



SDA Union Rep Lou Bailey chats with Coles DC employees

COLES DC

SDA demands answers on unfair performance expectations at Coles EP

The SDA is concerned by performance expectations issues raised at the Coles EP Consultative Committee.

In particular, the incentive scheme that was designed to reward high achievers is being used to discipline employees who fall below the 100% threshold.

The SDA understands that this scheme does not take into consideration the following:

- The age of the employee
- The stock they are picking
- How long the employee has been employed

Union Rep Lou Bailey raised concerns about this approach through the Consultative Committee.

“We believe it is unacceptable to discipline employees for not meeting expectations based on a scheme that does not appropriately consider all the factors to measure an individual's performance,” said Lou.

Coles maintain the right to performance manage any individual employee below the Coles EP 100% minimum expectation.

The SDA will be taking this further

and will act to seek clarification about this process for our members.

“We are concerned that this process is unfairly biased against certain employees based on an unfair scheme and we will be asking Coles to provide us with more information,” said SDA Secretary Peter Malinauskas.

If you have any concerns about this issue, please speak to Lou Bailey.



**YOUR SDA
UNION REP
Lou Bailey**

Contact him on
8139 1000 or at
sda.com.au

SDA DC MEMBER PROFILE

The SDA would like to recognise our long term member, David Wade from Woolies RDC.

This month marks David's 43rd year of membership with the SDA, who joined in 1971.

Secretary Peter Malinauskas and everyone at the SDA extends a big thank you to David for his support of the SDA for the past 43 years.

"It's because of our great members like David and their continued support that the Union is able to get on with the job to protect and improve the wages and conditions of warehouse members," said Peter.

WOOLWORTHS DC

Your right to privacy

Members at Woolies RDC have expressed concerns about their birthday's being displayed on the Communication Board at the DC.

The SDA understands members may feel uncomfortable with the company using their private information.

"Your date of birth is personal information and you have a right to request Woolworths to not display your name and birthday up on the board," said SDA Industrial Lawyer Donald Blairs.

If you do not want the company to display your personal information, you should advise your line or HR manager.



UPCOMING EBA NEGOTIATIONS WOOLWORTHS DC

The SDA will commence negotiating a new EBA for Woolies RDC later on this year.

SDA Secretary Peter Malinauskas says members should start thinking about any problems they wish to raise about their current EBA.

"Now is the time to let us know how we can improve your EBA," said Peter.

Peter, SDA Industrial Lawyer Donald Blairs and Lou Bailey will be on site on Thursday 31st July at 2pm to meet with company and set out a schedule for the negotiations.

The SDA will be seeking to hold a Shed Meeting and to start the survey process in August.

COLES DC

Push for pay on RDOs at Coles EP

As part of the Coles Edinburgh Parks Agreement, employees are required to work if their scheduled RDO falls during a blackout period.

The two blackout periods are the four weeks including Christmas Day and New Year's Day and the two weeks including Easter Sunday.

A number of members have raised concerns with previous payment for working these RDOs.

The SDA will be pushing for Coles EP workers to receive payment for all hours worked instead of being paid their normal wage and having their RDO banked.

"The EBA states that you should be paid for all hours worked and you should be receiving that pay not an RDO at a later date" said Union Rep, Lou Bailey.

Lou says the SDA will continue to push for this to be resolved before the next blackout period.

If you have any questions about your RDOs, please ask you SDA Delegate or Union Rep.

Implementing the new Agreement at Monarto DC

Permanent jobs on the up

Members at the Big W Monarto DC are already enjoying the benefits of their latest SDA-negotiated Agreement.

In addition to the wage increases for permanent and casual employees, two other major changes have started to have an impact at the DC.

The Agreement states that casual employees who have been with the company for 2000 hours and meet basic competency and performance requirements, should be offered a permanent position over the next 18 months. Your Union Rep Lou Bailey is pleased to report that as at 27 June 2014, the first group of about a dozen casual employees at the DC have now been offered permanent positions.

Junior associates who are assessed at working at 100% of the adult benchmark are now also entitled to be paid at the adult rate.

As a result, all junior employees at the Monarto DC are receiving the full adult rate of pay.

“It’s great to see some real improvements for the workers out in Monarto DC already kicking in,” said Lou.



SDA fights for underpaid MHE operators

Despite these wins, there is still work to be done to fully implement the changes resulting from the new Agreement.

The Agreement states that any associate trained and licenced to operate a forklift, order picker or reach truck or an associate trained to operate mobile handling equipment requiring a high risk work licence should now be paid the Grade 4 rate of pay provided they meet basic competency requirements.

It is the SDA’s firm position that employees who meet basic competency requirements should have been reclassified as grade 4 employees from the commencement of the agreement.

The SDA contacted the company on 7 July to request payment for these employees from the commencement of the agreement and are awaiting a response.

“The SDA will be doing everything we can to ensure these employees receive their appropriate rate of pay for all hours worked,” said SDA Secretary Peter Malinauskas

There are also ongoing discussions around employees who have previously been trained and licensed where it is not clear whether they meet basic competency requirements on account of the length of time since they were trained and licensed.

If you have any questions about the Big W Monarto EBA, contact your SDA Delegate or Lou on 8139 1000.

YOUR DELEGATES

SAFETY DEMANDS ACTION

Health & Safety Week!

From 16 to 23 June this year, the SDA held its first National Health and Safety Week to raise awareness about health and safety in workplaces across Australia.

Thanks to our SDA Health & Safety Reps, Delegates and members who participated throughout the week to help us identify how we can help improve safety outcomes in the warehouse.



Don't go it alone, ask your SDA delegate!

If management pull you into a meeting, make sure you have your SDA Delegate with you.

Recently out at Woolies RDC, members have been asked to meet with managers for a general chat only to find the meeting turns to discussing their work performance.

Members should always have a support person in meetings with them, no matter how casual the meeting may be.

If you would like an SDA Rep to attend meetings with you, contact Lou Bailey on 8139 1000.