

## SDA commissions Coles EP time & motion study



The SDA has ongoing concerns about changes to timings in the Coles Warehouse, which can be unfair to workers if they are used inappropriately by the Company.

SDA Secretary Sonia Romeo has sought to address this issue and approved a time and motion study to be conducted on site.

The study has been conducted by Time and Motion Pty Ltd, which is a company independent of the SDA and Coles.

Time and Motion Pty Ltd will now provide a thorough assessment of the times taken to perform sequences of work.

Sonia asked the consultant conducting to speak directly to workers and conduct the study alongside workers.

“The issue of timings at Coles EP is an issue that we are taking seriously and we want to resolve the problem in the right way.

“We want to ensure that consultant has a detailed understanding of the many and varied jobs carried out by EP workers.

“The purpose of the study is to provide us with an accurate analysis of timings so we are in a better position to contest any unfair actions taken by the Company as result of their timings,” said Sonia.

The study is now complete and we are expecting the final report.

***If you have any questions or suggestions about the study, please speak with your Union Delegates or Organiser Lou Bailey on 8139 1000.***

**Upcoming SDA Shed Meetings**

BIG W MONARTO  
Tuesday 6 September

COLES EP  
Friday 9 September



## Union addresses Workers Comp in DCs

**The SDA continues to act on concerns about employers refusing to give shifts to employees on workers compensation.**

There are ongoing issues with finding appropriate duties for workers with a current claim but the Union says they should be provided with ongoing employment.

SDA Lawyer Monique Chettle explains that while the issue is complex, the Company should be doing everything they can to find appropriate work for these workers.

"All workers who have a workers compensation claim are entitled to the provision of suitable duties.

"We will be following up companies to ensure that these workers are not being unfairly targeted because of their injury.

"It is not appropriate for the Company to be sending workers home without considering all options for finding them alternative duties," said Monique.

If you have any questions about workers compensation, call the SDA to speak to a Lawyer on 8139 1000.

FROM SDA ASSISTANT  
SECRETARY JOSH PEAK

## Negotiating a new Repco Agreement

**Repco DC workers have had their say on wages and conditions in their Workplace Agreement and negotiations have now begun.**



SDA Assistant Secretary Josh Peak says the union went through all the feedback provided by workers to prepare a Log of Claims.

"We've been out on site to survey workers about what they want changed in their Agreement, we've taken all their feedback on board.

"Our priority will be to lock in pay rises for Repco DC workers so they can be confident that their wages will go up over the next few years.

"We'll also be working through any changes employees would like to see in their workplace conditions," said Josh.

Throughout negotiations the SDA will be working hard to achieve the best possible outcomes for workers.

If you have questions about Repco DC negotiations, please call the SDA on 8139 1000.

# SDA win to sign up 'labour hire' workers to union

The SDA remains committed to protecting all DC workers at work and has highlighted the need for workers employed by an employment agency instead of the Company to be represented by the union.

Recently, the SDA began payroll deductions for Action Workforce workers at Coles EP.

SDA Lawyer Brad Cagney says workers who aren't employed directly by the Company deserve access to the same representation, support and assistance as other workers on site who are members of the union.

"All workers are entitled to join a union, and by allowing payroll deductions for Action Workforce workers, it makes union membership easier for those workers," said Brad.

The introduction of employment agency labour hire workers in DCs is a concern and the SDA is working hard to ensure that those workers have the same workplace rights as all other workers.

Brad stresses the importance of growing union membership in warehouses in order to protect the hard-won entitlements and conditions of workers achieved by union members.

"We strongly encourage union membership for workers so that we can continue to advocate for improvements to wages and conditions.

"The more union members on site, the more bargaining power we have when it comes to negotiating with the Company," he said.

If you know a worker who wants to join the union, speak to your SDA Union Delegates on site.

## SDA DC MEMBER PROFILE



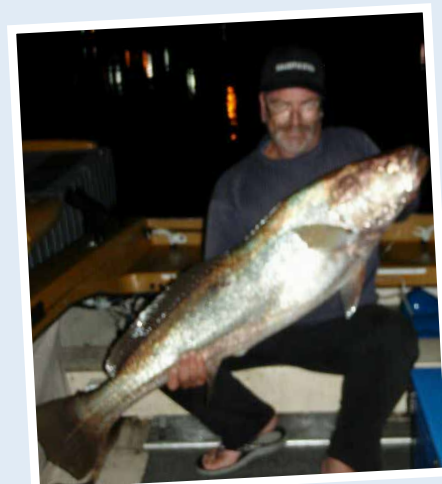
### **BRENTON MAIN**

#### **ALM**

Our Member of the Month is SDA Delegate Brenton Main from the ALM Warehouse at Gepps Cross.

Brenton has worked at ALM for many years and is a long-term member of the union, joining up in 1998.

When he's not working, Brenton enjoys heading out on the water to fish.



### **YOUR SDA UNION REP** **Lou Bailey**

Contact him on

**8139 1000**



## YOUR PAY RISES

### AUSTRALIAN LIQUOR MARKETERS PTY LTD.

ALM workers are set to receive a pay rise in November this year as part of their SDA-negotiated Agreement. It'll come into effect on the first full pay period on or after 1 November 2016.

### Woolworths ARDC

Woolworths Warehouse workers will see an increase to their pay in November. The wage increase will kick in on the first full pay period on or after 25 November 2016.

### CHECK YOUR PAY ONLINE

All SDA members can check their pay rates on our website 24/7. Simply log in at [www.sda.com.au](http://www.sda.com.au) to view your new wage rates when they go up. A full copy of your Workplace Agreement can also be accessed online.

## MESSAGE FROM THE SECRETARY

### Rising income inequality must be stopped

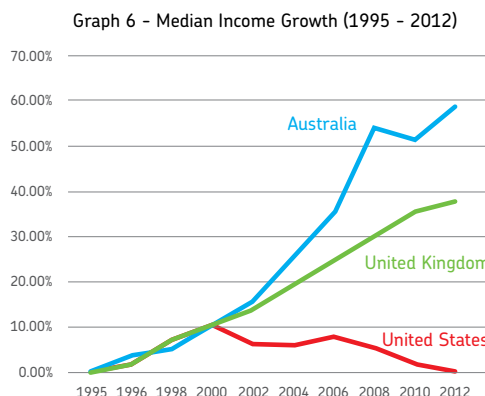


**One of the biggest issues facing working people in Australia is rising income inequality, which is causing workers to fall behind as the cost of living continues to go up.**

In the U.S. income inequality is a serious concern for millions of American workers and it is a core issue for their upcoming Presidential Election in November.

The Minimum Wage in America is stuck at \$7.25USD per hour, and workers are struggling.

While Median Income Growth in Australia has continued to grow over time, there has been a significant decline to the income of middle-class families in the U.S.



Union membership is crucial to stopping income inequality from worsening.

Unions are the only organisations that have consistently and effectively argued for wage increases for working people for over 100 years.

In Australia, union membership in the private sector remains higher than in the U.S. Declining union membership is a direct link to declining wages for workers.

There must be continued focus on growing union membership to ensure better bargaining power when it comes to wages and conditions.

Without strong unions, there is a real risk that Australia will end up like the U.S. where the gap between rich and poor grows larger by the day.

*Sonia Romeo*

Sonia Romeo, SDA Secretary