ● L GRIFFITHS
 ● S KNIGHT
 ● C OBERHARDT
 ● D ROOTS
 ● M UTIA
 ● M WELLS
 ● S POSTLETHWAITE

TITANS v DRAGONS
 ● V HERGG
 ● N RAKSTS
 ● R TULK

TITANS v EELS
 ● K CURNOW
 ● S HINE
 ● A PATTERSON



BRONCOS v KNIGHTS
 ● R BYRNE
 ● K CURLEY
 ● J NOVAK
 ● R PICKERING

BRONCOS v STORM
 ● K GERMAIN
 ● Z GODFREY
 ● C JACKSON
 ● D JENKINS

BRONCOS v ROOSTERS
 ● H AIKEN
 ● L KACZUROWSKI
 ● A PASCOE
 ● R WILCOX

TITANS v STORM
 ● M PRIESTLEY
 ● V SCHUMACHER
 ● H THOMSON

TITANS v SHARKS
 ● C BATTERSBY
 ● M INGLIS
 ● L MURRAY

Family and Domestic Violence

A Workplace Issue

The SDA is fully committed to supporting initiatives aimed at removing domestic violence from our society and recognises that domestic violence is a workplace issue which can have a significant impact on our members at work.

Why is it a Workplace and Union Issue?

Two thirds of women who have experienced domestic violence are in paid employment.

It is likely that all workplaces have people who have experienced domestic violence or are experiencing domestic violence, as well as those perpetrating the abuse. Domestic and family violence can often result in poverty, homelessness and illness in young women, who constitute the majority of domestic violence victims.

For those experiencing family and domestic violence, maintaining paid employment and financial independence is vital to having choices to deal with their situation and successfully breaking the cycle of domestic violence while maintaining as far as possible, their home and standard of living.

Over \$1,000,000 in Personal Accident Claims. Personal Accident Policy provides security for members.

SDA members receive a multitude of different services and benefits. These are all provided FREE of charge to financial members.

The SDA prides itself with the most comprehensive range of money saving services available to union members throughout Australia.

Debbie's payment brings us to \$1,000,000!

Recently, Debbie Dark received a claim settlement for \$2,250 following a knee injury which occurred while she was playing netball. She required arthroscopic surgery. Debbie's settlement took the total insurance payments for our Queensland members to just over the \$1,000,000 mark.

The workplace can also be the safest place for those experiencing domestic violence to find information and to also get the help and support they need to address their situation.

How can the SDA help?

If you or someone in your workplace is affected by domestic violence, the SDA can help with:

- information and access to entitlements;
- negotiating flexible working arrangements;
- speaking with management about the impact of domestic violence at work;
- advice, representation and support if a member faces disciplinary action or dismissal as a result of the impact domestic violence has had on their work performance; and
- developing a safety action plan with management in their workplace if necessary.

What has the SDA done?

Enterprise Agreements and discussions with employers:

Since 2012, the SDA has included a claim for domestic violence leave in all Enterprise Agreement negotiations. We have been very successful negotiating

domestic violence leave clauses in most SDA Enterprise Agreements. We also have ongoing discussions with companies about the impact that family and domestic violence can have on members at work and the policies they can implement to support employees.

ACTU Claim for Family and Domestic Violence Leave for Awards:

The SDA is supporting a claim made by the ACTU to vary all Awards to include paid family and domestic violence leave. The ACTU is seeking 10 days paid leave per year for employees experiencing family and domestic violence for the purpose of attending legal proceedings, counselling, appointments with a medical or legal practitioner, relocation, the making of safety arrangements and other activities. If successful, this entitlement will set the minimum safety net for employees experiencing family and domestic violence which will set the standard for all employees.

Members will continue to be updated on this important claim.

In November 2015, workers at Brisbane Coles and Woolworths DC's stood up to break the silence around domestic violence. Members took the white ribbon oath to stand up to violence against women in their community. Participants were given a white ribbon bracelet to show their support.

White ribbon day is held on 25 November.
For more information check out www.whiteribbon.org.au



to pay any premium to the SDA – it was automatic when she joined and best of all, ... IT WAS FREE!

Do You Have a Claim?

For full details of the cover provided under this policy, go to [www.sdaq.asn.au / services/benefits](http://www.sdaq.asn.au/services/benefits). If you feel that you might have a claim, contact our office on 1800 657 141 and a claim form will be sent to you – it's that easy!



