

SDA LOG OF CLAIMS

WOOLWORTHS BRDC 18-02-2021

The SDA makes the following claims for the improvement of wages and conditions of employees and those engaged to work under the conditions of the enterprise agreement.

It is acknowledged and is to be a requirement of any proposed agreement that the agreement must be 'BOOT' compliant – that is it must be Better Off Overall for the employees covered by this agreement.

TERM OF AGREEMENT

1. Agreement to apply to both direct hire and agency employees
2. Agreement to cover all new Woolworths and Primary Connect DCs in South East Queensland
3. Duration of the agreement to be 4 years
4. The title of the agreement to reflect the nature of the business

BOOT COMPLIANCE MEASURES

It is a requirement of any proposed agreement that it is to 'BOOT' compliant – that is it must be Better Off Overall for the employees covered by this agreement. The following are specifically 'called out' but the SDA reserves it right to raise other matters when drafting the revised agreement for BOOT compliance.

5. Amend clause 2.8.1 (b) by inserting 3 hours instead of 4 hours if a team member does work at a higher grade, the team member will be paid as follows:
 - 1 hour to 3 hours worked in a higher grade – paid for the hours worked in that higher grade (minimum 1 hour).
 - Over 3 hours worked in a single higher grade – paid for the full day at that higher grade.
6. Ensure all allowance payments are at least equal to or better than the award. (e.g. meal allowances should increase from \$16.56 to \$17.52)
7. Amend clause 4.1.1. in accordance with the undertaking previously provided by the employer that the clause will apply to all aspects of annual leave for which the Fair Work Act- National Employment Standards relate for the application of allowing leave to partially accrue.
8. Ensure that pay rates are better than the award for all hours worked during the week – with particular note to comply to the undertaking provided by the Employer regarding the payment for those casual workers on Level 1 & 1a rates doing Saturday only shifts.

9. Maintain non – rotating shifts and ensure there are no workers (either directly engaged or agency) being rotated between day, afternoon or night shifts and shift workers shift patterns.

10. Insert a casual to permanent conversion clause

TERMINATION & REDUNDANCY

11. Delete current redundancy and severance payments and insert uncapped redundancy of 5 weeks per year of service
12. Insert a provision for casual redundancy and severance payment of \$1500 per year of service uncapped
13. Insert provisions regarding relocation and training (at the employees' election) into the Redundancy section of the agreement.
14. Insert provisions of Redundancy severance payments on Employees retirement.

GRIEVANCES

15. Insert into the procedure an automatic right to arbitration

PAY – INCREASE & RELATED ISSUES

16. Wage rate increase by 4.5% for each year of the agreement for all employees; such increase to also apply to allowances and loadings (dependent on the final agreed enterprise package)
17. Amend Clause 2.10.1 to Increase Saturday shift loading to 150% of the Permanent part time rate
18. Amend Clause 2.10.1 to increase Sunday rate loadings as follows:

Weekly team members:	200% of the permanent part time rate of pay
Casual:	250% of the permanent part time rate of pay

ROSTERING AND HOURS OF WORK

19. Insert a provision that gives Long term agency workers preference over recent or newly engaged agency workers when being considered for a Direct Hire position.
20. Insert a provision that gives Team members a priority for Sunday overtime work on the side of the shed in which they are regularly engaged
21. Insert a Cap on the number of agency workers on site and convert all other agency employees to direct hire employment
22. Insert provision whereby working a Saturday cannot be a prerequisite for employees applying for promotions.
23. Amend clause 3.2.1 deleting 14 days and inserting 21 days for notice of and consideration for roster changes
24. Insert a provision that casual and agency employees must receive 1 hours notice for the shortening of shift

BREAKS

25. All staff to be able to clock on & off for breaks at upstairs clocks (after complying with food and hygiene requirements)
26. Introduce a Paid meal break for day shift
27. Ensure that when doing Overtime shifts all employees are to receive paid breaks
28. Insert a provision that allows Long Service Leave to be used in single day periods.

LEAVE PROVISIONS

29. Insert a provision that allows the timing and duration of annual leave to be at the employees election
30. The Employer to provide paid parental leave to all parents at full ordinary time earnings for a period of 26 weeks in addition to the government parental payment.
31. Insert a mechanism whereby the 2nd primary carer (once the first primary carer returns to work) receives paid parental leave
32. Increase annual leave by an extra week of leave
33. Insert provisions specifying that a medical certificate will only be required if the worker is absent on a day adjacent to a public holiday or RDO only.
34. Insert a provision that provides a payout of Half (50%) of the employees accrued personal leave balance when terminated or where redundancy applies.
35. Increase the amount of personal leave under the agreement by an extra 2 days.
36. Employees to be able to inform the company electronically, when sick or taking personal leave

and the Employer to provide a confirmation email of receipt of an application for personal leave

37. Introduce an ability to take a career break for 12 months
38. Introduce and implement a process whereby employees can email supporting documents directly to workforce planning
39. Insert provisions into the agreement allowing the Employees to have an ability to purchase and access additional annual leave regardless of annual leave or long service leave balances

MISCELLANEOUS

40. Provision for Agency employees not performing roles or functions other than selection
41. That Reserve and Rotation pools to be transparent and operated as described in the MOU's
42. That warnings only have effect if less than 6 months old
43. For uniforms to be able to be ordered annually from an employees anniversary date
44. Introduce and insert the ability to have superannuation contributions made to a self managed fund
45. Periodic (6monthly) review of hours used in reserve pool to identify any need to offer permanent roles
46. That agency employees should not be engaged on the basis of performance
47. Create more full time jobs for part-timers and a clearer path to these
48. Ensure there is more training for new employees
49. Re-introduce the 1000 hours rule
50. Ensure there is greater transparency of disciplinary outcomes for a complainant
51. Ensure that agency employees can be easily identifiable on site

DISCUSSION ITEMS

52. BRDC toilets and lunch room to be refurbished
53. Shade sails over car parks & walkway
54. Better quality gloves in temperature controlled areas
55. Improved and greater feedback from company on what's happening at BRDC



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