The proposal contains:

✅ Yearly wage increases
✅ Most hard won SDA union conditions retained

This document contains a summary of the differences between the proposed Agreement and the current Cheap as Chips’ Agreement. If approved by employees, the proposed Agreement will commence 7 days after approval by the Fair Work Commission (FWC) and operate for a period of three years.

Copies of the proposed Agreement are available in the lunchroom and at www.sda.com.au/cheapaschips

The proposed Agreement contains significant changes to conditions of employment at Cheap as Chips.

Please read this information carefully and if you have any questions about the proposal please speak to your SDA Delegate, SDA Organiser or call the SDA on (08) 8139 1000.

**VOTING**

Voting on the proposed agreement will occur online at:

**GO VOTE**
From: 9am Tuesday 16 July 2019
To: 5.30pm Friday 19 July 2019

Make sure you have your say.

**WAGE INCREASES**

The proposed Agreement ensures employees’ take home pay will increase with:

» Regular pay rises.
» Higher weekday pay rates.
» New annual leave loading.
The SDA is pleased to bring to members the proposed Cheap As Chips Agreement 2019. Please read through this document and if you have any questions speak to your SDA Delegates, SDA Organiser or contact the SDA on 8139 1000.

SDA Secretary Josh Peak

Questions? Contact the SDA on 8139 1000
**NEW CLASSIFICATION STRUCTURE**

The proposed Agreement contains a new classification structure which will include all Level 1 and 2 Retail Employees, as well as Store Manager in Training, Assistant Store Managers, Shift Runners, and Store Managers. These classifications come from the Retail Award classification structure. The table below shows the new structure and the equivalent classification from the Retail Award.

<table>
<thead>
<tr>
<th>Current Agreement Classification</th>
<th>Proposed 2019 Agreement Classification</th>
<th>Equivalent Retail Award Classification</th>
</tr>
</thead>
<tbody>
<tr>
<td>Retail Employee Level 1</td>
<td>Retail Employee Level 1 – Retail Employee</td>
<td>Retail Award Level 1</td>
</tr>
<tr>
<td>Retail Employee Level 2</td>
<td>Retail Employee Level 2 – Forklift Operator</td>
<td>Retail Award Level 2</td>
</tr>
<tr>
<td>Retail Employee Level 3 - all Broken Hill employees and an employee working at a rate higher than a Level 2</td>
<td>Broken Hill employees now paid a Broken Hill allowance of $0.97 per hour. Higher duties allowance applies to all work carried out at a higher level.</td>
<td></td>
</tr>
<tr>
<td>Retail Employee Level 4</td>
<td>Retail Employee Level 3 – Store Manager in Training / Assistant Store Manager / Shift Runner</td>
<td>Retail Award Level 4</td>
</tr>
<tr>
<td>Not included</td>
<td>Retail Employee Level 4 – Store Manager</td>
<td>Retail Award Level 6</td>
</tr>
</tbody>
</table>

*The relativities in the proposed Agreement are aligned to the General Retail Industry Award (GRIA). The EA underpins all salaries.*

**INCREASE TO JUNIOR RATES**

The SDA has secured an increase in the 20-year-old junior rate to 100%. From approval of the proposed Agreement, all employees 20 years and over will receive 100% of the adult rate.

<table>
<thead>
<tr>
<th>Year</th>
<th>Percentage of Adult Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>Under 16 years</td>
<td>45%</td>
</tr>
<tr>
<td>16 years</td>
<td>50%</td>
</tr>
<tr>
<td>17 years</td>
<td>60%</td>
</tr>
<tr>
<td>18 years</td>
<td>70%</td>
</tr>
<tr>
<td>19 years</td>
<td>80%</td>
</tr>
<tr>
<td>20 years</td>
<td>100%</td>
</tr>
</tbody>
</table>