Debbie wrote:

I am a member at Masters Rockhampton. I recently received a payment for arthroscopic surgery to my knee following a cruciate ligament injury I sustained while playing netball. I wish to say a very big thank you to the SDA, especially to Bob for his help and how easy and nice he was to deal with. I was really impressed with the quick turn around from the time I submitted the claim to when I received my payment. The cheque for \$2,250 arrived in the mail at the same time I received the surgeon's bill.

To mark the significance of surpassing \$1,000,000, Debbie also received a \$100 gift card from the SDA – something a little extra to help ease the pain.

Who is covered?

Debbie explains to members that she did not have to complete an application form; she did not have to undergo any medical assessment; and she didn't have

INDUSTRIAL WORK UPDATE

by Chris Gazenbeek

All members are reminded that they can access industrial advice either over the phone or via email. Secondly, our three industrial officers play an important role in the implementation of the grievance procedure. We always try to fix problems at the workplace level but if that's not possible, our industrial officers become involved and they endeavour to fix the problem at a state or national level.

Our three industrial officers (I.O), Darryn, David and Stephanie are kept very busy.

There are currently 118 industrial matters that the IO's have carriage of. There is a wide range of case types including wages or wage related matters, termination/ redundancy related matters, warnings/ counsellings, bullying/harassment complaints, WorkCover issues (excluding Reviews/Appeals) and rostering/leave issues.

Wage related matters

Some recent recoveries are: a parental leave settlement totalling \$4,716, an agreed resignation of \$3,930 and a wage underpayment of \$1,765.

To SDA,

I won tickets to the NRL game for Thursday night 1/9.

Thank you so much for the tickets, we were very grateful. We had a fantastic time and the seats were amazing.

I am on maternity leave at the moment but chose to go and take our 3 month old baby Alex with us.

I have attached some photos of us at the game.

Regards,

Laima K

Terminations

All terminations that the IO's have dealt with in the year to date have been settled.

For example, two recent terminations have been finalised with a total payout in excess of \$13,000. Both members were very happy with their respective outcomes.

Other industrial work

The IO's deal with a range of matters that can be classed as general issues which may incorporate:

- Rostering and transfer issues,
- Conflicts between staff and/or management – that may escalate into a bullying/harassment situation,
- Return to work issues (especially where human resource officers interpret reasons for absence being insufficient on medical certificates etc.).
- Leave issues – refusals to allow leave.
- Long Service Leave and redundancy issues – general assistance and advice on the process and ensuring entitlements are correct.
- Counselling and warning processes.
- Contract of employment - general advice.



MEMBERS SAY *Thank you*

Dear Darryn Gaffy SDA Industrial Officer,

I would like to offer my sincere thanks to you, Darryn, for the advice and support you offered me during my recent negotiations with management. For me it was a stressful time, but thanks to your (and the SDA's) support, it's been a good outcome for me and I'm pleased that I was able to protect my rights. Thank you for all that you did to assist me.

WE ARE HERE TO HELP. THANKS FOR THE KIND WORDS.

Yours sincerely,
B B.

Subject: resignation of membership.

I, Robyn Clarke, am terminating my membership of the SDA as I have now retired. I worked with Myer for 16 years and Target for 10 years. I would like to thank the union for representing me for that period and for the four scholarships I received for my children and grandchildren during that period.

Many thanks
Robyn

Hi all, just want to say a big thanks to the SDA and Union Shopper. We wanted a new dishwasher so went shopping to find the cheapest price we could get; it was one that had a dent on the front door so it had a big clearance sign on the front. Then Union Shopper beat that price by a further \$70 and it is a brand new one.

Thanks again SDA and Union Shopper

- Cheers, Wendy H.

UNION SHOPPER

Dear Chris,
I wish to send a very sincere 'Thank You' to you and the SDA for the Tertiary Education Scholarship. Both my daughter and I were thrilled. The money came at the perfect time to allow my daughter to purchase necessary supplies for her upcoming teaching internship.

Our sincere gratitude to all concerned.

Yours sincerely,
Michele U.

GLAD TO HEAR IT HELPED MICHELE!

The SDA's YOUNG WORKMATE OF THE YEAR AWARDS 2016



DO YOU KNOW A YOUNG WORKER WHO ALWAYS GIVES 100% IN THE WORKPLACE?

We want to hear about them!