**WAGE INCREASES EACH YEAR**

<table>
<thead>
<tr>
<th>DATE</th>
<th>WAGE INCREASES</th>
</tr>
</thead>
<tbody>
<tr>
<td>Commencement of Agreement (company agreed to pay from 1 July 2019)</td>
<td>Level 1, 2, 3 and 4 increased by 3% (Retail Award rate + 1 cent)</td>
</tr>
<tr>
<td>1 July 2020</td>
<td>The percentage won by the SDA at the FWC in its 2020 Annual Wage Review.</td>
</tr>
<tr>
<td>1 July 2021</td>
<td>The percentage won by the SDA at the FWC in its 2021 Annual Wage Review.</td>
</tr>
<tr>
<td>1 July 2022</td>
<td>The percentage won by the SDA at the FWC in its 2022 Annual Wage Review.</td>
</tr>
</tbody>
</table>

NEW & INCREASED PENALTY RATES
Penalty rates are calculated on the new base rates of pay. The new penalty rate structure is set out below.

<table>
<thead>
<tr>
<th>Monday to Friday 7am-6pm</th>
<th>Permanent</th>
<th>Casual (including loading)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Monday to Friday from 6pm – 9pm</td>
<td>25%</td>
<td>30%</td>
</tr>
<tr>
<td>Saturday 7am – 6pm</td>
<td>25%</td>
<td>40%</td>
</tr>
<tr>
<td>Monday to Friday before 7am and after 9pm, Saturday after 6pm</td>
<td>50% for first 3 hrs, 100% thereafter</td>
<td>75% for first 3 hrs, 125% thereafter</td>
</tr>
</tbody>
</table>

CASUAL PENALTY RATES
As a result of winning our case in the Fair Work Commission, casual penalty rates will increase over the life of the Agreement for work on Monday to Friday 6pm – 9pm and on Saturdays.

<table>
<thead>
<tr>
<th>Casual (including casual loading)</th>
<th>Monday to Friday 6pm – 9pm</th>
<th>Saturday 7am – 6pm</th>
</tr>
</thead>
<tbody>
<tr>
<td>From commencement</td>
<td>30%</td>
<td>40%</td>
</tr>
<tr>
<td>From 1 October 2019</td>
<td>35%</td>
<td>45%</td>
</tr>
<tr>
<td>From 1 March 2020</td>
<td>40%</td>
<td>50%</td>
</tr>
<tr>
<td>From 1 October 2020</td>
<td>45%</td>
<td>50%</td>
</tr>
<tr>
<td>From 1 March 2021</td>
<td>50%</td>
<td>50%</td>
</tr>
</tbody>
</table>

FURTHER CHANGES TO PENALTY RATES

<table>
<thead>
<tr>
<th>Public Holidays</th>
<th>Permanent</th>
<th>Casual (including loading)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Sunday before 9am &amp; after 6pm</td>
<td>225%</td>
<td>250% (including loading)</td>
</tr>
</tbody>
</table>

Sunday 9am – 6pm

| From Commencement | 65% | 75% |
| From 1 July 2020 | 50% | 75% |

The proposed Agreement mirrors the penalty rates in the Award which includes the Fair Work Commission decision to reduce Sunday penalty rates over the next 2 years. However, there is a mirroring clause in the Agreement to ensure Sunday penalty rates will move in line with the Award up or down.

Public Holiday penalty rates have been reduced for permanent employees in line with the Fair Work Commission’s penalty rate decision.

ALLOWANCES
Allowances may increase over the life of the proposed Agreement and will not be less than in the Award.

First Aid Allowance: $11.22 per week

Higher Duties Allowance: When working at higher level, employees will be paid the higher level for time so worked, or whole shift if longer than 2 hours.

Broken Hill Allowance: $0.97 per hour

Meal Allowance: $18.87 ($17.10 for the second allowance as per clause 15.1)
**SECURE HARD WON SDA UNION CONDITIONS**

The SDA has defended the following above-Award conditions that will remain in the proposed Agreement:

- Higher wage rates than the Award
- Voluntary Work on Public Holidays
- An agreed number of hours for part time employees of between 12 and less than 38 hours per week
- 12 months unpaid Volunteer leave for employees with 1 year of continuous service
- Emergency Services Leave (up to 2 days per year paid time off)
- Status Quo when following grievance procedure
- Right to appoint a representative at any time during a dispute
- Retention of relevant savings provisions

**NEW RIGHTS WON**

There are also a range of new rights for Cheap as Chips workers as part of the proposed new Agreement:

**Roster change consultation rights**

The proposed Agreement requires Cheap as Chips to consult with an employee before they propose a change to their roster. This means that before your roster is changed, Cheap as Chips will have to:

- Provide information about the change (e.g. what the change will be and when it will occur)
- Ask you to give your view about the change (e.g. will it impact an existing commitment, such as child care arrangements)
- Consider your response about the impact of the change.

Any disputes about a change to your roster should still be raised under the Disputes Procedure in the Agreement.

The SDA is available to assist any SDA member with a concern about a proposed change to their roster.

**Part Time Additional Hours**

Many part time employees currently do additional hours in addition to their core contracted hours. The proposed Agreement continues to allow part time employees to work additional hours if they wish.

Under the proposed agreement, a part-time employee may provide ‘standing consent’ to work additional hours to your contract. If you are offered and accept additional hours up to a maximum of less than 38 hours per week under a ‘standing consent’, you will be paid the ordinary rate of pay for time worked. You can still verbally refuse to work additional hours when offered.

These hours are included in the calculation of an employee’s superannuation payments, leave accruals and your average hours worked for the year.

A part time employee who has consistently worked a number of additional temporary hours over a 12-month period can request to have their permanent minimum hours increased.

**New Casual Conversion to Permanent Clause**

The proposed Agreement provides the ability for an employee engaged as a casual to request to convert to permanent employment, subject to certain criteria being met. This entitlement has been secured as a result of a case run by the SDA/ACTU in the Fair Work Commission.

To be eligible, the casual employee must have worked regularly for at least 12 months. If they have regularly worked an average of at least 12 hours per week, they can request to be made a part time employee.

**Partial Redundancy Clause**

The new proposed Agreement contains a clause that may provide a employee facing redundancy with the option instead - where available - of ongoing work at lower paid duties and a partial redundancy payment.

For more information go to www.sda.com.au/cheapaschips
Arbitration Rights
The proposed Agreement now has a stronger dispute resolution clause. The new clause provides that if the dispute cannot be resolved either at the workplace or by conciliation at the Fair Work Commission, then the dispute can be referred to the Fair Work Commission for hearing at arbitration. Arbitration allows the Fair Work Commission to make a binding decision on how to resolve the dispute that Cheap as Chips and the employee must abide by.

Domestic Violence Leave
The proposed Agreement provides for 5 unpaid days of Family and Domestic Violence Leave (FDVL) for all employees and allows permanent employees to access paid annual leave. The inclusion of FDVL recognises that employees who experience family and domestic violence may need additional support to deal with the impact of the family and domestic violence, particularly to make arrangements for their safety and the safety of others, attend medical appointments, court appointments, access police services and related activities which are impractical for an employee to deal with outside of their ordinary hours of work.

The proposed Agreement provides a detailed clause on how to access this leave and important commitments of confidentiality from Cheap as Chips towards employees accessing this leave.

Annual leave loading paid on all Annual Leave
You will now receive a 17.5% loading on all annual leave taken.

Additional Tea Break after 7 hours
This is an improvement from the current Agreement where a second tea break is only available after 9 hours of work.

No more than 5 hours worked without a meal break
The current Agreement allows employees to work up to 7 hours without a meal break.

Increase to 20-year-old junior rate
All 20 year old employees will received 100% of the adult rate from the commencement of the proposed Agreement.

New Broken Hill Allowance
All employees in Broken Hill will be paid an additional allowance of $0.97 per hour.

New Health and Safety Clause
The SDA has secured a new health and safety clause with a commitment from Cheap as Chips to achieving and maintaining a safe working environment for all employees.

QUESTIONS?
If you have any questions or concerns about this please speak to your SDA Organiser or contact the SDA on (08) 8139 1000. The SDA will provide members with updates as this process progresses.

Questions? Contact the SDA on 8139 1000