It's time the quiet achievers, the hard-workers, the cheery, helpful faces around the workplace got the recognition they deserve. **That's why the SDA is calling for nominations for the best workmates aged 25 years or under.**

THE UNION IS ON THE HUNT FOR WORKERS WHO

- Give 100% at work
- Make the workplace a better place
- Are great to work with
- Give their workmates 100% support



NOMINATIONS CLOSE → 1 NOVEMBER 2016

If you know a fantastic young worker, nominate them (or yourself!) now at www.100percentpay.com.au



Authorised by Gerard Dwyer, National Secretary, Shop, Distributive and Allied Employees' Association, 6th Floor, 53 Queens Street, Melbourne, VIC



1



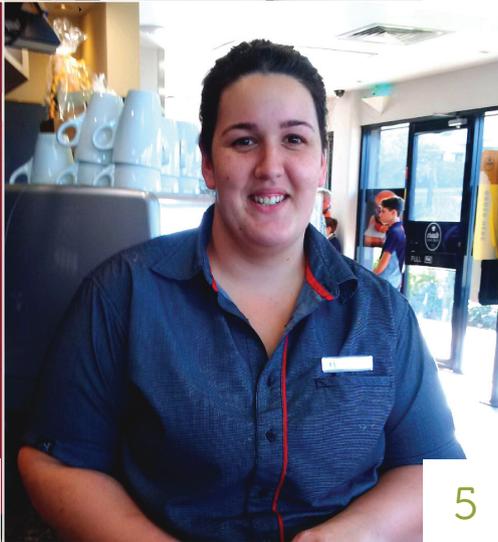
2



3



4



5



6



7



8



9

1 - SDA member Jarrod won tickets to see the Warriors v. Titans game. Hope you and your daughter enjoyed the game Jarrod!

2 - SDA member Asha receiving her FitBit prize for the SDA's New Website Competition.

3 - Angela receiving a \$300 cheque from the SDA's accident insurance scheme.

4 - SDA Womens officer Katie Biddleston (L) attended the API DC site to discuss changes in domestic violence leave and what the SDA is doing to assist women in the workplace.

5 - Zainab won a \$150 uni scholarship which brought her 4 books for her studies.

6 - Jay Jay's member Stephanie joining the protect penalty rates campaign.

7 - SDA organiser Liz (R) with FitBit winner Briana.

8 - Chris and Justin sending off retiring shop steward Geraldine. Thank you for all your wonderful support through the years Gerry!

9 - SDA stewards and delegates at their Industrial Relations training course with trainer Kate.



AUSTRALIA ZOO family day!

SUNDAY 9th Oct

SDA MEMBERS, YOU'RE INVITED TO AUSTRALIA ZOO!

This year, the SDA is putting on a special family day at Australia Zoo for our members. Members, their families and guests can join us for a truly memorable day at a great saving.

| | NORMALLY | SDA PRICE |
|--|----------|-----------|
| SDA Members | \$59 | \$30 |
| Adult Partner/Guest | \$59 | \$35 |
| Child (3-14 yrs) | \$35 | \$15 |
| Student/Pensioner (must show ID on the day) | \$47 | \$28 |

SPECIAL PRIZES!
All members who attend will go into the draw to win some great prizes!

TIME: 9am - 5pm

BUY TICKETS BELOW OR: [SDA WEBSITE www.sdaq.asn.au](http://www.sdaq.asn.au) OVER THE PHONE 1800 657 141

Post to: SDA, PO Box 490, Spring Hill, QLD 4004

Member Number: _____

Name of Member: _____

Address: _____

Email Address: _____

Phone: (H) _____

(M) _____

| | | | | | |
|---|---------------------|---|------|---|----------|
| 2 | Example Ticket | @ | \$30 | = | \$ 60.00 |
| | Member tickets | @ | \$30 | = | \$ |
| | Adult Partner/Guest | @ | \$35 | = | \$ |
| | Child (3-14 yrs) | @ | \$15 | = | \$ |
| | Student | @ | \$28 | = | \$ |
| | Pensioner | @ | \$28 | = | \$ |
| | TOTAL | | | | \$ |

Payment Method: Credit Card

Cheque Money Order

Credit Card No: _____

Card Expiry Date:

Name of Card Holder: _____

Signature: _____

Conditions of Application: In applying for the 2016 Australia Zoo Family Day.
Tickets: You will receive your tickets posted to you in the mail. Please bring these with you on the day. If for any reason we cannot post your tickets, we will phone you with alternate arrangements. Student and Pensioner tickets will require ID proof on the day. I enclose payment for the following ticket/s: